#### THE

# CHEMIST

THE COMMUNITY PHARMACY GROWTH KIT

**SALES** 

**Convert) Website Visitors** 

How To Use Microsoft
Clarity To Understand (& Pharmac

**LEADERSHIP** 

How To Scale Your
Pharmacy: What Growth
Involves

**CASHFLOW** 

Cash Conversion Cycle: How Long It Takes Your Pharmacy To Convert Stock Into Cash





# Stuck with Medicine That Won't Sell? Let's Fix That!

You work hard to keep your shelves full, but some medicines just don't move. They sit there, collecting dust, while your money stays trapped.

Slow-Moving Stock = Lost Money

Expired medicine is wasted medicine. The longer it stays, the closer it gets to being thrown away. That's bad for business and bad for the environment.

✓ We understand your struggle. Many pharmacies face the same problem.
 ✓ We have the solution. We've helped pharmacies turn dead stock into cash before—and we can help you too!

#### **Clear the Shelf, Fill Your Pocket**

- List It Tell us what's not selling.
- Liquidate It We help find buyers.
- Earn & Reinvest Free up space, get your money back, and stock what sells.

#### **Act Now: Request Liquidation Today!**



Click to start—before it's too late!

#### The Cost Of Waiting?

- X Your stock expires.
- X You lose money.
- X Your shelves stay cluttered.

#### **What You Gain!**

- ✓ You turn old stock into cash.
- ✓ Your pharmacy stays profitable.
- ✓ You help the planet by reducing waste.

# Table of Contents

This August, scale your pharmacy the smart way. Discover what real growth involves, how to cut costs using AI, and how to track customer behavior with Microsoft Clarity. Additionally, plan content that converts, accelerates your cash cycle, and explore ways to expand beyond your current market.

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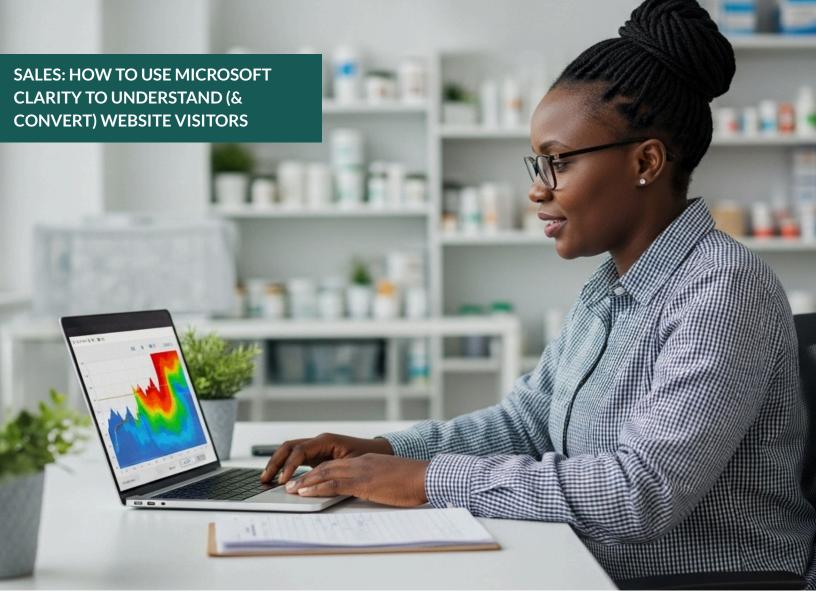
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# How To Use Microsoft Clarity To Understand (& Convert) Website Visitors

You Have a Website, But It's a Bit of a Mystery

You finally launched a website for your pharmacy, likely featuring your product catalog, location, and WhatsApp button.

That's great.

