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Nurturing Resilience through the Network

Dawn Vallet-MacDonald, RN, MSc

Justine Bremner, RN, MN, CCN(C)

Lucy Thomas, RN, BScN

June 17, 2025

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**HELLO,
I AM HERE TO
LEARN
& NETWORK**

ENCOURAGE. DEVELOP. EMPOWER.

Agenda

- Overview of the Network
- Understanding Mentorship Roles
- Experiential Learning Opportunities in the Network
- Mentorship Simulation
- Mentors/Mentee Matching in the Network
- Leadership Development through Mentorship
- World Cafe: Mentorship Challenges
- The Future of the Network & Next Steps



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Has a mentor impacted you in your career?

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Nursing Mentorship Network



Launch

Network launched in February 2021, by the Associate Chief Nursing Office (ACNO).



Statistics

Network currently at ~1500 members & 260 mentor profiles for members to self-select from. All nurses of all ages, in all phases, including new grad, mid career and experienced nurses.



Community

Monthly CoP sessions with guest speakers, bimonthly Mentor Conversations, & Network discussion board. Multiple virtual matching sessions & on in-person networking session.



Accolades

Mentor of the Month & Annual Mentor Champion. Network has had 3 articles, a podcast, citation in HC Nursing Retention Toolkit, ICN poster presentation. Multi-collaborations provincially & nationally including Nursing the Future, Alberta Association of Nurses...

For Nurses, by Nurses

The Network is a virtual forum offered to over 39,700 nurses to support successful nursing mentorship experiences; share and learn mentorship knowledge and skills; engage in professional, leadership, career, and /or personal goals through a mentorship relationship; and advance professional practice. Network is for all nurses: NPs, RNs, RPNs, LPNs, UNEs, & Nursing students.



Pilot

61 pairs matched for pilot formal mentorship program. Length of pilot is from March – Dec 2025.



Committee

Advisory Committee supports program and provides direction for implementation, CoP sessions and resources. Co-chairs: Dawn Vallet-MacDonald & Justine Bremner.



CoP

A group of passionate nursing professionals who interact regularly to share knowledge, support each other and support a culture of learning and development.



Future

Software application & in-house education program. Network Research. Matching sessions & conferences. New nurses to automatically be on Network. Nurse leader specific program integrated.



Mentor

- Informal, long term
- Career focused
- Professional & personal growth



Preceptor

- Structured, short-term
- Skill focused
- Assigned by organization
- Supervises and evaluates



