

The Lighthouse

Volume I, Issue 2—Mentorship

February 2005

In This Issue: Mentorship

In addition to finding information about the latest SBNS events and initiatives, this newsletter is dedicated to our mentorship initiative. You can find out valuable information on our plans for this year's mentorship program as well as an article on the importance of mentorship.

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“Embracing Excellence”

"Embracing Excellence", a painting commissioned by the Sylvia Bond Nursing Society (SBNS) was officially unveiled on Tuesday, November 16, 2004. Board members, guests, and registered nurse Debbie Anderson, the artist, were on hand to witness the unveiling.



R. to L.—Barb Stickel, Debbie Anderson, and Gerri

SBNS will be offering scholarship applications to nursing students starting in the Spring of 2005 to help with the rising costs of education and preparation to enter into the field. To date, the society has raised over \$51,000 for nursing scholarships.

Framed prints of the original will be given to supporters of SBNS who join at the Nightingale level or higher. The society launched its annual fund campaign in the Fall of 2005 in order to sponsor nursing scholarships.

For more information, you can contact Lyn at 633-1123 or visit us at www.sylviabond.org.

2005 SBNS Scholarships

We are proud to announce that our first nursing scholarships will be awarded in the Spring of 2005. Six \$500 scholarship will be awarded to current nursing students who are pursuing ADN, BSN or MSN degrees

with at least a 2.8 GPA. Applicants must be Georgia residents enrolled in a nursing program in the state of Georgia.

In order to be considered for a scholarship, applicants

Continued on 2

Letter from the President

Barb Stickel

As 2005 begins, the Board and donors of the SBNS have many goals to accomplish. At a time when we should be preserving our Central Georgia healthcare resources, especially nurses, we continue to be challenged by staffing vacancies and the need for developing new nursing leaders.

The national nurse vacancy rate was 13.9% in 2003. Nursing shortfalls are projected to soar as fewer new nursing grads are ex-

pected to fill the spots left by retirees. Adding to this shortage is the fact that in 2003, nursing schools turned away almost 16,000 qualified applicants from entry-level baccalaureate programs, due to vacant faculty positions.

In 2004, our initiatives, such as; mentoring activities, educational opportunities and first fundraising blitz were very successful and encouraging. Thank you so much for making all of these accomplishments possible.

The Board must now work to align our objectives and goals for 2005, to effectively support the continued growth of competent nursing leadership and helping our community recognize the need for more students seeking careers in professional nursing.

May the New Year be filled with good health and happiness, as we collectively improve nursing resources for Central Georgia.

Scholarships (continued)

must submit a completed application, two recommendation forms, and a sealed official transcript.

Applications may be obtained from the SBNS website (www.sylviabond.org) starting on February 1, 2005 or by contacting Lyn Wilson

at 633-1123 or wilson.pamelyn@mccg.org. Applications for the 2005 SBNS Scholarships must be post-marked by Wednesday, March 23, 2005. They should be sent to:

Sylvia Bond Nursing Society
(re:2005 SBNS Scholarship Applications)
877 Hemlock Street
Box 131
Macon, Georgia 31201

SBNS Co-sponsors Nursing Career Seminar

Persons interested in a career in nursing had the opportunity to learn all about the nursing programs offered by Georgia College & State University (GC&SU).

GC&SU, the Community Health Education and Career Center, and SBNS co-sponsored the event. Among the presenters was Dr.

Karen Frith, a SBNS board member and faculty member at GC&SU. Over 20 people attended to find about nursing education.

SBNS is always seeking initiatives



Dr. Karen Frith at Nursing Careers Seminar

that support the promotion of nursing in the central Georgia area. If you know of any opportunities that SBNS can help with, please contact Lyn Wilson at 633-1123 or at Lyn@sylviabond.org.

Inspire the Next Generation as a Mentor

Robin had Batman, and Watson had Holmes, but who can the next generation of nurses look up to? For most nurses, the answer is right in front of them: Their managers, coworkers and friends.

Whether it occurs formally in a classroom or seminar, or informally over a cup of coffee, mentoring enriches both the senior staffer and the healthcare novice. Mentoring builds bridges, improves communication, unleashes creativity, reduces frustration, and enhances patient care and caregiver career opportunities.

"There are enough role models out there, but I don't think people see how important it is," says Cindy Balkstra, RN, C, MS, a pulmonary clinical nurse specialist at St. Joseph's/Candler Health System in Savannah, Georgia. Balkstra believes nurses need to rely on each other for personal and professional development.