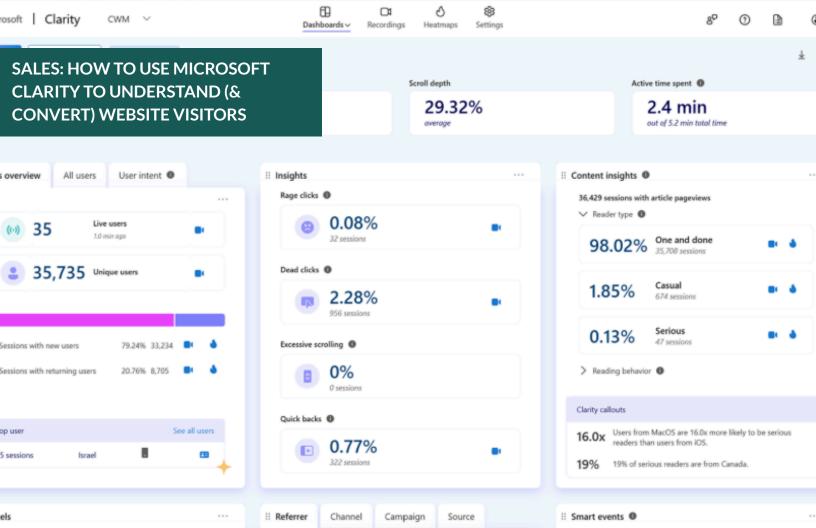
But here's the problem:

You don't know what happens after someone lands on it.

Are they clicking on the offers you posted?

Do they scroll past your key message?

**BY THE CHEMIST** 



Did they try searching for something and give up?

www.google.com

You realize your "Contact Us" button is too low on the page.

Show percentage of sessions

Without this kind of insight, you're flying blind. You could be losing sales and missing out on valuable customer connections without even knowing it.

You see visitors tap your offers but drop off before checking out.

You spot where people stop reading.

#### You Watch Real Visitor Behavior Like a **CCTV** for Your Website

#### The result?

And then, you fix it.

#### Imagine this:

cribe consumers

You open your laptop and see a recording of a real customer browsing your site.

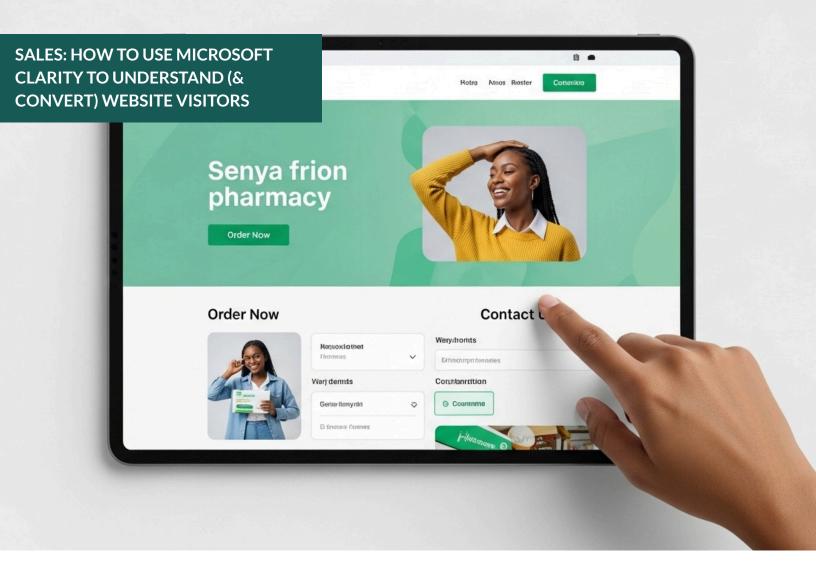
Your site becomes easier to use. Visitors stay longer.

You watch them move their mouse, scroll, click, and pause in confusion.

More of them convert—whether that means calling, ordering, or walking into your pharmacy.

That's precisely what Microsoft Clarity helps you do.





## What Is Microsoft Clarity—and How Can It Help Your Pharmacy?

Microsoft Clarity is a free tool that shows you how people behave on your website.

You don't need any coding skills. You add a small piece of code (or ask your website person to do it).

Once installed, you get powerful features like:

- Session Recordings Watch how real people interact with your site.
- ✓ **Heatmaps** See which parts of your site get the most attention.
- Scroll Tracking Find out where people lose interest.
- Click Tracking See what people think are buttons.

Rage Clicks – Spot when people keep clicking something that doesn't work.

And it's 100% free, forever.

