



## **Clinical Leadership in Pharmacy (CLIP)**

**The role of your mentor(s) - Frequently asked questions**



**LEADERSHIP**

## Why do I need a mentor?

Before applying for a place on a PM CLIP Programme you must discuss your attendance with your Line Manager to ensure they will fully support you through the whole programme. This will confirm you have their agreement for the time needed to attend all of the modules, their help and advice as needed and that they feel you are at the correct stage in your career to fully benefit from CLIP. You may want to ask your Line Manager if you can nominate them as one of your mentors on your application form.

## Who will be aware of CLIP in my department?

Chief Pharmacists / Directors of Pharmacy / Medicines Optimisation / Medicines Management and other senior pharmacy staff have been included in the planning meetings that precede a CLIP Programme being offered. Chief Pharmacist meetings are used to gain agreement and interest from other senior colleagues and to promote the CLIP Programme. They disseminate the information within their own pharmacy service to pharmacy professionals, this may include pharmacists and pharmacy technicians depending on local agreement, who are then invited to apply for a place.

## What is meant by a mentor?

Someone who gives you help and advice over a period, especially help and advice related to your job. In some definitions it would be assumed that the person who is acting as a mentor for you had undertaken the same, or a similar job role, and comes from within your profession, so can fully understand the challenges and giving appropriate advice. However, they may not be from the same profession and in some circumstances may act as a coach.

## Who should I choose to be my CLIP mentor(s)?

For CLIP, you are advised to have your Line Manager and ideally a person external to pharmacy, who knows you and your work, e.g., a consultant, a colleague in another service, a GP, a senior nurse.

## Why do I need someone outside of pharmacy?

This is not essential, but pharmacy leaders of the future need to go beyond the pharmacy world into systems leadership; hopefully, you can identify another health care professional or manager who can perform this function for you. They will bring a different, outside, perspective to the work you are doing and help you bring a rounded approach to the CLIP Programme.



## What is the role of my mentor?

To support you, to help you think differently and to challenge you.

## What is the time commitment for my mentor?

There shouldn't be a huge time commitment for them, but this will be dependent upon your own needs.

We recommend that you schedule regular slots with them during the CLIP Programme, just to make sure you have all the support you need.

They should agree at least 3 meetings with you:

- At the beginning of the Programme - to discuss what you want to achieve from CLIP and maybe what they are expecting too.
- In the middle of the Programme- to discuss practical issues such as your work-based project ideas, to monitor your progress, arranging a meeting with senior person for you etc.
- A final session - to discuss how you have benefitted and how you move forward at the end of the CLIP Programme.

However, if things crop up you may wish to contact them for additional advice and encouragement, you should discuss this possibility with them as you gain their support to be your mentor.

Ideally at least one of your mentors should complete your 360-degree feedback process as requested during the CLIP Programme.

## What happens if I change job before or during the CLIP Programme, or I realise the mentor I nominated at the application stage is no longer appropriate?

PM understand that things change, your mentor must be the correct person to offer you the support and advice needed for you to successfully complete CLIP and get the most from attending. You must have at least one person to undertake this role for you throughout the Programme. If you feel you need a different mentor, please discuss this with the CLIP Programme Coordinator as soon as possible:

**DON'T BE AFRAID TO ASK - WE ARE HERE TO HELP!**  
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