



## **LEGACY MENTORSHIP PROGRAM CHARTER**

Sponsored by Patient Elevation Team

**Purpose** To create an environment of support in all departments at GRHC by providing Mentors for new employees through a consistent program of selection and education throughout the organization for employee satisfaction and retention.

### **Mission Statement**

- M** Model & Facilitate ways to
- E** Explore,
- N** Nurture and
- T** Trust our abilities to seize
- O** Opportunities to make
- R** Realistic differences & improvements in retaining our workforce.

### **Goals**

- Identify & recognize high performers in each department.
- Provide a leadership education platform to develop organization/departmental mentors.
- Increase employee satisfaction for current staff and new hires.
- Increase employee retention.

### **Duties and Responsibilities**

- Orient and communicate with new employees regularly.
- Identify and provide individual preceptee needs to foster growth.
- Act as a role model and share your knowledge and expertise with the preceptee.
- Exemplify the organizational mission, vision, and values by enacting behavioral standards consistently.
- Provide learning opportunities to develop future high performers of the organization.

- Participate in quarterly educational sessions to develop personal leadership skills.
- Will complete annual rounding with supervision and/or preceptor supervisor to discuss successes, difficulty, celebrate accomplishments, and identify areas of program development.

**Charter**

Grant Regional Health Center is committed to the acquisition, retention, and development of high-quality staff in all departments.

As a preceptor, you will have a pivotal role in making this commitment a success. The program was developed to help create a safe space for personal growth for all employees. It will also help foster strong relationships between peers and establish a positive culture throughout the organization.

GRHC values and praises your commitment as a recognized high performer in your specialty area. We are dedicated to providing you with the tools and resources you need to help act as a recognized positive role model in the organization. By signing below, you will express your commitment to upholding the behavioral standards of the organization and meeting the listed duties and responsibilities of a Legacy Mentor in your department. Thank you for your commitment to the future of Grant Regional!

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First Name

Last Name

\_\_\_\_\_

\_\_\_\_\_

Signature

Date