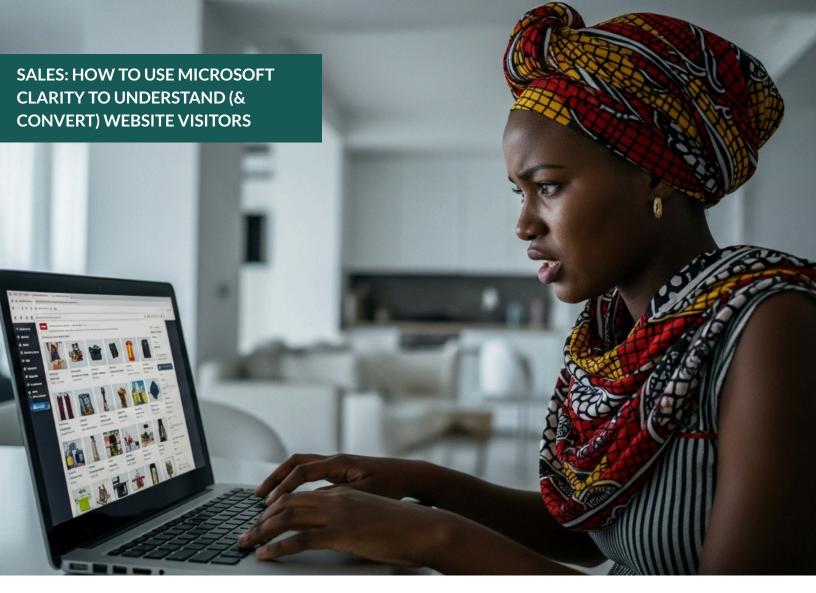
### Why This Matters for Your Pharmacy Website

Your pharmacy website doesn't need to be fancy—it needs to be **useful**.

Here's how Clarity helps with that:

- Sunderstand behavior − Know exactly where your site is confusing or frustrating.
- Fix small things Move buttons, reword messages, shorten long pages.
- Convert better More calls, more visits, more orders.

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Build trust - A smoother experience means customers are more likely to return.

It's like walking into your shop and watching customers react to individual shelves.

## How To Get Started (It's Easier Than You Think)

- 1. Visit clarity.microsoft.com
- 2. **Sign up** with your Microsoft or Google account.
- 3. Add your website
- 4. **Install the tracking code** (WordPress, Shopify, and most site builders support it)
- 5. Start watching how people use your site—today

## You Don't Need Guesswork. You Need Clarity.

If you're serious about growing your pharmacy, don't just guess what's working on your website. **See it for yourself.** 

Microsoft Clarity empowers you to improve your online experience, attract more customers, and turn more visits into actual pharmacy sales.

It's free, simple, and made for business owners like you.

Start today—and watch your website work smarter, not harder.

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## SALES: HOW TO USE MICROSOFT CLARITY TO UNDERSTAND (& CONVERT) WEBSITE VISITORS

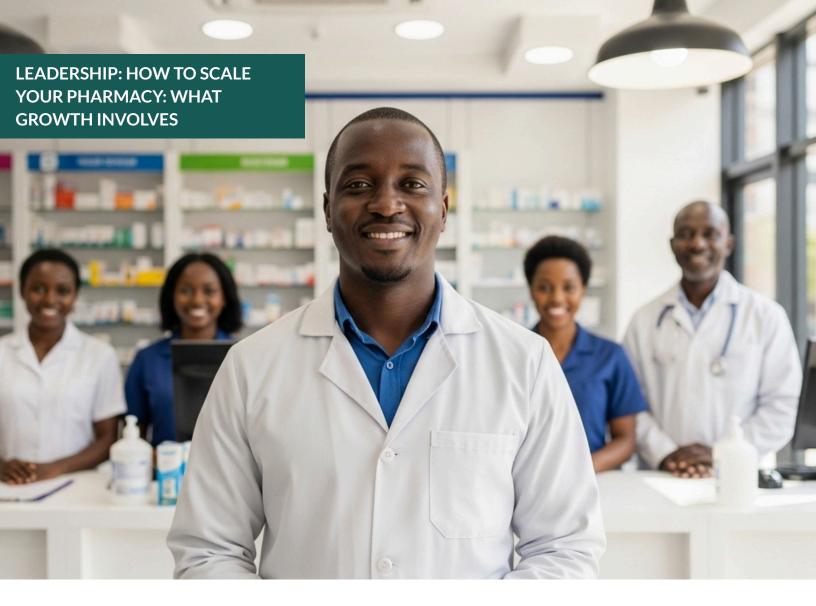


**Bonus Tip**: Once you spot a common issue on your website, fix just one thing—then come back in a few days and watch what changes. Minor tweaks can lead to significant growth.