Coach

- Time-bound
- Performance focused
- Problem solving & goal orientated





Experiential Learning in Mentorship

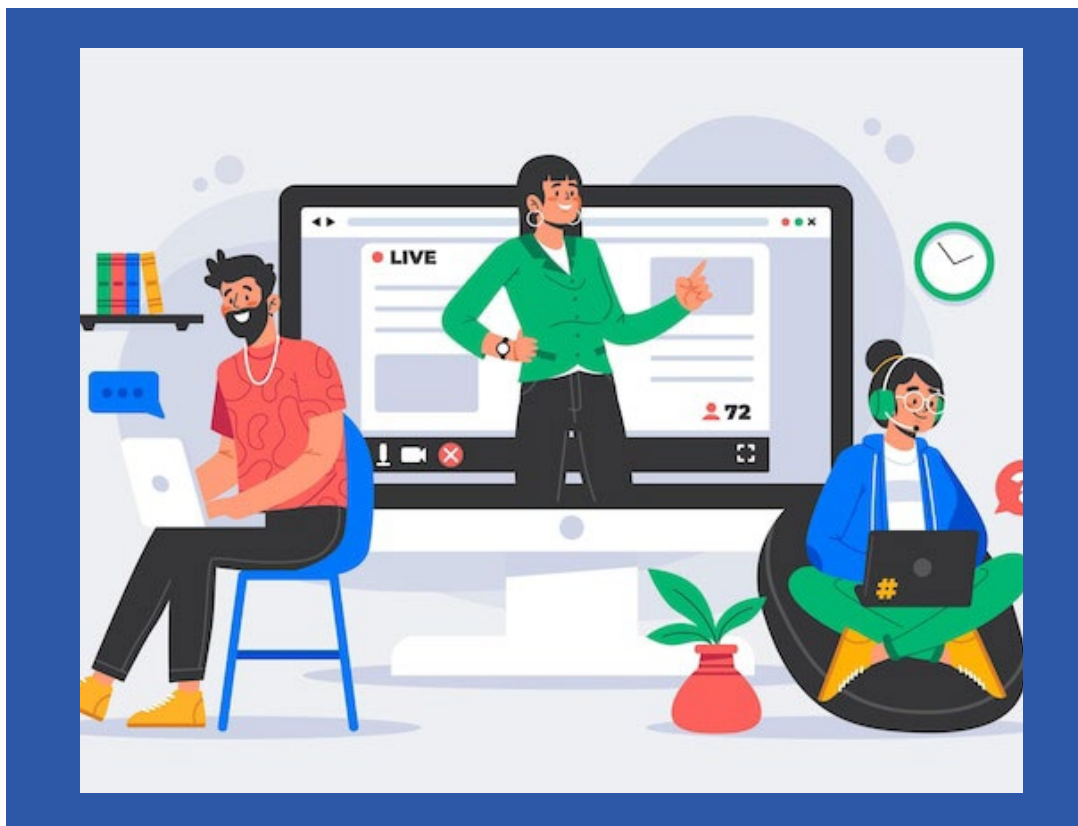
- Reflective Practice
- Skill Application
- Confidence Building
- Networking Opportunities
- Role of Mentors
- Continuous Learning





Monthly Community of Practice (CoP) Sessions

- For learning and networking
- Continuing competency requirements
- Professional developmental goals
- Topics based on members feedback and relevancy to mentorship

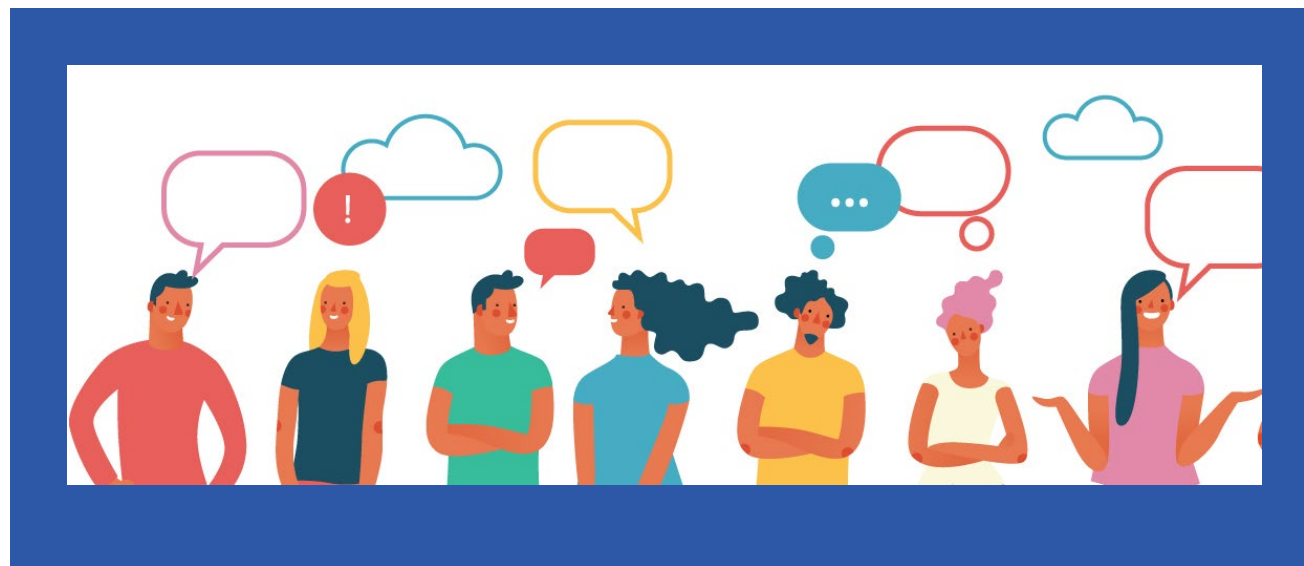




Mentor Conversations

A Virtual discussion group for Nurse Mentors:

