

COOP  
Exclusive

# Nurse Residency Program

*Education, Mentorship, & Community*

New nurses entering the workforce are energized & excited to start their practice journey. While nursing schools prepare students with the knowledge & skills to pass their state boards, new nurses can struggle to acclimate to the expectations of a realistic practice environment.

Our Nurse Residency Program bridges this gap by providing new nurses with the education, guidance, & community they need to **navigate their environments, boost confidence, & flourish!**

## The Nurse Residency Program Advantage:

### Cost Savings:

Lower recruitment & training costs.

### Reduced Turnover Rates:

Support new nurses during their critical first year.

### Enhanced Reputation:

Gain a competitive edge in attracting & retaining top nursing talent.

### Better Patient Outcomes:

Enhanced skills lead to higher quality care & patient satisfaction.

### Enhanced Team Cohesion:

Foster a more cohesive & collaborative nursing team.

### Reduced Burnout:

Provide adequate support & resources.

### Leadership Development:

Cultivate future leaders within your nursing team.

### Operational Efficiency:

Well-trained nurses improve operations & reduce errors.

### Grow Your Own:

Invest in the long-term success & stability of your nursing workforce.

**Contact Us For Pricing!**

[solutions@ruralmed.net](mailto:solutions@ruralmed.net)

# Build a foundation to foster the development of frontline leadership well beyond the 12 months of our program!



## 12 Months of Mentorship

Our mentoring program focuses on providing your nurses the education, tools, skills, & professional development to build their confidence, & create a community to support each other on their journey.



## Group Sessions (Once per Month)

- **1-hour virtual meetings:**
  - 2 meeting options per month to assist with scheduling conflicts
- **All-Day, In-Person Sessions**
  - 2 times a year
  - Discuss real-life scenarios, provide education, bring in outside speakers, & host networking activities



## One-on-One Rounding Sessions

- On-Site quarterly rounding & shadowing sessions
- Observation of shift change, team dynamics, organization methods, & prioritization routines
- Studer-style rounding questionnaire
- Walk-through scenarios & mentoring opportunities



## Phone a Friend

During the 12 months, our mentor will be a phone call away to assist.

## Your Nursing Mentor:

*"We developed this program to better build and support our next generation of passionate and dedicated nurses. It is a safe space for them to receive guidance from experienced nurses while creating a community that will stand well beyond the 12 months of the program."*

Nicole Ackles has over 25 years of nursing and leadership experience within the healthcare realm. Through her service as a nurse and leader within a broad range of Inpatient and Outpatient settings, Nicole has gained the valuable ability to navigate unique environments.

**Her insight and adaptability allow her to understand each viewpoint and guide teams on the path toward success.**



**Nicole Ackles, RN, BSN**