#### Tried a tip? Tell us what worked for you HERE!

We'd love to feature your story in an upcoming issue of *The Chemist's* **From Our Readers** section.

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## **How To Scale** Your Pharmacy: What Growth **Involves**

BY THE CHEMIST

Growth sounds exciting, but it can also feel overwhelming. You've come far building your pharmacy, and now you're wondering what's next. How do you grow without burning out or losing control? What does "scaling" actually mean in the the person doing everything to the person pharmacy world?

Let's walk you step-by-step through what real growth involves—because scaling your pharmacy isn't just about selling more. It's about building something that can grow without you having to do everything yourself. Let's take it one step at a time.

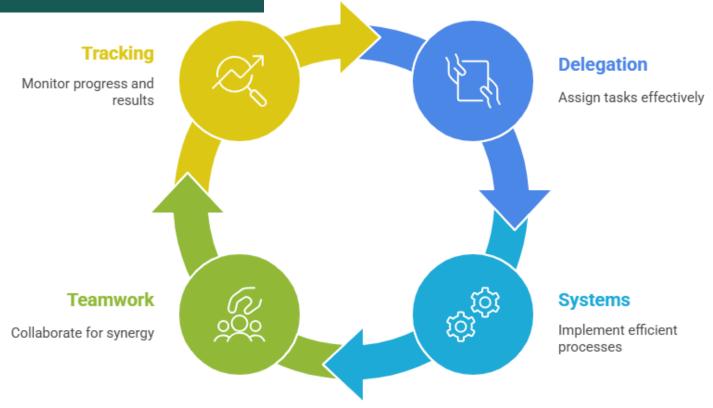
#### Step 1: Shift From "Doer" To "Leader"

Most community pharmacy owners start off doing it all—dispensing, ordering, managing staff, and cleaning the shelves. That's normal. But if you want to grow, you can't stay in that mode forever.

Scaling begins when you transition from being leading the people who do everything.

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## LEADERSHIP: HOW TO SCALE YOUR PHARMACY: WHAT GROWTH INVOLVES



This shift isn't about ego. It's about effectiveness. Start asking:

- Who can I train to take over parts of my daily routine?
- Where is my time best spent—as a pharmacist or as a business leader?
- Quick Win: Delegate one task this week that you usually do yourself. Start small, build trust.

## Step 2: Get Clear On What Growth Means For You

Growth doesn't look the same for everyone. For one pharmacy, it might mean opening a second branch.

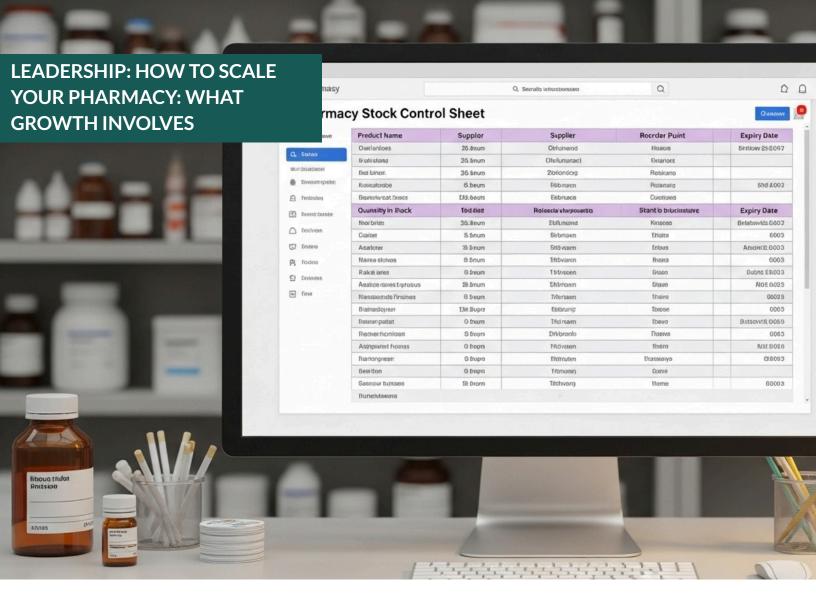
For another, it could mean increasing daily sales by 30% at the current location.

