Thank you for attending the Zada Cooper Leadership Symposium!

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The Importance of Mentorship in Leadership Development

Speed Mentoring

Like Speed Dating
But a Lot Less Awkward
You Likely Won’t Find Your Leadership Development Guru

"Knowledge comes from learning. Wisdom comes from living."
- Anthony Douglas Williams
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<td><strong>Sponsors</strong></td>
<td>Sponsors are [ ] vested in their protégés, offering guidance and critical feedback because they believe in them. <em>(Sylvia Ann Hewlett, New York Times)</em></td>
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<td><strong>Mentors</strong></td>
<td>Mentors act as a sounding board or a shoulder to cry on, offering advice as needed and support and guidance as requested; they expect very little in return. <em>(Sylvia Ann Hewlett, New York Times)</em></td>
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<td><strong>Advisors</strong></td>
<td>...an adviser is one who directs. A mentor, on the other hand, guides. So, an adviser will direct you without regard to your specific personal situation, needs, or passions. A mentor will allow you--and even encourage you--to choose your own direction, offering guidance that does take into consideration your personal situation, needs, and passions. <em>(The MentorDoctor Science online <a href="http://www.sciencemag.org/author/mentordoctor">http://www.sciencemag.org/author/mentordoctor</a>)</em></td>
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<td><strong>Teachers</strong></td>
<td>A teacher has greater knowledge than a student; a mentor has greater perspective. <em>(Paula Marantz Cohen The American Scholar)</em>; A mentor is a more experienced individual willing to share knowledge with someone less experienced in a relationship of mutual trust. <em>(David Clutterbuck)</em></td>
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<td><strong>Role Models</strong></td>
<td>A role model is an individual in which the behavior is observed from a distance. It is very likely that the role model is someone that the individual and the role model have never come into contact. They have certain qualities or practices that are admired. <em>(Matt Jerome)</em></td>
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<td><strong>Coaches</strong></td>
<td>A coach is trying to direct a person to some end result, the person may choose how to get there, but the coach is strategically assessing and monitoring the progress and giving advice for effectiveness and efficiency. <em>(Matt M Starcevich)</em></td>
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My First Mentors
I Was Lucky Enough to Have a Sponsor

**Teacher**
- Assistant Professor University of Minnesota
- Hired as a lab assistant

**Sponsor**
- Introduced me to pharmaceutical scientists at APhA meetings
- Helped me apply to graduate school
- Helped keep me on task (and sane) during graduate school
- Introduced me to more pharmaceutical scientist leaders in AAPS

**Mentor and Advisor**
- Provided wise counsel, fine wine, good food and advice prn
From One Mentor to the Next

Teacher
- Co-advisor - promised to “challenge” me
- Confidence building

Mentor
- Arranged leadership opportunities
- Guided early activities
- Introductions to pharmaceutical scientist leaders
- Never hesitates to recommend me to others

Gordon L Flynn, PhD
University of Michigan

Always answer when your mentor calls.
Great Mentors Are Sometimes Advisors

He’s the Whole Package!

- Visionary Leader
- Distinguished Scientist
- Entrepreneur

Famous/Infamous Quotes:

“Oh, you graduated before I could really help my students”
(even mentors continue to perfect their craft)
“You should run your lab on one NIH grant and have kids”

Forgive them. Cherish them. Learn from them.

Gordon L Amidon, PhD
University of Michigan
Learn from Mentors with Unique Expertise

• Safeguard the future of your organization
• Respect the careers of those who work with/for you
• Hire extremely qualified individuals and let them be successful
• Never “dance on the graves” of your predecessors
• You don’t have to be an expert to lead

Always answer when your mentor calls.
Surround Yourself with People You Respect — They Will Be Lifelong Mentors

Be careful not to pick and choose when and from whom to seek counsel.
For Best Results, Brush Up on a Foreign Language
Passing on the Gifts
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