

# The FIPWiSE toolkit in action: Short learning resources to support positive work environments for women in science and education.

Factor 4: Opportunities for professional development,  
recognition and empowerment



This resource is based on the FIPWiSE toolkit for positive practice environments for women in science and education and was developed by members of FIPWiSE.

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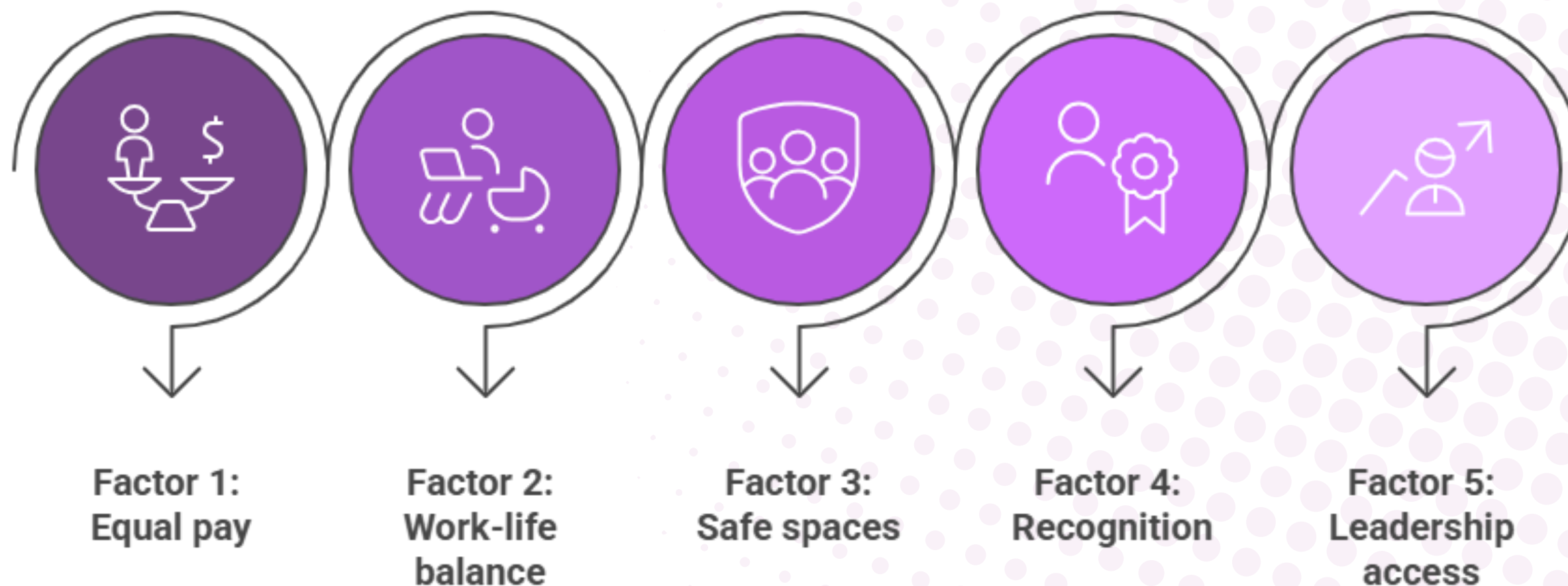
Scan the QR code to access the toolkit.

This resource supports the implementation of  
FIP Development Goal 10: Equity and Equality

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The FIPWiSE toolkit for positive practice environments focuses on the five key factors listed below:



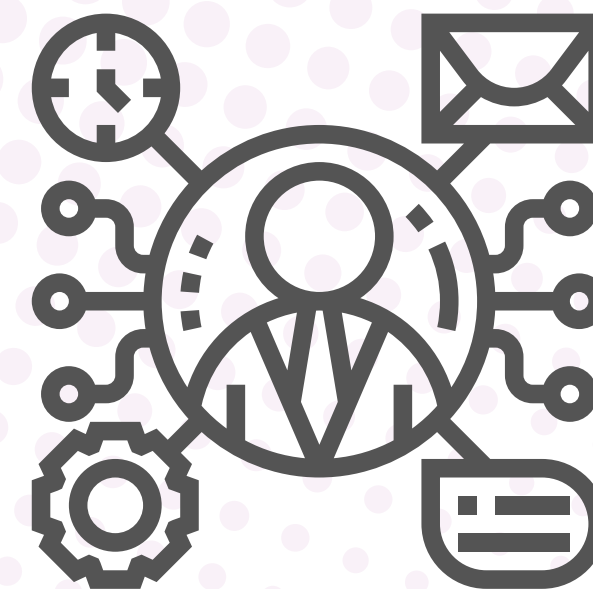
This video focuses on Factor 4.

What key actions can institutions take to ensure sustained progress towards creating opportunities for professional development, recognition and empowerment?





Organisations can provide clear career pathways, inclusive mentorship, and access to ongoing education, as well as recognising all types of achievements through awards or promotions. Creating a culture where feedback and learning are encouraged, and empowering all staff by supporting leadership development and growth at every stage of their career is important. In addition, organisations can highlight success stories and connect students and early-career pharmacists with professionals through real-life examples.



How can policies around opportunities for professional development, recognition and empowerment be effectively translated into everyday workplace practices?



Organisations can integrate development policies into job descriptions, daily workflows, performance reviews, and team goals. They can also train managers to support growth, facilitate equitable access to opportunities, and ensure regular career conversations. In addition, actively encouraging participation in CPD activities, training courses, and other opportunities for ongoing professional growth, while creating feedback loops to adjust strategies based on team needs, can make development a shared, ongoing priority.





What are the best ways to engage leadership and stakeholders in the implementation of better opportunities for professional development, recognition and empowerment?



Presenting evidence on how development boosts retention, innovation, productivity, and care quality can be powerful, as can sharing success stories and involving leaders in co-designing initiatives. The use of measurable targets and aligning opportunities with strategic goals can ensure leaders encourage progress, recognise efforts, and remain engaged.



How can we measure success and  
track improvements over time?



We can effectively use training participation, promotion rates, satisfaction surveys, and retention data to evaluate progress and track growth. When combined with feedback from staff to understand what is working and where to improve, this can be particularly powerful. Comparing trends across time, comparing roles to ensure equitable progress, and identifying gaps and improvement opportunities, are all excellent ways to measure success.





What strategies, tools, frameworks, or resources can support creating better opportunities for professional development, recognition and empowerment to foster thriving positive practice environments?



Organisations can combine structured mentorship, peer support networks, and accessible digital learning opportunities for continuing education. FIP offers development frameworks, guidance documents, good practice examples, and global awards that recognise excellence and service in pharmacy — all of which can support leadership development and professional recognition. Additionally, offering inclusive leadership training and regularly reviewing equity and inclusion initiatives can help ensure that all team members feel valued, supported, and able to thrive.



What role can individuals play in  
enabling change, regardless of  
their position?



Individuals can mentor others, share successes, and advocate for inclusive practices. No matter what your role is, as a pharmacist you can foster a growth culture by celebrating achievements, modelling lifelong learning, and encouraging peers to seek opportunities for development and recognition.



For more information, please visit our  
website at <https://equityrx.fip.org> or  
use the QR code below.

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