



Clinical Leadership in Pharmacy (CLIP) -the role of your mentor/supporter-frequently asked questions

Why do I need a mentor/supporter?

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. Your Line Manager will need to agree to take on the role as one of your mentors.

What is meant by a mentor?

Someone who gives you help and advice over a period of time, 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, giving appropriate advice.

What is meant by a supporter?

Someone who gives you help and advice over a period of time, especially help and advice related to your leadership development and how it relates to your role as you move forwards with the Programme. 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)/supporter(s)?

For the purpose of 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 GP, a senior nurse, a practice manager, a consultant, a colleague in another service.

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, so 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 Programme.



What is the role of my mentor?

To support you, to help you think differently and to challenge you. To guide you during your work-based, health improvement project.

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 Programme, just to make sure you have the support you need.
- They should agree at least 3 meetings with you:

At the beginning - to discuss what you want to achieve from CLIP.

In the middle of the Programme- to discuss practical issues such as your work-based project ideas, to monitor your progress, arrange a meeting with senior person for you etc.

A final session - to discuss how you have benefitted and how you move forwards at the end of the CLIP Programme.

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

- Ideally at least one of your mentors/supporters should complete your 360-degree feedback process during the Programme.

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

PM understand that things change, your mentor/supporter must be correct to offer you the support and advice needed for you to successfully complete the CLIP Programme 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/supporter, please discuss this with the CLIP Programme Co-ordinator as soon as possible:

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

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