This spring we are celebrating the successful expansion of our new program! In the past few months we have opened our application forms to all nurses who care for patients affected by cancer, and have had a great success rate! **More than 70 generalist/specialized nurses have already signed-up to our new program and 7 matches were already confirmed!** We will continue working with all new mentees, to help them identify the mentor choices that best fit their current mentorship needs.

We will welcome all those involved with our program and all those who would like to find out more, to join our team in celebrating our grand program **Open House, on June 1st, from 1pm to 4pm**, at the Juravinski Cancer Center in Hamilton, Ontario!

During the last hour of the celebration, from 3pm- to 4pm, we will put on a presentation about the program, in the Juravinski Cancer Center Lecture Hall, 4th floor. This presentation will highlight our program’s past, present and future endeavors. If you would like to attend, please let us know, by either phone, fax, mail or e-mail! Snacks and refreshments will be served in the KT room, on the 4th floor, room 4-215.

**Denise Bryant-Lukosius and Mary Jane Esplen invite you to attend our program’s open house**

Join us in celebrating the opening of our new and expanded program

**Tuesday, June 1, 2010 from 1pm to 4pm**
Juravinski Cancer Centre
Knowledge Translation Room - 215. 4th Floor

See you there!  oment@mcmaster.ca
The Canadian Association of Nurses in Oncology (CANO-ACIO) is a national organization that supports Canadian nurses to develop excellence in oncology nursing practice, education, research and leadership. Established in 1984, we are very excited to be celebrating our 25th anniversary this year. As we look back over the landscape of cancer care across 25 years it is stunning to think of all that has changed. Treatments have changed, targeted therapies have emerged, molecular oncology has opened a whole new world of possibilities in the diagnosis and tailored treatment of many cancers, radiation has become more precise and less protracted, volumes of patients have increased and the new hot topic for discussion around many tables focuses on how we will continue to meet the priority health needs of an ever growing number of cancer survivors. Maintaining the highest standards of practice is important to oncology nurses; in this quickly changing environment new tools that can support nursing excellence are essential.

One of the exciting ways to support ongoing learning and professional development is through mentorship, a purposeful goal oriented relationship that can support nurses to engage with other members of the interdisciplinary team. In seeking out a mentor, nurses have the opportunity to link with a role model in order to learn from them, to gain a rich understanding of their expertise, to be guided to a new level of knowledge, understanding, and professional/personal growth. Each mentoring relationship is different and develops from the unique needs of the mentee, from a desire to enhance clinical expertise to goals related to promoting evidence based nursing care or research ~ a mentor and mentee can work together to achieve a wide variety of goals together. When we reflect on the pressures currently experienced by cancer nurses in Canada it is my strong belief that mentorship could be key to ensuring that exemplary nursing practice continues to be driven by knowledgeable passionate oncology nurses who are satisfied in their work.

CANO-ACIO was very excited to have the Oncology e-Mentorship Program represented at our national conference in Montreal in October 2009. With its broad national scope this program aligns strongly to our strategic directions related to Fueling the Passion for Oncology Nursing and Knowledge Exchange. As the President of CANO-ACIO, I want to personally recognize the Oncology Nursing e-Mentorship Program and encourage cancer nurses to consider participating as either a mentee or a mentor. As a mentor myself in the program I can strongly state that it provided me with a unique and highly satisfying opportunity to work closely with a wonderful nurse whose career has hopefully been imprinted just a little by spending time with me.
Our program has proudly participated as an exhibitor at the 2009 CANO conference, besides the de Souza Institute booth. We have met and presented the advantages of our program to over 100 nurses from across the country, many of which have added their names to our distribution lists and enrolled as either mentees or mentors in the program!

Last year we had an exciting raffle available to those interested in joining our program. We have offered two 1-year CANO membership to new participants, one for a new mentor, and one to a new mentee. The lucky winners in 2009 were: Amy Melnick a Clinical Educator from Alberta and Kim Rogers, a generalist nurse from Ontario.

Why is mentorship valuable for oncology nurses?
Submitted by: Amy Melnick RN, MN, BA(psychology)

I have worked in the specialty area of Oncology nursing for 15 years. The transition into oncology can be very overwhelming as it requires the acquisition of a new domain of knowledge. At our ambulatory cancer centre, the hiring practices have been shifting over the last several years with more new graduates and nurses with limited experience in oncology being hired. In conversation with these new nurses, they have reported feeling very overwhelmed by the process of transitioning into this environment. It has been difficult to witness many of these new staff struggle with actualizing their role, and still others actually leave oncology nursing. When these new staff members leave, the cost to the organization is more than the loss of the new staff member, and the dollar value of their training.