#### Ask yourself:

Do I want more locations, more profit, more impact, or all three?

When you define what growth looks like for you, it's easier to make focused decisions and avoid distractions.

Quick Win: Write down your growth goal for the next 12 months. Keep it visible. Share it with your team.



#### Step 3: Build Systems, Not Just Sales

Sales are good, but systems are what make growth sustainable. If your pharmacy only works when you're there, it's not ready to scale.

You need systems for:

- Stock management
- Customer follow-up
- Employee training
- Cash flow tracking

Systems help you grow without chaos. They make sure your business runs smoothly, even when you're away or focused on new projects.

Quick Win: Pick one recurring problem in your pharmacy (e.g., stockouts, late opening, missed refills). Create a step-by-step checklist to prevent it.

## Step 4: Grow With Your Team, Not Alone

Many owners try to scale in silence. But you'll grow faster by bringing your **team along with you.** 

Involve your staff in the journey. Share your vision. Listen to the team's feedback. Invest in staff skills. A motivated, skilled team can help you grow more than any loan or promotion ever will.



Quick Win: Have a 10-minute check-in with each staff member this month. Ask what's if your growth is healthy or hiding problems. working, what's not, and how you can support them better.

#### Step 5: Track What Matters—Not Just What's Easy

It's tempting to track only daily sales and customer counts, but you'll miss the bigger picture.

#### Track these too:

- Repeat customer rate
- Staff productivity
- Stock turnover speed
- Profit margins

The numbers behind the numbers will tell you

Quick Win: Pick one new number to track each week-something that shows progress toward your growth goal.

#### You're Not Stuck-You're Starting **Something New**

Growth isn't about luck. It's about leadership.

You've already done the hard part-starting your pharmacy. Scaling it is just the next step. And you don't have to do it all at once.

You only need to take the next step. And then the next.



And soon, your pharmacy won't just be bigger—it'll be better, stronger, and more rewarding to run.

You've got this. Let's scale smart.

#### Tried a tip? Tell us what worked for you <u>HERE</u>!

We'd love to feature your story in an upcoming issue of *The Chemist's* **From Our Readers** section.



# Cash Conversion Cycle: How Long It Takes Your Pharmacy To Convert Stock Into Cash

BY THE CHEMIST

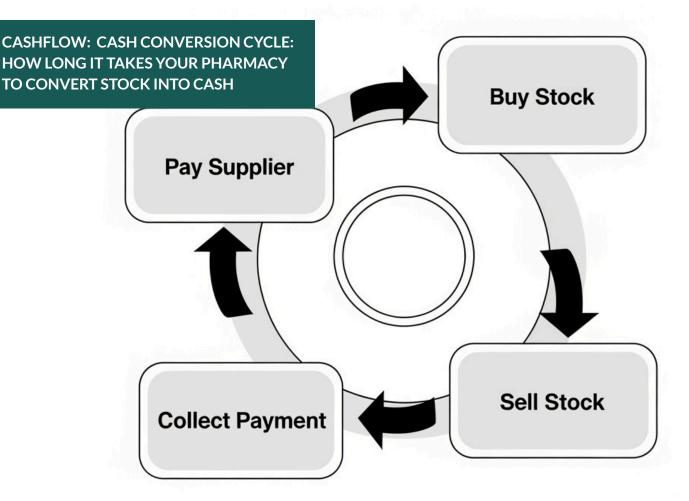
#### You're Stocked, But Struggling

You've filled your shelves. Customers walk in and out. Your team is busy. But your bank account? Still tight.

Sound familiar?

It's a confusing place to be—your pharmacy looks busy on the outside, but you're not seeing the cash flow needed to grow, restock, or pay bills easily. You wonder, "Where's the money going?"

The Cash Conversion Cycle (CCC) provides the answer. It helps you understand how long it takes to turn the stock you buy into actual cash in the bank.



And once you know your cycle, you can shorten it—and feel more in control of your pharmacy's future.

#### **Cash That Flows Faster, Smarter**

#### Imagine this:

- You know exactly how many days it takes for your pharmacy to turn stock into cash.
- You make smarter stock decisions because Here's the formula in plain English:
   you're not just guessing.
   CCC = Days Inventory Outstand
- Your cash flow improves without needing more loans.
- You feel less stressed and more confident.