To expand her professional and leadership skills, Balkstra participated in the Honor Society of Nursing, Sigma Theta Tau International's Chiron Mentoring Program in 2001. Working with her mentor, Dr. Marianne Matzo, Balkstra developed end-of-life directives for pulmonary patients.

Mentoring is about giving and taking. "You should look behind to see who needs help to grow as well as look ahead to see what opportunities are there for you," Balkstra said.

A Leader's Responsibility

As vice president of nursing services at Harrison Hospital in Bremerton, Washington, and administrator at Harrison Silverdale Hospital in Silverdale, Washington, Kathleen Sanford, RN, DBA, FACHE, sees her job as being a leader as well as a manager. A leader "is someone who inspires people to be the best they can be," she says.

"I think mentorship is something that, if you have a management

job, you owe to every single person in the organization," she says.

Sanford seeks to inspire her employees to do as well as they can. When new managers come to her organization, she meets with them to discuss their roles in the organization. She shares her philosophy of nursing management, which includes how nurses should treat patients, themselves and each other. Sanford says she tells her managers it's OK to make mistakes.

Honest discussion is key to mentoring, but it's not the most important thing. "Being a mentor means being able to listen," Sanford says. Mentors should ask those they are mentoring these questions:

- * What do you want out of your career?
- * Where do you want to be in two, five or 10 years?
- * How can I help you get there?
- * What classes would help you achieve your goals?

Only when a mentor has listened to the subject, should he make suggestions for career advancement or enrichment, Sanford says.

Leaders should apply this lesson to everyone in the organization, not just those who actively seek mentoring. "I see it as a responsibility of leaders to mentor everyone they have a leadership position with," Sanford says.

Keep It Confidential

Theresa Carroll, RN, PhD, professor and associate dean for academic affairs for the School of Nursing at the University of Texas Health Science Center at Houston, adds another ingredient to a successful mentoring relationship: confidentiality. "Relations between the mentor and the person being mentored have to be 100 percent confidential," she says.

Carroll is careful to note, however, that most leadership development takes place outside formal men-

toring programs. "Informal experiences can be as profound in the development of leadership as anything."

Carroll recently completed a study of what skills and attributes women leaders need to succeed in the 21st century. Through surveys and interviews with female leaders, including nurses, in the Houston area, Carroll identified six components of leadership:

- * Personal integrity.
- * Strategic vision and action orientation.
- * Team-building and communication skills.
- * Management and technical competency.
- * People skills, such as networking and working collaboratively.
- * Personal survival skills, such as political sensitivity and candor.

These values should be instilled in young leaders, both in formal mentoring programs and everyday life. "Everyone understands a leader needs to be truthful, credible and have a degree of integrity, but it has to be explicit," Carroll says.

Carroll's advice to up-and-coming leaders is equally straightforward: "You have to clarify your own value system and understand why things are important to you." Then, she says, it's a matter of acting in a manner consistent with your values.

Provided by the Honor Society of Nursing, Sigma Theta Tau International

Originally published in Excellence, Second Quarter 2002

For more information, you may visit them at www.nursingsociety.org.

SBNS Mentorship Program

The Sylvia Bond Nursing Society (SBNS) was started in 2000 to honor Sylvia Bond, who was a nursing leader for over 30 years in the Central Georgia area. In 2000, she retired from the CNO position at the Medical Center of Central Georgia.

Not wanting to lose the valuable lessons that Mrs. Bond instilled in the nurses she mentored in her 30 years of service, each of the branches of SBNS were formed to formalize leadership skills that are vital to nursing—Community Awareness, Nursing Career, Nursing Leadership and Scholarships.

The Mentorship Program is an initiative of the Nursing Leadership Education/Leadership Institute division of SBNS.

The idea behind our program is, "Why reinvent the wheel?" There are many

nursing leaders that have a wealth of information that they can pass along to up-and-coming nurses.

SBNS designates 3 general types of participants in its mentorship program: 1) New Nursing Mentees, 2) Mid-level Mentors, and 3) Senior-level Mentors.

New Nursing Mentees are paired with Mid-level Mentors. Mid-level Mentors are paired with Senior-level Mentors, who are well established in their career paths.

