



## Excellence Exchange Corner

**Q:** One of the areas we often receive questions about, and is confusing to address, is TL6 and TL7 in the 2019 Magnet® Manual. These SoEs deal with Mentoring and Succession Planning respectively for various level of nurses. What is the difference between these two SoEs, how do we address them, and what evidence do we need to supply?

**A:** Think about tackling these SoEs in the following way:

### TL6 Mentoring

1. Review the definition of mentoring in the glossary of the 2019 manual (p. 152).
2. Choose which three levels of nursing you will be discussing and be sure one of them is from an ambulatory area.
3. Mentoring is usually a one-on-one relationship to help the mentee adjust to a new role or their current role. Discuss programs that you may have for different levels of nurses, or specific cases of mentoring in your organization.
4. Bring the evidence in notes from meetings, meeting minutes, program brochures, calendar invites denoting mentoring activities, summary notes, power point presentations of programs, etc.

### TL7 Succession Planning Activities

1. Review the definition of succession planning in the glossary of the 2019 Magnet® Application Manual (p. 161).
2. Choose which three levels of nursing you will be discussing and be sure one of them is from an ambulatory area.
3. For succession planning think about how you identify individuals to promote in your organization, and what activities you do to get them ready for the next position.
4. This SoE asks what activities you provide for the “nurse manager role?” What do you do to prepare someone for the nurse manager role, the APRN role, the AVP/director, and the CNO role?
5. Bring the evidence of meeting minutes where succession planning is discussed, performance appraisals where there might be a discussion on professional goals, rosters of the actual activities, outlines of the activity contents, etc.

References: ANCC (2017). 2019 Magnet Application Manual. American Nurses Credentialing Center: Silver Springs.

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