- Providing guidance and connection with other nurse mentors
- Enhancing mentor skills and knowledge
- Offering mentor development opportunities
- Overcoming challenges in mentoring





CoP Session Topics

- Preparing and Negotiating for Successful Mentoring Relationships
- Goal Setting for Growth and Success
- Emotional Intelligence in Nursing
- Bridging Generations: Intergenerational Bias and Ageism
- Leading with Impact: The Power of Effective Communication

Mentor Conversation Topics

- Using Psychological Health & Safety Approaches to Build Trust
- Active Listening in Mentor Conversations
- Powerful Questions
- Feedback & Feedforward: Supporting Growth Through Reflective Conversations
- Empowering Growth: A Coaching Approach to Effective Mentoring





Network Resources in Mentorship Library



Mentee Goal and Action Plan.pdf	Mentee Resources	mentee goal action plan
Mentee Journaling Guide.pdf	Mentee Resources	mentee
Mentor Education Resource (1).pdf	Mentor Resources	Mentoring Education training
Mentor Qualities Poster created by Susan A...	Mentor Resources	Mentorship Mentor Mentoring
Mentorship Agreement.pdf	Mentorship Relationship Resources	Mentorship Mentoring mentee relationship Mentor
Mentorship Best Practices for Virtual Mento...	Mentorship Relationship Resources	Mentorship relationship virtual Mentoring
Network Advisory Committee - Terms of Re...	Network Meetings	Advisory Mentorship ToR
Nursing Mentorship Network Charter.docx	Network Meetings	charter Mentorship COP
Participant Mentorship Handbook.pdf	Mentorship Relationship Resources	Mentorship Mentoring Mentor
Sample Mentoring Agreement.pdf	Mentorship Relationship Resources	Agreement confidentiality Mentoring
SMART Goal Setting.pdf	Mentee Resources	goal template
smart-goals-worksheet.pdf	Mentee Resources	mentee goal
What is Mentoring.pdf	Mentorship Relationship Resources	definitions Mentor coach Preceptor





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Mentorship Speed Matching Simulation

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Speed Matching Questions

Mentee	Mentor
What is your name?	What is your name?
What is your role, where do you work & for how long?	What is your role, where do you work & for how long?
What goal do you hope to accomplish from the mentorship?	Why did you choose to become a mentor and what would you offer a mentee?



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Group Discussion

What are the strengths and weaknesses of speed matching?

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How are mentors and mentees matched?

- Self-selection
 - Mentor Profiles
 - Mentor of the Month
- Virtual office hours for support
- Virtual networking & matching session
- In-person networking & matching
- Pilot Formal Program*



Selecting & Contacting a Mentor

- You can search & filter information of interest. Click on any title in the grey bar above the profile arrow to the right of each title (e.g. Nursing Registration) and select the topic (e.g. RN, LPN, NP).
- Click on mentor names to see their full profile.
- Email the mentor to set up an initial meeting to assess if you will be a good fit for each other.
- See Mentorship Library for resources to support the mentorship relationship.
- Need help facilitating your match? Email us at nursing.mentorship@ahs.ca

Profile Name	Nursing Registration	Current Role/Title	Domain of Practice	Education
	RN	Staff Nurse	Clinical	BScN - Montreal, QC
	RN	Staff Nurse	Clinical	BScN
	RN	Staff Nurse	Clinical	University of alberta General Studies Grant MacEwan to U of A transfer di
	RN	Staff Nurse	Clinical	BScN - 1999 MN (Leadership and Education) - 20

