



PSSA YPG Mentorship Programme



Purpose The Pharmaceutical Society of South Africa (PSSA) Young Pharmacists' Group (YPG) is excited to host a Mentorship Programme. This programme aims to **grow the next pharmacy leaders** in the Society and the pharmacy profession. This program supports the leadership objective of PSSA. Through this programme you will be able to develop various personal and career skills, develop relationships with great PSSA role models and grow in your pharmacy career.

Pilot

- **1 year** pilot programme August 2020-October 2021
- **Two branches:** Cape Western Province & Southern Gauteng
- **6 mentor/mentee pairs**
- **Phase 1:** Leadership webinar: Power of purpose, leading change, empowering people, igniting growth
- **Phase 2:** Clifton Strength Finder completed by mentors and mentees
- **Phase 3:** Individual paired session with coach (1.5hours) to tailor goals, objectives and achieve excellence

Programme layout for National Rollout (2022)

- 1 year programme
- Application process – partnership expectation, application form, DOPE Personality test, CV, photo
- Mentorship programme calendar
- Induction session
- Quarterly feedback forms
- Coaching sessions
- Clifton Strength Finder
- Mentor meetings & Mentee meetings
- Mentee guide & Mentor guide
- Farewell event

Eligibility Criteria

Paid-up PSSA YPG members from any branch/sector

Mentee

- Newly qualified pharmacists (within 5 years of graduation from their first pharmacy degree) **OR** under the age of 35 **OR** pharmacists who changed careers/sectors in pharmacy
- **Any** age group or experience level
- Special focus on **younger, less experienced** pharmacists

Mentor

- PSSA Fellows **OR** pharmacists with a minimum of 10 years', but preferably **more than 15 years'** experience in the profession
- Ideally, must have been **actively involved** in the profession in the past (PSSA branch and sector structures or similar bodies)
- **Passionate** pharmacists with drive and who are considered **champions** in their specific areas of pharmacy

Feedback From Pilot

Through the pilot, mentees were able to:

- Develop leadership skills
- Experience more job satisfaction
- Identify career and personal goals and achieve goals

The strength assessment & coaching:

- Assisted mentees to identify & develop strengths
- Added value to their career & personal life

Describe Your Experience in One Word



This project is funded by PSSA YPG, PSSA, PSSA branches & sectors as well as anonymous sponsors. Contact us if you are interested to be a volunteer for our working group.



For more information visit our website:

Young Pharmacists' Group of PSSA
<https://www.pssa.org.za/young-pharmacists-group.html>