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Mentoring and Coaching in Nursing

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Mentoring and Coaching in Nursing

The quality of mentoring and coaching is an essential tool for fostering employee development besides safeguarding aspects of motivation in general nursing practice. Any effort provided by Registered Nurses and directed towards ensuring a skilled, resolute, and structured customer interaction with the sole objective of realizing client goals is what essentially characterizes the process of nurse coaching (Cooper et al., 2015). On the flipside, mentoring is vitally crucial in the nursing arena. It provides a means through which nurses with experience enable greenhorn nurses' acclimation to their novel calling. Thus, mentoring and coaching processes entail the art as well as science of directing another novice nurse by focused activities of inspiring at the same time coaching, edification, directing, as well as leading the person to a position of understanding (Metcalf, 2010). Today, healthcare facilities have heavily invested in these two processes ever since it dawned on them that mentoring and coaching were highly imperative in Healthcare. The duo promise to provide more benefits than drawbacks. The latter understanding stems from the aforementioned central reputation that mentoring and coaching are fundamentally essential to fledgling and novice nurses in the nursing field. It provides a means through which they acquire training way before they commence their vocations. As a result, professional expertise and competency are fortified, thus fostering leadership. This paper aims to deliver compelling deliberation of mentoring and coaching through the lens of how I would lobby my legislators or local government for funds to support these aspects as my selected issue. It will also offer a concise explanation of why I chose this particular topic, the contemporary relevance of mentoring and coaching in the nursing practice, how these processes are integrated into clinical practice, and how information is utilized in the clinical environment.

The Motive for Choosing the Topic Mentoring and Coaching in Nursing

Since mentoring and coaching in the nursing profession help improve universal Healthcare, I was intrigued to select it. In this practice, veteran and knowledgeable nurses are depicted as mentors who play the crucial role of advising the mentee regarding management and containment of a problematic state of affairs or circumstances. In the long run, mentoring and coaching processes facilitate professional growth and apposite clinical practices for both the mentee and mentor. Nonetheless, these processes significantly benefit the mentee. For instance, since the mentor must be current and up to date regarding clinical policies together with nursing practices in imparting a mentee with the best guidance, the mentee is highly likely to understand the best clinical practices required for a patient undergoing hemodialysis through lucid mentor explanation of necessary changes in medication administration for that individual. Equally, mentoring and coaching create a room for the mentee to inquire from their mentor on handling specific assignments and schedules in the nursing field (Kooker et al., 2015).

Correspondingly, I chose this topic since it helps promote outstanding leadership for nurses. In particular, these processes help sustain excellent leadership. A solid foundation and requisite experiences to ready for leadership roles besides evidence-based practice are provided by formal training programs, preceptorships, and internships (Feeg, 2008). Additionally, a wise nurse director is likely to spot leadership attributes in an inexperienced nurse and nonchalantly embark on mentoring, otherwise grooming the novice and novel nurse through laying foundation for a given leadership responsibility. For instance, as groundwork to be promoted to an amplified position, a charge nurse may ask a staff nurse to cover breaks. Thus, under an umbrella objective of providing universal care, all nursing practitioners are oriented in a pillar position of responding as well as embracing diverse sects of this practice. Ultimately, after I selected this

topic, I believe that through its projected ability to enhance patients' conditions by providing valuable, apt, and adequate care, the topic stands to be of profound relevance and fundamentally important to the nursing practice.

Current Relevance of the Topic

In nursing practice, mentoring as well as coaching in entire nursing profession are as relevant as the profession is to human wellbeing. Since mentoring and coaching in nursing are considered the key to fostering nurse leaders, these two processes are enduringly applicable. Furthermore, mentoring and coaching are looked upon as the principal toolbox likely to meet the accredited and approved training and development needs of nursing practitioners. Congruently, helping expand top and senior administration's responsibilities (Briassouli et al., 2015). To ensure the continuance of service delivery, it is critical to develop and equip future nurse directors. Due to such efforts, patients' service delivery is definite hence lowering any leeway of severe or chronic conditions to become more grave or perilous. Besides, mentoring ensures that the workforce and nurses are provided with clear guidelines and advice and enables training. Consequently, mentoring and coaching in nursing bear the potential and ability to nurture leadership roles, thus guaranteeing that the nursing practice has future leaders. In this regard, all Healthcare milieu facilities should equally seek to enhance and create room for accommodating strategies that are directly in support of mentoring and coaching.