Submit Your Mentor Profile

Name	Justine Bremner RN, MN, CCN(C)
Nursing Registration	RN Choose from drop down menu
Zone	Edmonton
Current Role/Title	Team Lead - CoACT Collaborative Care Choose from drop down
Availability	<input checked="" type="checkbox"/> Can choose to be available for more than one mentorship
Identify your availability to meet with a mentee	<input checked="" type="checkbox"/> Every 2 weeks Choose from options
Domain of Practice optional	Professional Practice
Years of Practice	5-10 years
Experience	<p>Justine is currently a Team Lead with CoACT Collaborative Care since April 2022. In this role she supports the implementation of evidence informed practice changes into front line clinical settings.</p> <p>She has a clincial background in cardiac nursing, including primary prevention, diagnosis, assessing risk factors, and patient education through the Cardiac EASE clinic. She has cared for critically ill postoperative patient in Cardiac Intensive Care Units both in British Columbia and in Alberta. She also has experience supporting/coordinating care for patients in End Stage Heart Failure who are being worked up for heart transplant, or supported on a Ventricular Assist Device, and doing teaching for patients, families, and medical staff on these devices.</p> <p>Justine is passionate about initiatives that support and enhance nursing professional practice, and encourage nurses to be engaged in change management and building their leadership potential. accountable. As a member of the Nursing Mentorship Network Advisory commitee, she has seen and experienced first hand how mentorship has supported nursing professional growth and development.</p> <p>Briefly describe your experience to date</p>
Education	BScN Certified in Cardiac Nursing (Canada) Masters in Nursing Leadership focus Briefly describe your education
Choose the strengths/skills you bring to a mentorship relationship Select your top 3	<input checked="" type="checkbox"/> Leadership skills <input checked="" type="checkbox"/> Public speaking <input checked="" type="checkbox"/> Building Networks
Area of Practice	<input checked="" type="checkbox"/> Cardiology <input checked="" type="checkbox"/> Intensive Care <input checked="" type="checkbox"/> Health Profession Strategy and Practice
If other, please describe	
Contact email	Justine Bremner

r Profiles

ility	Contact email	Mentor Years of Practice	Zone	Area of Practice	Other
		20+ years	Central	Adult, Medicine, Home Care, Supportive Living, Facility Living, Chronic Disease Management, Geriatrics	
		20+ years	Central	Adult, Home Care, Facility Living, Supportive Living, Medicine, Connect Care, Geriatrics, Chronic Disease Management	
		10-20 years	Edmonton	Adult, Cardiology, Intensive Care, Palliative Care, Emergency, Home Care	
		20+ years	North	Adult, Addiction/Mental Health, Education	



Mentor of the Month

Justine Bremner RN BScN CCN(C)

Justine has spent the last 10 years of her career in both Alberta and British Columbia, in cardiac nursing, working all across the spectrum from prevention and early diagnosis, to cardiac surgery ICU, to supporting patients in end stage heart failure being considered for heart transplant and mechanical circulatory support. Although she enjoys working with this population very much, her true passion is supporting nursing practice and within healthcare organizations.

She is currently a student at the University of Alberta, completing her Masters in Nursing, and has had the opportunity to explore nursing practice from many areas including academics, research and regulatory practice. Her mentorship relationship through the network helped her to her current position as a Team Lead with CoACT Collaborative Care where she supports teamwork, communication, and scope of practice across AHS.

Justine is passionate about helping all nurses reach their potential as leaders and build their own personal professional journey as nurses.

Be prepared. Be resilient. Be relentless. Be yourself.