New Nursing Mentees are typically recruited by SBNS's partnership with the Theta Tau chapter of Sigma Theta Tau. Mid-level and Senior-level Mentors are nominated by current participants based

on their proven leadership skills.

Each year, the Mentorship Program provides networking opportunities through events such as the



November 2004 "Meet and Greet" Dinner

annual Mentorship Celebration Dinner and "Meet and Greet" dinners throughout the year.

For information of the next mentorship event, please look at the "2005 SBNS Calendar" on page 5. For information on nominating a participant for the mentorship program, see the article below.

Mentorship Nominations

Would you like to join the SBNS Mentorship program? Do you know nurse that could benefit from the program? Do you know a nurse leader who could mentor someone?

SBNS is now taking nominations for the mentorship program. You can sign up at for the program online at www.sylviabond.org or you can nominate someone else by calling Lyn at 633-1123 or

emailing Lyn@sylviabond.org with the person's name and contact information.

2005 SBNS Calendar

Save the dates of this year's SBNS events on your calendar. Please note that dates and venues are subject to change.

January 2005

3rd – Articles and announcements for newsletter due*

10th – SBNS scholarship application announcement

14th – Board Retreat for board development and education

February 2005

3rd – Oncology Nursing Society Dinner (Speakers' Bureau)

8th – Board of Directors Meeting (Weaver Board Room)+

March 2005

19th – Cherry Blossom Health Fair (Terminal Station)

23rd – Scholarship application deadline

April 2005

1st – Articles and announcements for newsletter due*

5th – Scholarship Committee Meeting

Mid-April – Mentor/Mentee Dinner

May 2005

6th – 12th – Nurses' Week Activities & Kick-off of "Doctors Supporting Nurses" Campaign

6th – Leadership Symposium (Peyton Anderson Health Education Center-Room TBA)

7th – Donor Appreciation Brunch (TBA)

10th – Board of Directors Meeting (Weaver Board Room)
+

July 2005

1st – Articles and announcements for newsletter due*

August 2005

9th – Board of Directors Meeting (Weaver Board Room)

Mid-August – "Meet and Greet" Dinner

Mid August – Kick-off of gen-

eral fund-raising blitz

October 2005

3rd – Articles and announcements for newsletter due*

Mid-October – "The Art of Mentorship" workshop

November 2005

8th – Board of Directors Meeting (Weaver Board Room)

Early-November – Nursing Leadership Workshop

Mid-November – Scholarship Committee Meeting

December 2005

Early-December – Mentorship Christmas Party

**If you are interested in submitting an article to The Lighthouse, please submit article to Lyn@sylviabond.org*

+ You are invited to attend board meetings. Please R.S.V.P to 633-1123 one week before the meeting. Meeting are held in the Peyton Anderson Health Education Center at 877 Hemlock Street, Macon in the indicated room.

WWW.SYLVIABOND.ORG

Don't you wish that there was an easy way to keep up with all the latest SBNS activities. Well, we did too, which is why we are happy to let you know about our brand-new website.

The website is divided into to eight sections: 1)About Us, 2) Get Involved, 3)Events, 4) Scholarships, 5)Links, 6) Publications, 7)Donations, 8) Contact Us.

There is a lot of great in-

formation of the site. For instance, in the *Scholarship* section, potential applicants can download a copy to the application and learn about their eligibility to receive SBNS scholarships. You can read all of the quarterly issues of *Lighthouse* online. If you can't find something you are looking for, you can always contact us at using the form on the *Contact Us* page.

Now you are just a click

away from all of the publications, news, events, and links to nursing affecting the central Georgia area. Make sure that you visit us often, since we plan to update our information on a regular basis.

A special thanks goes to Lee McCauley and Spinen.com for their wonderful web design.

The Sylvia Bond Nursing Society

ABOUT US GET INVOLVED EVENTS PUBLICATIONS LINKS DONATIONS CONTACT US HOME

About Us

The Sylvia Bond Nursing Society is named for one of Central Georgia's leading nurses who took the profession to a new level during her thirty years in practice. She exemplified the level of accountability and responsibility she believed in for nurses.

Sylvia Bond insisted on excellence in patient care, established high standards for clinical practice, and emphasized educational preparation. She also led efforts to improve healthcare access within the community. Each of these principles is at the heart of the Sylvia Bond Nursing Society today. We need your help to pass this legacy on to tomorrow's nurses.