Subsequently, mentoring and coaching in nursing is of great significance since they enhance communication. No one and at no point can an attempt be made to downplay communication in healthcare practice. Not only is communication a critical component but also a necessity in this arena. The Journal of Nursing Administration submitted that excellent and virtuous communication flow ensures coordinated care provision since nursing practitioners and

associated healthcare providers easily communicate after delivering care. Good communication also enables ailing individuals to freely and assertively express their inherent feelings besides responding to treatment interventions from their nurses. The latter ability facilitates the administration of apt as well as operative delivery of care. Since it is nurses' responsibility to communicate all concerns to the interdisciplinary team, their patients, and their respective families or relatives; good communication in nursing practice helps position nurses as advocates for their client-patients, hence ensuring positive health outcomes and results. On the same note, since astute and experienced nurses use language to pass knowledge to their fledgling counterparts, mentoring and coaching in nursing also promotes better communication skills.

As a consequence, mentoring and coaching in nursing could be deemed to be a collaborative approach that guarantees that all nursing practitioners advance their communication skills while they pass and transfer experiences and skills. Through mentoring and coaching capabilities to present a window for novice nurses to team up with experienced preceptors, they can enhance their communication techniques. Hence, consenting ¹the mentee to observe, take part, and learn; helps build a sense of identity and confidence.

Next, the relevance of mentoring and coaching in nursing could similarly be found in retaining nursing practitioners, counting the nurse educators and staff in practice. When the critical goal is to increase healthcare coverage through more nurses' accommodation, the Healthcare practice becomes productive. In general, there are significant outages of nursing practitioners in all nursing positions across the globe in the whole practice. Therefore, the latter situation has put patients' lives and conditions in jeopardy and risk for lack of timely care. However, mentoring and coaching in nursing guarantee that all those involved in the provision of Healthcare stay and linger in the practice and direct their focuses on enhancing this practice for

the good and benefit of bettering and ameliorating various patients' conditions. Likewise, mentoring and coaching in nursing has significantly reduced costly turnover in Healthcare. According to Briassouli et al. (2015), accommodating and accepting the significance of mentoring and coaching in nursing in Healthcare may be essential in tumbling additional costs in hiring short-term nursing practitioners. Such costs may be dear for a given healthcare facility, thus affecting its provision of care. As a result, mentoring and coaching processes are crucial regarding the latent reduction of gross revenue costs.

How I Would Lobby for Funds

As this deliberation has previously hinted, it is imperative to dedicate both labor and resources towards advancement of mentoring together with coaching in nursing practice. Thus, I can lobby local administration for funds in supporting these two processes in nursing. To persuade my local government of the underlying need to offer me financial support, I need to initiate compelling and comprehensive research that demonstrates the relevance of mentoring and coaching in nursing practice. Such a well-versed and presented study will demonstrate the lack of nursing practitioners due to deprived mentoring and coaching. Since the number of patients that surpasses available nurses in various facilities has been a conventional case, drawing on similar insight into my research and presentation will demonstrate how Healthcare has been impacted as the available nurses cannot attend to all patients in need (Adams, 2015).

Similarly, available nurses are impacted by fatigue in the course of striving to improve and heighten healthcare coverage in a facility through overwork (Adams, 2015). Thus, in my quest to solicit the local government's support, I would incorporate in my study graphical data to support all presented information about healthcare facility that has embraced mentoring and coaching and that which is yet. Since Healthcare providers and nurses are regularly concerned

with addressing patients' cases and conditions through an objective aim to enhance care, they are in a good position of understanding the problems they confront in this practice (Cooper et al., 2015). Therefore, using real scenarios that they experience on the ground, healthcare givers will also persuade legislators and the local government concerning significance of additional mentoring as well as coaching. Hence, the latter persuasion will be a catalyst to enhance mentoring together with coaching for positive results.