- Barb Shellian



JULY 2023
Mentor of the Month

HIGHLIGHTS

Role	RN
Years of Practice	10
Site	Provincial
Nursing Focus	Nursing Professional Practice and Leadership

NURSING MENTORSHIP NETWORK- Mentee Opportunity- email Justine.bremner@ahs.ca





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Mentor Champion Award



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In-Person Networking & Matching Events



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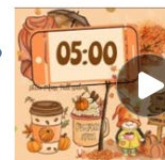
Virtual Networking and Matching Events

Objectives:

- Background & ground rules
- **Meet and Match!**
- Wrap Up

Round Three Conversation Starters

1. If you could challenge one misconception about working in healthcare, what would it be?
2. What song/activity can always pull you out of a bad mood and why?
3. What made you decide to become a nurse?



Next Steps

- ▶ Time to reach out!
- ▶ Join the network
- ▶ **THANK YOU!**





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Virtual Office Hours & Inbox



Nursing.mentorship@albertahealthservices.ca

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SMART Goal Setting

Crafting a goal is about pinpointing the specific aspect you want to improve or change, often referred to as adjusting the 'dial.' Use action verbs like 'improve,' 'develop,' or 'understand' to express your goal, making sure there's a clear shift from the current state to a new level. Once you've defined the goal, outline the steps you'll take to achieve it. The SMART acronym, encompassing Specific, Measurable, Attainable, Relevant, and Timely elements, serves as a guide to ensure your goal is well-defined, achievable, and effective. Replace the examples provided in the spaces below with your own plans.

S SPECIFIC

Clearly define the objective you want to achieve in your mentoring partnership.

Example: Develop advanced proficiency in data analysis techniques to confidently manage a higher case load within the next 12 months.

M MEASURABLE

Establish concrete criteria to measure progress and success.

Example: (1) Complete an advanced data analysis course and successfully apply the acquired skills to analyze and manage a set number of additional cases. (2) 20% increase in the successful management of cases using advanced data analysis.

A ATTAINABLE

Ensure that the goal is realistic and achievable.

Example: The Mentoring Program provides opportunity to collaborate with the mentor to support me after completion of the program with the practical applications of advanced data analysis techniques in my role.

R RELEVANT

Confirm the relevance of the goal to your overall personal and professional growth.

Example: Enhancing data analysis skills is directly aligned with my career aspirations, as it will diversify my case load and allow me the opportunity to work on and lead more complex projects in the future.

T TIMELY

Establish a clear time frame, and ensure the goal is achievable within that time frame.

Example: This time frame provides a focused and achievable window for completing the training, applying skills, and demonstrating increased proficiency in managing a higher

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Yearly Evaluations

2025 Nursing Mentorship Network Annual Evaluation

Page 1

Thank you being a member of the Alberta Health Services (AHS) Nursing Mentorship Network! We would like to hear about your Mentorship Network experience so that we may evaluate and strengthen the network for the future.

This entire survey should take approximately 5-10 minutes to complete. All completed entries are eligible to enter into a draw to win a prize.

Instructions for how to enter for the prize will be shown after the survey is completed.

Please be assured that your responses are anonymous and confidential.

Please complete the following questions.

(Please note that for this survey the term AHS encompasses all care pillars, including Recovery Alberta and Acute Care Alberta)

What is your professional designation?

- ☐ NP
- ☐ RN
- ☐ RPN
- ☐ LPN
- ☐ UNE
- ☐ Nursing Student
- ☐ Other

If not listed above, what is your current professional designation?

What provincial health agency do you currently work under or in the future will be working under once it is established?

- ☐ Recovery Alberta
- ☐ Acute Care Alberta
- ☐ Primary Care Alberta
- ☐ Assisted Living Alberta
- ☐ Alberta Health Services
- ☐ Non-agency organization (such as Covenant Health, Bethany, Lamont etc)
- ☐ Support Services (such as HPSP, Payroll, IT etc)
- ☐ I am not currently employed by any of these organizations
- ☐ Other

If not listed above, what organization/agency do you currently work for or will be working for once it is established?