There is a cost to existing nursing staff who have worked with the nurse educators to train and precept them. Subsequently these experienced nurses are often asked to work with the next new staff member. This has implications on productivity of existing nurses and can contribute to burnout. The real value of creating a preceptorship/mentorship program is it provides an opportunity to address both issues. You are able to provide new staff the necessary theoretical, technical and practical knowledge required to meet the needs of the patients and their families providing deliverables such as developing problem solving skills, fortifying clinical judgment, optimizing critical thinking, facilitating conflict resolution, and building on existing time management skills. If developed well, this type of program can also facilitate career development in existing staff, improving their skills around precepting, as well as improving knowledge translation between the experienced staff and the new staff member. Preceptorship/Mentorship programs can also facilitate the integration and socialization of new nursing staff members as well as engage existing staff members. All of these factors improve job satisfaction and retention of staff and saves the institutions money. In other words, developing a preceptorship/mentorship program is a win-win for all involved.

We felt that the 2009 experience was very rich and rewarding and we are looking forward to the CANO 2010 meeting! We are proud to announce that our program will have two presentations at the 2010 meeting in Edmonton:

“Developing Your Career in Oncology Nursing: The Power of Mentorship and Collaboration!”
An interactive workshop that will introduce you to the world of mentorship and its strong connection to career development. We will highlight the ways that our program provides career development opportunities for all nurses currently involved, or with an interest to develop skills in oncology and palliative care.
Concurrent Session: II-03
Presentation Date and Time: 9/12/2010 2:00:00 PM - 5:00:00 PM

“Caring for People with Cancer: What are nurses’ professional and career development needs?”
An oral presentation detailing the results of our Spring 2009 Provincial Needs Assessment
Concurrent Session: III-05
Presentation Date and Time: 9/13/2010 2:15:00 PM

We hope to see you there! The Project Team
As this past year has been one of growth and change, we have been more present at more events, in an effort to highlight the improvements we have made, and the newest features of our program. The Ontario Oncology e-Mentorship Program had a number of exhibits profiling the program in hopes of attracting both interested new mentors and new mentees. Many stopped by to inquire and left their identifying information to allow us to send registration information.

All venues provided us with a valuable experience and we have extended our networks. We were well impressed to see that many expressed a knowledge of the de Souza Institute; however, the e-Mentorship program was not as well recognized. We had RNs, APNs, RPNs, PSWs and Volunteers all stop by. We have had poster and/or exhibitor booths set up at:

- **Nurse Practitioners’ Association of Ontario (NPAO) annual meeting 2009 in Ottawa**
  - Our participation prompted the NPAO to extend talks in regard to our program’s applicability to all new NP graduates.

- **Pediatric Oncology Group of Ontario (POGO) 2009 Symposium in Toronto**
  - This experience facilitated our further meetings with POGO to partner with them in making our program visible to pediatric oncology nurses across the province

- **2010 Hospice Palliative Care Conference (HPCC) in Richmond Hill**
  - The variety of health care providers that have inquired about our program at the HPC begs the question of application in the palliative care world of oncology to consider the non registered care providers needs. Certainly this would require engagement of other palliative care supporting agencies but the processes created within the e-Mentorship continue to provide a foundation for those interested in providing support to care givers across settings spectrum. We met a number of Case Managers with Community Care Access Canters who also expressed an interest and this too stimulates us to consider future applicability.
In 2009 the Oncology Nursing e-Mentorship Program began offering Career Directions® programs. The program takes participants through the 5 Phase Donner-Wheeler Career Planning and Development Model (scanning, assessing, visioning, planning and marketing) and includes an onsite workshop; follow-up individual career coaching by phone; access to Ask a Career Coach teleconferences; and a copy of Taking Control of Your Career: A Handbook for Health Professionals. To date over 40 people have participated in the onsite program. Overall feedback was positive. The focus on every participant’s unique career journey allowed for critical self reflection of professional as well as personal factors that impact key career decisions.

The workshop enabled participants to:
“…do a clear self-assessment”
“focus on oncology and nursing”
“…network with colleagues…got tips to move forward in small manageable steps”
“Time to spend looking at my career and focus on my issues”

Career Directions® Online

Because of the interest in this program and the desire to reach oncology nurses across the province there has been a decision to offer Career Directions® Online in addition to the above offering. Career Directions® Online will be in a multi/media format, organized into seven modules. Each module has an audio-visual section, downloadable activities with an audio component, and some modules also include additional resources on resumes, interviews, coaching and mentoring. The program also gives the user access to webinars through which they can discover how to apply what they have learned to their own career and life. The program will be accessible through our new e-platform on CancerView spaces, with the support of the Canadian Partnership Against Cancer. Oncology nurses will be able to log onto the program from anywhere in the province, move through the program at their own pace, and save their completed activities to their PC. The launch date for Career Directions® Online will be forthcoming.

