



Preceptor Training Program (2-day*)



Target Audience:

All healthcare leaders, including nursing, lab, pharmacy, therapies, radiology, nutrition, admissions, etc., who want to build their mentoring/leadership skills

Program Description:

This workshop is geared to any health care professional role, including nursing, lab, pharmacy, therapies, radiology, nutrition, admissions, etc. Pairing experienced health care 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* workshop 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.

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

Day One – Preceptors will learn to:

- Identify 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
- Identify generational perspectives/needs
- Examine personality preferences and innate differences
- Plan effective learning for the preceptee
- Foster an effective learning climate
- Address specific learning behaviors of preceptees

Day Two – Preceptors 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
- Evaluate performance
- Utilize techniques for responding to challenging learners (One Minute Preceptor End of Shift Debriefing)

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