What is your role in this Nursing Mentorship Network? Select all that apply

- ☐ Mentor (Active or Prospective)
- ☐ Mentee (Active or Prospective)
- ☐ Neither - Nursing Mentorship Network Member Only

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Response Rate

2021 – 21% (105) out of 500 members

2022 – 17% (88) out of 517 members

2023 – 15% (120) of 800 members

2024 – 18% (169) of 960 members

2025 – 9% (134) of 1489 members





Reported number of mentors and mentees in the Network

2021 – 41 mentors and 15 mentees (of 500 total members)

2022 – 27 mentors and 28 mentees (of 517 total members)

2023- 42 mentors and 10 mentees (of 800 total members)

2024 – 48 mentors and 23 mentees (of 960 total members)

2025 -





Reported number of mentorship relationships facilitated by Network

2021 – 15 mentors and 5 mentees reported being in a relationship (of 46 total reported)

2022 – 14 mentors and 4 mentees reported being in a relationship (of 37 total reported)

2023– 13 mentors and 17 mentees reported being in a relationship (of 70 total reported)

2024 – 36 mentors and 21 mentees reported being in a relationship (of 71 total reported)

2025 –





Comments from Members re: Mentorship

- “I guess I don't get it.”
- “Perhaps assistance to find a mentor, it seems daunting to choose someone from the profile list”
- “I would love to be a mentor for more people but I have not received any interest since my initial sign up.”
- “I get the sense that the network has not had much success with mentor/mentee relationships. If the network is to remain THAT, then perhaps more needs to be done to encourage and assist the mentees to reach out”
- “It was my first time being a mentor, and their first time being a mentee. I think we were both somewhat unprepared for how to approach the relationship”
- **“Don't even know where to start on this or how it works”**





