



Establishing a Mentoring Program

TRANSFORMING ORGANIZATIONAL CULTURE AND IMPROVING NURSE RETENTION

Although they often start out full of ideals and aspirations, new registered nurses (RNs) traditionally have found their first job to be a harsh reality. Nurses once shared stories of their first day on the job, such as being handed the narcotic keys without any orientation or being given the worst patient assignments with little or no guidance or support. Fortunately, the tide has changed and nurses entering the work force are recognized for their professional training, but also acknowledged for their lack of practical experience in caring for very complex patients in a challenging, high-tech hospital environment.

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