Now oncology nurses will have two ways to develop their career plans, onsite or online, and be better able to identify how a mentor can support them in achieving their career goals. Ideally it is hoped that oncology nurses will participate in a Career Directions® program prior to attending a Building Successful Mentoring Relationships workshop.

Congratulations!

We have offered participants at CANO 2009 and NPAO 2009 to sign up for a chance to win one of 4 author signed texts: Taking Control of Your Career – a Handbook for Health Professionals” by Gail Donner and Mary Wheeler.

The 4 lucky winners are:
Simonne Simon, Specialized Oncology Nurse form Princess Margaret Hospital
Laurie Ann Holmes, Nurse Educator Oncology from The Ottawa Hospital
Stephanie Hebert, Generalist Nurse, OTH
Jackie Gerlach, Primary Health Care Nurse Practitioner from Upper Grand Family Health Team
Situated in Burlington’s beautiful Royal Botanical Garden, the March 31, 2010 Mentorship workshop was facilitated by the experts in the field of mentorship (Mary Wheeler, a Partner in donnerwheeler Consulting Firm & Michelle Cooper, President of Integral Visions Consulting Inc.). Filled with energy and motivation, the mentorship workshop comprised of participants from all areas of Ontario. Additionally, growing national interest engaged participation from mentors British Columbia and Alberta. The mentorship workshop enabled the participants to invest in themselves to enhance the quality of their involvement in the cancer care continuum.

Feedback from participants include:

“I learned to move toward a goal”
“Adding to toolbox...very applicable”
“Network, new experience, tangible goal”
“Distinction between preceptorship, coaching, and mentoring”

Recruiting New Mentors and Mentees

We want your expertise! Mentorship can be very rewarding!

Mentee Application Forms:

Advance Practice Roles
(Nurse Practitioners, Clinical Nurse Specialists, graduate students)
https://www.surveymonkey.com/s/5YZL2BB

Generalist or Specialized
Registered Nurses who care for oncology/palliative care patients
https://www.surveymonkey.com/s/5L5WDNB

Mentor Application Forms:

Mentor for Advanced Practice Nurses
https://www.surveymonkey.com/s/LQ7B5SN

Mentor for Generalist/Specialized Nurses
https://www.surveymonkey.com/s/WNLWCFM

Benefits of Mentorship

- Improved nurse role confidence and autonomy
- Improved mentee/mentor job satisfaction, retention and productivity
- Prevention and reduction of job burnout
- Development of new oncology nursing knowledge and skills
- Personal and professional growth
- Opportunity for career advancement
- Enhanced networking and inter-professional collaboration
- Realizing and maximizing one’s nursing expertise
- Inspiring a passion for oncology nursing
- Recruitment of nurses to the field of oncology

Please contact onment@mcmaster.ca if you have any questions or would like more information!
As we evolve and expand, we felt that the guidance of a national steering committee would be beneficial in an advisory role. This March, our first Advisory Committee meeting was organized, and it was met by all participants with excitement and hopes for new possibilities. Some of the members have shared with us their view on mentorship and career development.

Mentorship involves the passing on of knowledge, capital, or power to those in need of same. Mentorship of oncology nurses can increase the knowledge base of nurses, strengthen their social ties, and otherwise empower their work effort and their work lives. Mentorship of oncology nurses is fundamental to ensuring that high quality scientific evidence is generated more quickly, and moved as soon as possible into practice.

Tom Hack, CAPO President and Associate Professor, Faculty of Nursing, University of Manitoba

Mentorship for oncology nurses is an important asset for recruiting, sustaining and retaining nurses in oncology. Our collective experiences may help to guide the thinking of oncology nurses in engaging in oncology practice, working with a team of professionals, dealing with difficult ethical and interpersonal issue and using evidence to guide all facets of practice. Having someone to speak with about practice issues, approaches to educating patients, families, groups and peers is a useful means to promote professional growth. Change to leadership roles in oncology also require careful mentoring to anticipate and deal with issues arising in finding the way and establishing one's credibility.

Dr. Dauna Crooks, Dean, Faculty of Nursing, University of Manitoba

Mentorship is a win-win investment. Committing to mentorship activates a web of relations that have far reaching benefits for healthcare. Let me explain.