Overall member satisfaction with the Network

2021 – 97.6% reported satisfaction/very satisfied

2022 – 95.4% reported satisfaction/very satisfied

2023 – 93.3% reported satisfaction/very satisfied

2024 – 95.9% reported satisfaction/very satisfied

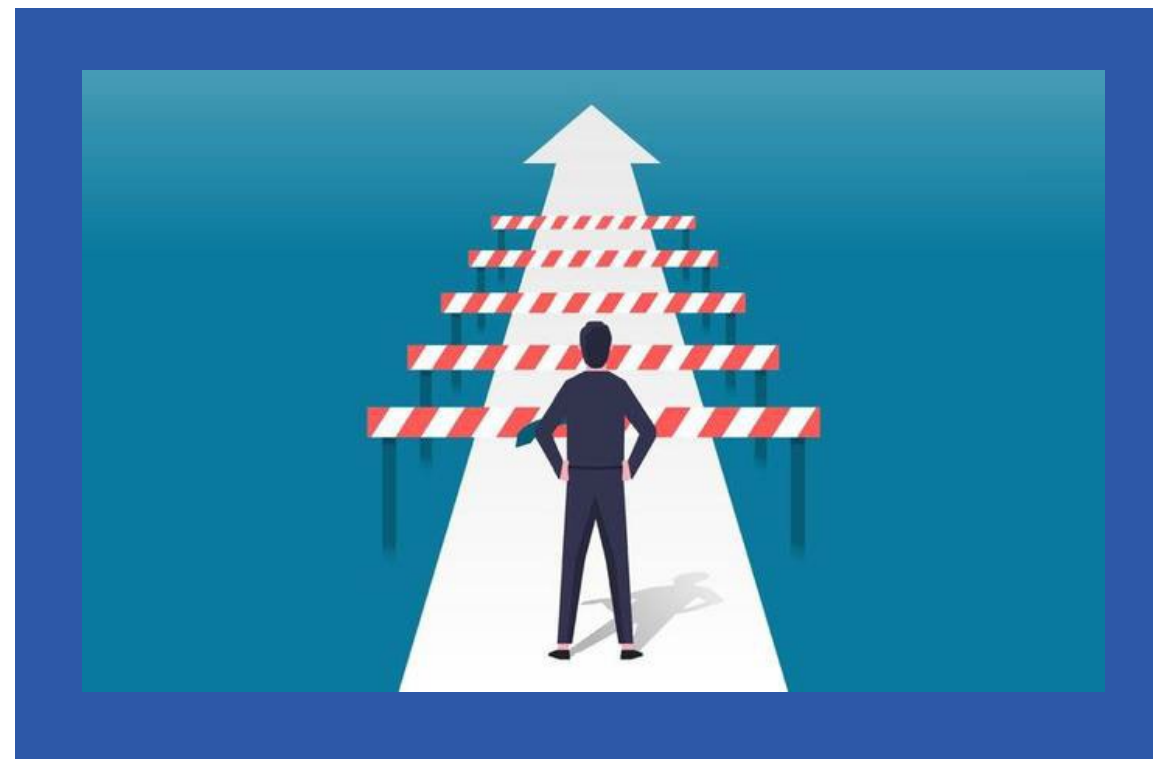
2025 -





Challenges

- Low overall survey participation
- Majority of members not actively pursuing mentorship
- Few mentorship matches among interested members
- 27 members (2023) and 34 members (2024) cited lack of mentor fit or not being approached
- Very limited number of active mentorship relationships for evaluation data





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Formal Nursing Mentorship Pilot

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Formal Nursing Mentorship Pilot Primer

- 9-month structured mentorship program
- Includes regular check-ins and learning sessions
- Supports career growth, leadership, and knowledge sharing
- Open to all nursing staff, regardless of FTE or location
- Matches mentors with mentees for professional development growth

Nursing Mentorship Network

Formal Mentorship Pilot Program

Grow and develop your nursing practice with our new Formal Nursing Mentorship Pilot Program! This initiative is being supported by the AHS Nursing Mentorship Advisory Network to cultivate a culture of collaboration and growth through a formal supported mentorship program.

Program Overview:

- Connects mentors with mentees who are seeking to advance and grow their practice.
- Fosters a supportive environment for knowledge sharing, career advancement and leadership development
- Nine month formalized process with regularly scheduled check-ins and learning sessions
- Available for all nursing staff no matter your FTE or location

Benefits of Participating:

- Access a variety of mentorship resources including tailored learning sessions, monthly Community of Practice sessions, articles, templates, and more.
- Mentees gain valuable insights and skills from mentors to help meet career goals and grow professionally.
Mentors will foster fulfillment, pride, and satisfaction of passing on knowledge and nurturing the career development of a mentee. The mentor also can reflect on and refresh their work practices, knowledge and attitudes.
- Find more value in your profession and contribute to excellence in healthcare.



Formal Nursing Mentorship Pilot – FAQ

Application Dates:

- Mentees: Jan 6–30, 2025
- Mentors: Feb 3–24, 2025

Eligibility:

- RN, LPN, UNE, NP, RPN (need active AHS email)
- One application per person (mentor *or* mentee)

Commitment:


- Full 9-month participation
- Complete pre- and post-program evaluations

Time Expectation:

- ~1 hour/month

Format:

- Fully virtual; in-person optional
- Optional group sessions)



**NURSING MENTORSHIP NETWORK
FORMAL PILOT PROGRAM**

Frequently Asked Questions

What does “Pilot” mean?
Although the Nursing Mentorship Network has been facilitating nursing mentorship within AHS since 2021, there has been increased demand for a more structured and formalized mentorship process, including matching, check-ins, education, and support. This will be the first time the Network has run a mentorship program like this, so this first round of matching will be a “test run” to determine its effectiveness and value for nursing staff.

What is the purpose and benefits of this Formal Mentorship Pilot Program?
There are many benefits to both mentors and mentees by participating in this program which are all listed in the Primer.

Who can participate in the mentoring program?
All Nurses (NPs, RNs, RPNs, LPNs, CNEs, UNEs) are invited to participate, regardless of role, experience, FTE, and years of practice.

All participants must have an AHS or Covenant email or address and be able to access Insite. We are not accepting nursing students currently, however if you are a nursing student seeking mentorship, please reach out to nursing_mentorship@ahs.ca.

