

Bruce E. Scott



If You Don't Have a Mentor, Get One

Those who know Bruce will attest to the fact that success has not changed him one bit. He is still the same warm, personable, down-to-earth, and humble person he was when he began his career. An accomplished hospital pharmacy director, business leader, and visionary, Bruce exemplifies all the qualities we expect to see in a successful leader. He rose to the ranks of corporate vice president, chief operating officer, and president, and led the practice of more than 3,500 pharmacists, nurses, dietitians, and other health professionals. Bruce was one of the youngest pharmacists elected ASHP president.

Looking back on Bruce's storied career in pharmacy, it is difficult to imagine that anyone would have been qualified to serve as his mentor. Yet, despite his stature in the health care community and his many impressive achievements, Bruce acknowledges the important role mentors played in providing guidance and support on his path to success. Mentors helped him understand the importance of learning, encouraged him to develop a vision for his career, and helped him set and achieve his goals for his term as ASHP president. His positive influence as a mentor to scores of pharmacists will continue to reverberate through the profession for years to come.

Bruce currently serves as President of The CADENT Group, LLC, providing consultative services to health care businesses and provider-related organizations. He has served in executive roles at Allina Hospitals and Clinics, McKesson Medication Management, and Medco Health Solutions. He earned his bachelor of science degree in pharmacy from the University of Wisconsin School of Pharmacy and a master of science degree in pharmacy administration from the University of Kansas, where he also completed a pharmacy residency program.

His advice to young pharmacists on selecting a mentor is clear: *Mentors are invaluable as a sounding board, providing an objective point-of-view and direction in support of your success.*



Dear Young Pharmacist,

Looking back on my career, it is obvious to me that I owe much of my success to mentors. Yes, mentors! My advice to you is, if you do not have a mentor, get one.

My first mentor was the high school band director at the large, inner-city public school I attended. Despite being raised by a great mom and teacher, and having many teachers in my family, I did not know how to be successful in school. Although I understood that grades were important and I achieved good grades, my mentor helped me understand the difference between good grades and learning. I enjoyed hanging out with friends and while I knew I had to take responsibility and be accountable for my decisions, he highlighted the power of suggestion and the danger of “group think” among friends. This mentor helped me prepare for life post high school and helped me to recognize that there were many landmines along the way. Success was preparation for a future without stepping on the landmines.

I was enjoying my first job as a pharmacist when my next mentor, a pharmacy leader at the University of Wisconsin Hospital, asked me about my vision for my career. At that time, I was delighted to be finished with school and working in a job that paid more money than I had ever made. My vision extended as far as my next shift at work. Pam had experience on the journey ahead of me and had observed many pharmacists along the way. She urged me to consider a different career path and, through our many conversations, I became committed to a career that I probably would have never pursued: A career in pharmacy leadership. She not only helped me create a vision for my future, but also helped me develop and execute a plan that included graduate school and a residency. I did not seek this mentor, but I am forever grateful that she chose to mentor me.

Mentors have also helped me think through and accomplish goals. I was fortunate to serve as the President of the American Society of Health-System Pharmacists (ASHP) from 1999 to 2000. Soon after I was elected to this position I received a wonderful letter from Dave,