The Sylvia Bond Nursing Society strives to improve healthcare by:

- Reinforcing vital nurse recruitment efforts through scholarship awards
- Providing educational support to established nursing professionals through scholarships, seminars, and an annual leadership institute
- Offering valuable networking and mentoring opportunities for nursing professionals in the Central Georgia area
- Educating the community on important healthcare issues
- Supporting and promoting research initiatives needed to save lives

877 Hemlock St
HB 131
Macon, GA 31201
V: (478) 633-1123
F: (478) 633-2783



2004 SBNS Contributors

SBNS Barton Society

(\$10,000 - \$49,999)

Sherry Haizlip
Amanda Hudson
Kim Mancin
Meryl Montgomery

SBNS Nightingale Society

(\$1,250 - \$9,999)

Denny Adams
Marlene Allen
Sandy Bond
Barbara Clowers
Wanda Eaves
Genie McDougal
Cindy Poole

Stephanie and Jeff Surles
Barb Stickel
Connie Styons
Kay Traxler
Betty Treadwell
Rebecca Weathersby

Grants/Foundations

Peyton Anderson Foundation

Friends of SBNS

(\$1 - \$1,250)

Tina Austin
Nancy Bailey
Louise Burhalter
Dawn Cole

Barbara Clowers
Sandra Higgison
Carol Kimsey
Pamela Levi
Sandra Lewis
Daniel McBride
Diane Patrick
Roberta Permenter
Nancy Prather
Ann Roman
Vincent Skilling
Jane Skelton
Leslie Swadener-Culpepper
Wanda Kaye Tillery
Betty Jean Woodward

Logos Emergency Specialists,
LLC

2004 SBNS Holiday Sale

\$1035.05! What does that mean to you? To SBNS it means that two more scholarships were being offered in 2005. To the volunteers it means that the time they spent organizing the event was well worth the effort. For two scholarship recipients, it will mean a helping hand in completing their education.

On November 12, 2004, volunteers Rosie Mullis, Robin Collins and Joy Humphries spearheaded the effort. We would like to also thank all of the following donors and those who gave anonymously:

Glenda Anderson
Nancy Bailey
Agnes Bikus
Suzanne Branch
Dawn Cole
Robin Collins

Lisa Conforti
Ethel Cullinan
Judith Danford
Linda Davis
Pat D'Errico
Tracy Garber
Sherry Haizlip
Christy Holland
Amanda Hudson
Joy Humphrey
Ruth Hunt
Deon Hutchison
Rosanne Jerkins
Pam Johns
Amber Johnson
Carol Kimsey
Carolyn Lamar
Kim Mancin
Meryl Montgomery
Rosie Mullis
Barb Stickel
Vickie Stuckey
Ann Thaxton
BJ Woodward



As the Society's Lighthouse symbolizes, Sylvia "Sandy" Bond, MSN, MBA, RN, CHE, was a beacon for the nursing profession. She lit the way and guided others as a professional nurse and nurse educator, and leader of nursing care. She led efforts to establish community-based health centers and programs, established high standards of excellence for patient care, and emphasized nursing education.

SYLVIA BOND NURSING SOCIETY

Peyton Anderson Health Education Center
877 Hemlock Street
Hospital Box 131
Macon, Georgia 31201

Phone: 478-633-1123
Fax: 478-633-2783
E-mail: wilson.pamelyn@mccg.org



2005 SBNS Speaker's Bureau

"We believe in the power of nursing—nurses make a difference in our lives. We believe in the power of leadership—leaders make a difference in our communities. We believe in the power of nursing leadership—nurse leaders can revolutionize healthcare."

That is the message that SBNS is hoping to convey this year in the medical community and our community at large. One of our founding principles is that nurses can and must play the most important part in solving the challenges that face the pro-

fession.

The challenges that face nurses are not a secret. In fact they are broadcast over major news outlets and written about in every form of print media that exists on a regular basis, with shortages of nurses ranking number one on the list of challenges that the profession faces.

The mission of the SBNS Speaker's Bureau is two-fold. First, the society wants to provide a platform to open the dialogue in this community to talk about how we can ad-

dress the issues of shortages within the profession. Secondly, the bureau tries to educate the community about the complexities of the problems that we face, how it affects everyone in the community and how our community can be engaged in solving the problem.

If you are interested in having a member of the SBNS Speaker's Bureau speak at one of your events or if you would like to volunteer for the bureau, please visit us at www.sylviabond.org or contact Lyn Wilson at 633-1123.