It's the single number that unlocks how to make your pharmacy more efficient and boost your bottom line.

#### How To Calculate and Use Your CCC

Let's break it down into three simple steps.

#### **Step 1: Know the Formula**

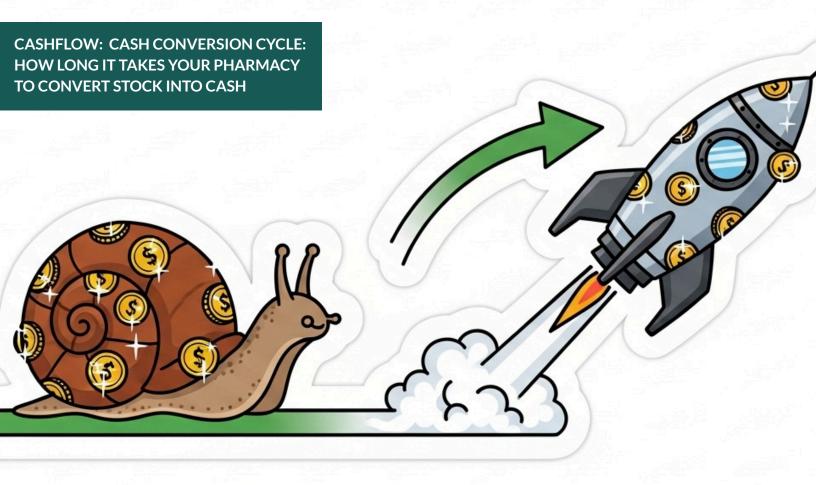
Here's the formula in plain English:

CCC = Days Inventory Outstanding + Days

Sales Outstanding - Days Payable

Outstanding

That's the power of understanding your **Cash Conversion Cycle.** 



Don't worry—it's easier than it sounds. Here's what each part means for your pharmacy:

#### • Days Inventory Outstanding (DIO):

- How long does it take to sell your stock?
- Shorter is better.
- Days Sales Outstanding (DSO):
- How long does it take to collect payments after a sale (e.g., from insurance schemes or institutions)?
- Again, shorter is better.
- Days Payable Outstanding (DPO):
- How long does it take you to pay your suppliers?
- Longer is better, as long as it's within agreed terms.

#### Step 2: Plug in Your Pharmacy's Data

Here's a quick example for a typical small pharmacy:

- DIO = 40 days (stock sits for 40 days before selling)
- DSO = 15 days (you collect payments 15 days after selling)
- DPO = 30 days (you pay suppliers 30 days after receiving stock)

#### CCC = 40 + 15 - 30 = 25 days

It means your pharmacy's money is tied up for **25 days** before it becomes cash you can use. Now you have a number you can work with—and improve!



#### **Step 3: Shorten Your Cycle**

Here's how to turn those 25 days into 20 or even 15:

- Reduce DIO: Don't overstock. Only order what sells. Watch expiry dates.
- Reduce DSO: Follow up on insurance claims quickly. Limit credit periods.
- Increase DPO: Negotiate longer payment terms with suppliers (without hurting the relationship).

#### Why This Matters

In pharmacy, time is money. If your cash is in slow-moving stock or delayed payments, it directly limits your ability to grow.

Knowing your **Cash Conversion Cycle** gives you control. It turns vague cash struggles into a clear timeline you can work to improve.

You don't need fancy software to start. Just:

- 1. Track how long your stock sits.
- 2. Track how long it takes to collect payments.
- 3. Know your supplier's payment terms.

That's it.

#### **Put It Into Practice:**

The pharmacies that win tomorrow are the ones that understand their numbers today. Your cash doesn't have to feel like a mystery. It can become a tool for growth.



Start with your CCC. Know your number. Then improve it.

Even 5 days saved can mean the difference between struggling and scaling.

#### Tried a tip? Tell us what worked for you HERE!

We'd love to feature your story in an upcoming issue of *The Chemist's* **From Our Readers** section.

Follow The Chemist WhatsApp channel to access the "Cash Conversion Cycle Workbook".



## How To Plan a Pharmacy Content Calendar That Converts

BY THE CHEMIST

Posting Without a Plan Is Draining Your Pharmacy's Marketing Potential You're busy. Between supplier calls, staff management, and keeping customers happy, posting content on social media is probably one of the last things on your list.