- To support a staff member through a mentoring relationship demonstrates a sense of commitment to supporting another’s success. As a mentee, the fact that someone believes in your potential enough to give of themselves to support growth can motivate one to embrace the possibility of change and growth with more sincerity. This can enhance the workplace culture of engagement.
- Mentorship offers an effective mechanism for knowledge translation. Knowledge exchange is driven by relationships, so the mentorship relation is a critical factor in the exchange and integration of knowledge. This can enhance informed and competent care delivery.
- Mentorship improves job satisfaction, ability to do the work, innovation in practice in the mentee. This promotes a culture of empowerment.
- Being involved as a mentor has been shown to increase job satisfaction, and professional growth. This offers and avenue to re-engage our more experienced staff members in new ways.
- Mentorship has been shown to improve retention of staff. Less turn over decreases demands on the staff to educate and bring new staff members up to speed, therefore creating a more stable workforce, where the attention can be shifted to promoting excellence, not just competence.
- A well functioning mentorship program can act as a recruitment strategy. The best advertisement for a workplace is engaged, empowered, and innovative staff who like where they work.

It seems to me that mentorship is an investment that we can’t afford not to make!

Linda Watson, Professional Practice Leader, Nursing Administration, Tom Baker Cancer Centre Alberta
## Upcoming Events

**Don’t forget our open house!**

**Tuesday, June 1, 2010 from 1pm to 4pm**

Juravinski Cancer Centre
Knowledge Translation Room - 215, 4th Floor

Please contact us as soon as possible if you want to attend.

### 2010 Upcoming Events

<table>
<thead>
<tr>
<th>Date</th>
<th>Event and contact</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuesday May 25 to Saturday May 29</td>
<td>Canadian Association of Psychosocial Oncology presents “12th World Congress of Psychosocial Oncology”, contact <a href="mailto:conference@funnel.ca">conference@funnel.ca</a></td>
<td>Quebec City, Quebec</td>
</tr>
<tr>
<td>Thursday June 3, 2010</td>
<td>RNAO presents “Developing and Sustaining Leadership: Working with Interprofessional Teams”, contact <a href="mailto:events@rmao.org">events@rmao.org</a> / Tel. 416 599 1925 or 1 800 268 7199</td>
<td>Video conferencing: Belleville, Fort Frances, Kenora, Kingston General Hospital, Kitchener, London, North Bay, Orillia, Sault Ste. Marie, Simcoe, Sudbury, Thunder Bay, Toronto, Windsor Onsite: Ottawa</td>
</tr>
<tr>
<td>Friday June 4, 2010 and Saturday June 5, 2010</td>
<td>de Souza Institute presents “Cancer Pain Management Workshops: Principles and Practice”, contact <a href="mailto:painnurse@desouzanurse.ca">painnurse@desouzanurse.ca</a></td>
<td>Dryden, Ontario</td>
</tr>
<tr>
<td>Wednesday June 9, 2010</td>
<td>de Souza Institute presents “Cancer Pain Management Workshops: Principles and Practice”, contact <a href="mailto:painnurse@desouzanurse.ca">painnurse@desouzanurse.ca</a></td>
<td>Orangeville, Ontario</td>
</tr>
<tr>
<td>Sunday June 13, 2010 to Friday June 18, 2010</td>
<td>RNAO presents “Nursing Best Practice Guidelines Summer Institute”, contact <a href="mailto:events@rmao.org">events@rmao.org</a> / Tel. 416 599 1925 or 1 800 268 7199</td>
<td>Alliston, Ontario</td>
</tr>
<tr>
<td>June 15, 2010 to July 15, 2010</td>
<td>Hospice and Palliative Medicine &amp; Hospice and Palliative Nurses Association presents “2nd call for case studies, papers, and posters Proposals”, contact <a href="mailto:events@rmao.org">events@rmao.org</a> / Tel 847 375 4712 / Fax 847 375 6475</td>
<td>for Feb 16-19, 2011 Vancouver, BC</td>
</tr>
<tr>
<td>Thursday June 17, 2010</td>
<td>de Souza Institute presents “Cancer Pain Management Workshops: Principles and Practice”, contact <a href="mailto:painnurse@desouzanurse.ca">painnurse@desouzanurse.ca</a></td>
<td>Windsor, Ontario</td>
</tr>
<tr>
<td>Sunday August 8, 2010 to Thursday August 13, 2010</td>
<td>RNAO presents “Healthy Work Environments Summer Institute: Recharge your Workplace!”, contact <a href="mailto:events@rmao.org">events@rmao.org</a> / Tel. 416 599 1925 or 1 800 268 7199</td>
<td>Orangeville, Ontario</td>
</tr>
</tbody>
</table>