Likewise, I can equally try to demonstrate to local government overheads pertaining substituting graduated Registered Nurses habitually having no laid down procedure. With such a perspective, it is very difficult to maintain job satisfaction and performance given the Healthcare system's concerns. Conferring to the National League of Nursing, recurrent nursing turnovers surpassed government funds and resources hence there is a dire need to formulate parallel avenues likely to protect nursing practitioners from exiting this area for other professions. Therefore, the only solution at our reach is acceptance of mentoring and coaching in nursing. Nurses should habitually be encouraged and made hope that their profession is saturated with benefits and flexibility as related to others (Pacione et al., 2014). From the available evidence, nurses who desert their professions for lack of motivation are likely to be critical in persuading the local government of the need to direct extra resources towards nurses' mentoring and coaching. Since this approach would be less costly than employing novel nurses, the local government and the legislators would have been presented with excellent and enough proof as to why they should allocate more funds and resources to support mentoring and coaching in nursing.

**How Mentoring and Coaching Could Be Integrated into Clinical Practice and How
Information Could Be Used in the Clinical Setting.**

The move to integrate mentoring and coaching elements in the clinical environment is likely to bear critical and fundamental progressions. Acceptance of Artificial Intelligence utilization could significantly lower mentor and coaching costs besides increasing its effectiveness. Since this technology attempts to support and create effective partnerships likely to increase cooperation, it is likely to enhance outcomes of patients. Additionally, since a sense of cooperation is developed, it is possible to integrate mentoring and coaching into the clinical setting. Due to the ability of teamwork to improve as well as save time during care administration, this aspect is central in Healthcare practice. The aspect is crucial because it is likely to lower medical faults in the course of performing critical treatments and surgeries (Adams, 2015). The processes of Mentoring and coaching equally bring together all providers of Healthcare in the course of learning new skills thus increasing cooperation in a Healthcare facility. As a result, to guarantee enhanced outcomes, mentoring and coaching processes in the clinical setting should be executed by corresponding medical managers.

The use of information related to mentoring and coaching in the clinical setting could facilitate nursing practice diversification through minority and male nurses' support. Traditionally, the nursing practice for ages has been mistaken for women's profession. Since has been the norm, many women are motivated to acknowledge the practice of shutting out their male counterparts. Thus, tones of men have little consideration for pursuing careers in nursing. As a consequence, mentoring and coaching in nursing could be utilized to motivate more men to consider securing a long-term career in nursing practices. At the forefront of explaining the advantages and flexibility of the practice should be medical directors and nurse administrators (Cooper et al., 2015). The latter move will be crucial as it will add more nurses to the practice thus enhancing timely as well as effective care.

In summary, when mentoring and coaching aspects such as clinical setting integration, relevance, and lobbying strategies are used to review these two processes, it is evident the duo is an essential tool for ensuring quality and adequate care. For the benefit of practicing nurses, all Healthcare facilities through their respective management should concentrate on initiating strategies directed towards encouraging more programs linked to mentoring and coaching. This will see nurses develop a sense of positivity when providing care hence positively impacting them. Corresponding, when aspects of mentoring and coaching are used to govern Healthcare, their essence is evident through their ability to save many lives, increase longevity of life, and enhance the present state Healthcare is pigeonholed. Therefore, the government as well as health policies should collectively work together to enhance and aid in integration of mentoring together with coaching in nursing. Hence, to better current advancements geared towards making better delivery of care, it is necessary to dedicate and allocate more resources and funds towards mentorship. Lastly, the use of mentoring as well as coaching in minor together with major operations in routine basis should be embraced by all health care facilities.

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