

# Supporting Nurses

## Training for Preceptors, Mentors and Clinical Coaches



University of Iowa College of Nursing

### STATEMENT OF PURPOSE

The purpose of this program is to familiarize preceptors, mentors, and clinical coaches with the fundamental skills needed to be effective in supporting the growth and development of nurse learners.

### TARGET AUDIENCE

This program is intended for nurses functioning in the role of preceptor, mentor, or clinical coach.

### DELIVERY

This program is available to both healthcare facilities and individuals. The program is delivered asynchronously via a combination of online learning modalities including microlearning modules, video, text, and discussion boards.



**FACULTY**  
**Nicole Weathers MSN, RN**  
*Program Manager*  
Iowa Online Nurse  
Residency Program



**FACULTY**  
**Jessica Grote, DNP, RN, NPD-BC**  
*Program Coordinator*  
Iowa Online Nurse  
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## OBJECTIVES & OUTLINE

### Section 1 Roles & Responsibilities

- Compare and contrast the role & responsibilities of preceptor, mentor, and clinical coach.
- Define roles and responsibilities of the learning champion in the development of nurses new to the workplace.

### Section 2 Self-Management

- Apply self-care strategies for clinician well-being.
- Develop a self-care action plan.

### Section 3 Relationships with Learners

- Demonstrate practical strategies for building a respectful, trusting, relationship with the newly hired nurse.
- Apply effective methods for working with diverse newly hired registered nurses.
- Describe strategies for effective communication.

### Section 4 Adult Learning

- Utilize adult learning principles to enhance the learning environment.
- Describe the process for assessing learning needs.
- Adapt learning plans to meet the needs of each learning style.
- Develop individual teaching plans based on adult learning principles and learning styles.

### Section 5 Evaluation & Feedback

- Utilize different evaluation tools based on the individual situation.
- Apply constructive feedback techniques for supporting the newly hired registered nurse.
- Explain ways to effectively address undesirable behavior.

### Section 6 Practical Teaching Strategies

- Apply situated coaching techniques to guide learners with development of clinical skills.
- Demonstrate practical strategies for building the nurse's critical thinking and decision-making skills.
- Explain ways in which to develop the prioritization, delegation, and time management skills of the nurse.

### NURSING CONTACT HOURS:

The University of Iowa College of Nursing is an Iowa Board of Nursing provider #1. With full time attendance, 5.0 contact hours will be awarded. Participants will view 100% of the program content, receive an 80% or greater on review questions, and participate in all asynchronous discussion boards. **Partial credit will not be given for this program.**

### ENROLLMENT

To enroll contact: Nicole Weathers, University of Iowa College of Nursing, 319-335-7008 or [nicole-weathers@uiowa.edu](mailto:nicole-weathers@uiowa.edu)

### FEES AND REFUNDS

\$125 for the individual users. Healthcare facilities – please contact Nicole Weathers, 319-335-7008 or [nicole-weathers@uiowa.edu](mailto:nicole-weathers@uiowa.edu) for a price quote.

**NO REFUNDS WILL BE MADE AFTER THE PARTICIPANT HAS STARTED THE PROGRAM.**

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Individuals with disabilities are encouraged to attend all University of Iowa-sponsored events. If you are a person with a disability who requires an accommodation in order to participate in this program, please contact Nicole Weathers in advance at [nicole-weathers@uiowa.edu](mailto:nicole-weathers@uiowa.edu)