

## Mentoring Leaders

NK is in her second year of pharmacy school and currently works as an intern at a local community pharmacy. During her career as a pharmacy student, she has held many leadership roles. She has served as the class president for two years and as secretary of APhA-ASP for 1 year. Although NK currently works in the community setting, she really enjoyed her first health-system IPPE experience. NK wants to learn more about a career in health-system pharmacy, but she does not know who to ask. She has briefly spoken about this to her school's associate dean and he recommended that she find a mentor. NK is a little confused about how to identify a mentor, but she decides to give it a try. She meets with one of her professors who has a background in health-system pharmacy practice. The professor describes what careers are available in health-system pharmacy and gives NK an open invitation to stop by her office whenever she has questions. As NK walks back to her apartment, she thinks that she would like the professor to become her mentor, but she does not know what the next steps are in establishing a mentoring relationship.

### Recommended Readings: [www.ashp.org/SLDW](http://www.ashp.org/SLDW)

- Altman, JS. The value of mentorship. *Am J Health Syst Pharm.* 2005;62:2474-75.
- White, SJ, Tryon JE. Success Skills: How to find and succeed as a mentor. *Am J Health Syst Pharm.* 2007;64:1258-59.

## **General Case Questions - Mentoring Leaders**

1. Who can be a mentor?
2. How can NK develop a mentoring relationship with her professor?
3. What are NK's responsibilities as a mentee?
4. What are her mentor's responsibilities?
5. How can NK's mentor assist her with career planning?

In NK's third year of pharmacy school, the professor takes a position at a different college of pharmacy in another state. NK is upset that the professor is leaving and she is worried that she will lose her mentor.

6. What can NK do to maintain the mentoring relationship with her mentor?
7. Should NK consider finding another mentor? If so, what qualities should she look for in a new mentor?

**\*\*\* Do Not Proceed Forward Without Further Instructions \*\*\***

## 5 Minute Sales Pitch - Mentoring Leaders

Following her education, NK has recently taken a position as a community hospital pharmacist. After critically analyzing her career goals and aspirations, she has decided that she wants to implement a pharmacist managed medication reconciliation program in her new hospital. Another hospital in the system has had a similar program for a number of years and NK will need to work with the director of the other hospital prior to implementing. Her director asks her to develop a proposal for this service, and tomorrow NK has been awarded 5 minutes to present her proposal at the senior leadership meeting. Please help her construct her 5-minute sales pitch by answering the following questions which will be presented to the mock Executive Committee in front of the large group.

8. Write a 1-2 sentence proposal succinctly describing the service you wish to implement.
  
  
  
  
  
  
  
  
  
  
9. What are the benefits of your proposal? (e.g.; why is this important)
  
  
  
  
  
  
  
  
  
  
10. Briefly describe a plan for implementing this new service. (Key project milestones, deliverables)
  
  
  
  
  
  
  
  
  
  
11. Describe resources required and financial implications of the proposal.
  
  
  
  
  
  
  
  
  
  
12. Write a convincing, one sentence concluding statement to wrap-up the 5-minute sales pitch.

### **Don't forget to think about:**

- Who are your key stakeholders (list)?
- What barriers do you see in completing your project?
- How do you anticipate overcoming these barriers? What unmet needs do you have?