

# Preceptor Across the Continuum

## Employee Retention Starts Before Day 1

### Class 1:

Day 1: Wednesday, March 13th, 2024

Day 2: Thursday, March 14th, 2024

Time: 9am-4:30pm

Location: Northshore Health, Grand Marais

### Class 2:

Day 1: Tuesday, May 7th, 2024

Day 2: Wednesday, May 8th, 2024

Time: 9am-4:30pm

Location: Fairview Range Plaza, Hibbing



The preceptor training program is designed for all healthcare professional roles, including nursing, lab, pharmacy, therapies, radiology, nutrition, admissions, etc. Pairing experienced healthcare professionals with new employees has the potential to quickly bring classroom learning to real life competence. But being skilled in one's technical role and being an able teacher are two different roles. This 2-day\* program will build those teaching and mentoring skills necessary to engage new employees in a way that builds competence and confidence for both learner and mentor. It provides opportunities for practice and feedback related to the essential skill set for preceptors through simulation learning and role-playing scenarios. You will leave this workshop with new skills, resources and tools that will set you and the new employees you mentor up for success!

**\*Preceptors must attend both days.**

### Day 1, Participants will learn to:

- Identify and understand the parameters of the preceptor role
- Determine key elements of effective professional role modeling
- Identify socialization process of new departmental employees
- Create a professional integration plan
- Assess learning needs of the preceptee
- Plan effective learning for the preceptee
- Identify and understand generational perspectives/needs
- Examine personality preferences and innate differences
- Foster an effective learning climate
- Address specific learning behaviors of preceptees

### Day 2, Participants will learn to:

- Implement effective feedback techniques
- Teach technical skills through a competency-based approach
- Promote critical thinking, reflection, learning through experiences
- Demonstrate communication skills to resolve conflict
- Recognize behaviors that constitute lateral violence and how to address them
- Evaluate your preceptee's performance
- Utilize techniques for responding to challenging learners
- Teach techniques in real-time:
  - Teaching in the moment: The One-Minute Preceptor
  - Teaching after the moment: End of shift debriefing and critical incidence debriefing

### Instructors:



Cella Janisch-Hartline, RN, BSN, PCC Professional Certified Coach, is the Nursing Leadership Senior Manager for Rural Wisconsin Health Cooperative. Cella brings her experience from over 40 years in various rural healthcare leadership positions to her work as she combines her passion for nursing, leadership, coaching and teaching. Named the 2018 Outstanding Educator through the National Rural Health Association, she engages healthcare participants across the country with her humorous, action-oriented and compassionate approach.



Jo Anne Preston is the Workforce and Organizational Development Sr. Mgr. at the Rural WI Health Cooperative, where she brings over four decades of her healthcare leadership experience to designing and delivering leadership and employee education for rural healthcare throughout WI and the U.S. She has a M.S. in Educational Psychology/Community Counseling from Eastern Illinois University, and is the author of *Lead the Way in Five Minutes a Day: Sparking High Performance in Yourself and Your Team* and writes a monthly leadership blog.

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