How are mentors and mentees matched?
The matching process considers your professional goals, interests, and preferences as indicated in your Expression of Interest application. The Nursing Mentorship Network Advisory Committee will review each application and pair mentees with mentors who are best suited to support the individual goals of mentees.

What is the expected time commitment for mentors and mentees?
The time commitment varies, but we recommend a minimum of one hour per month for mentors and mentees to meet. Additional communication can be determined based on mutual agreement.

There will also be an additional 4 group sessions that will occur throughout the pilot, including education opportunities and individual check ins via email. These sessions are not mandatory but strongly encouraged and will be recorded.

Can I choose my mentor/mentee?
While we consider your preferences during the matching process, the final pairings are made based on compatibility and shared objectives to ensure the best possible mentoring experience.

If, for some reason, the initial pairing is not a good fit there will be opportunities to adjust the mentorship relationship.

How long does the mentoring relationship last?
The Formal Mentorship Pilot Program is nine months in duration, but the relationship can last as long as is mutually beneficial. The program will run from March – December 2025.

Is the program open to remote participants?
Yes, the mentoring program is designed to be fully remote, but mentors and mentees may meet in person if they so choose.

How do I apply for the mentoring program?
Expression of Interest for Mentees will open January 6, 2025.

Mentee Expression of Interest

16. What are your expectations regarding a mentoring relationship?

[More details](#)

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Responses

Latest Responses

"I hope to get more of a formal pathway for my role, identify what skills/abilities I n..."

"Guidance, learning opportunities, supportive relationship"

"A supportive environment, sharing of knowledge, and tailored guidance."

...

24 respondents (34%) answered mentor for this question.

expectations from a mentor
good mentor
goal for a mentoring
mentor would be able
leadership skills
open communication
working hope
helps
nurses
mentor guidance
relationship
opportunity
nursing career
Constructive Feedback
guidance and support
professional growth
experiences
connection with my mentor

17. As a Mentee, what do you need to feel supported?

[More details](#)

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Responses

Latest Responses

"I think regular contact, formal identification of needs, tools to help me do my work"

"Constructive feedback, being explained the "why", provides guidance"

"Positive communication and constructive feedback."

...

16 respondents (23%) answered need for this question.

nursing communication
good communication
clear communication
clear guidance
positive communication
open communication
challenges
Support
Check ins
resource
need
regular
nurses
learning environment
constructive feedback
mentor goals
honest feedback
communication and feedback

Mentor Expression of Interest Form



Formal Pilot Roadmap





Outcomes

- Will be doing midpoint evaluation end of June

2025 survey results:

- 65 mentors and 34 mentees (of 1489 total members)
- 48 mentors and 28 mentees reported being in a relationship (of 99 total reported)
- 94.8% report satisfaction/very satisfied

“I've appreciated the support and insight this program has offered in setting me up to be a mentor.”





Leadership Development

“

Mentors build mentors.
Leaders build leaders. When
you look at it closely, it's
really one and the same
thing.

—
TONY DUNCY





The greatest act of leadership is mentoring. No matter how much you may learn, achieve, accumulate, or accomplish, if it all dies with you, then you are a generational failure.

Myles Munroe





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Mentorship Challenges

World café discussion



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At your tables, please consider the following in relation to your assigned topic:

- What personal experiences—positive or negative—have you had with mentorship?
- How has this challenge evolved (or stalled) mentorship programs in your own setting?
- Has this specific challenge prevented mentorship programs from starting or thriving in your organization?
- In what ways do current frontline care demands or healthcare system pressures contribute to this challenge?





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Insights:

Lack of Commitment

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Insights:

Mismatched Expectations

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Insights:

Communication Breakdowns

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Insights:

Lack of Trust

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Insights:

Resistance to Feedback

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Insights:

Time Constraints

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Insights:

Personality Differences

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Last Thoughts.

“Our chief want in life is somebody
who shall make us do what we
can.”

— *Ralph Waldo Emerson*

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The Future of the Network: Sustainability



Who “owns” nursing mentorship?

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QUESTIONS & THANKS

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