And when you do post?

Perhaps it's a blurry picture of stock that just arrived. Or a health tip copied from somewhere online. It gets a few likes—maybe a comment or two—and then... crickets.

No new customers. No real engagement.

Just effort that doesn't seem to move the needle.



If that sounds familiar, you're not alone. Many pharmacy owners recognize the importance of posting consistently. But without a clear strategy, it feels like shouting into the wind.

## Your Pharmacy Content Brings in Customers

Now imagine this:

- You have a simple, monthly plan of what to post and when.
- Your posts are easy to create and speak directly to your community's needs.
- Your page becomes a trusted source of health information, promotions, and helpful tips.

 Over time, your online presence builds trust, drives foot traffic, and even increases sales.

It is what a well-planned **content calendar** can do for your pharmacy.

It keeps you consistent.

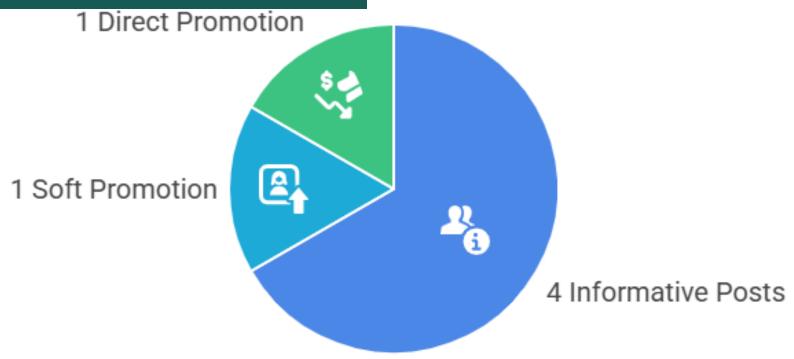
It helps you connect with the right people.

And most importantly, it helps turn online followers into **real-life customers**.

## How To Create a Content Calendar That Converts

Let's break it down into simple, doable steps.

# MARKETING: HOW TO PLAN A PHARMACY CONTENT CALENDAR THAT CONVERTS



#### 1. Start With Your Business Goals

Don't post just to stay busy. Ask yourself:

- Do I want to bring in new customers?
- Do I want to promote a service (like BP checks or delivery)?
- Do I want to sell slow-moving stock?

Let your goals guide what kind of content you create.

#### 2. Know Your Community

Who are your customers? Are they young mothers? Older adults? Students?

What do they care about?

Use that to shape your content themes. For example:

- Mondays: Health tips for families
- Wednesdays: New arrivals or offers
- Fridays: Customer stories, FAQs, or behind-the-scenes at the pharmacy

#### 3. Use the 4:1:1 Rule

Not every post should be about selling. A good balance looks like this:

- 4 helpful or informative posts (e.g., "How to store medicine at home")
- 1 soft promotion (e.g., "We now stock vitamins for kids")
- 1 direct promotion (e.g., "Buy two, get one free this week only!")



It keeps your audience interested without overwhelming them with ads.

#### 4. Pick Your Platforms—and Keep It **Simple**

You don't have to be everywhere.

If most of your customers are on WhatsApp or Facebook, focus there.

Consistency matters more than being on every 6. Use What You Already Have platform.

#### 5. Create a Simple Monthly Plan

You don't need fancy tools. Even a notebook or Excel sheet will do.

Make columns for:

- Date
- Day of the week
- Topic or Theme
- Post format (image, video, story, text)
- Who's responsible (you, staff, a marketer?)

Aim to plan 2-3 posts per week to begin. Stick to it. You'll build momentum fast.

You don't need to create every post from scratch.

- Turn customer questions into posts.
- Reuse supplier images or brochures.
- Take a quick video on how to use a new product.

#### MARKETING: HOW TO PLAN A **PHARMACY CONTENT CALENDAR THAT CONVERTS**



#### **Date**



**Topic** 



**Format** 



Responsible

 Share reminders ("Don't forget to refill your meds!")

It keeps your content real and relevant.

#### 7. Track What Works

After a few weeks, look back.

- Which posts got the most comments or shares?
- What didn't perform well?

Use that info to adjust next month's plan. Over So grab a notebook. Start small. Stick with it. time, you'll learn what your audience truly values.

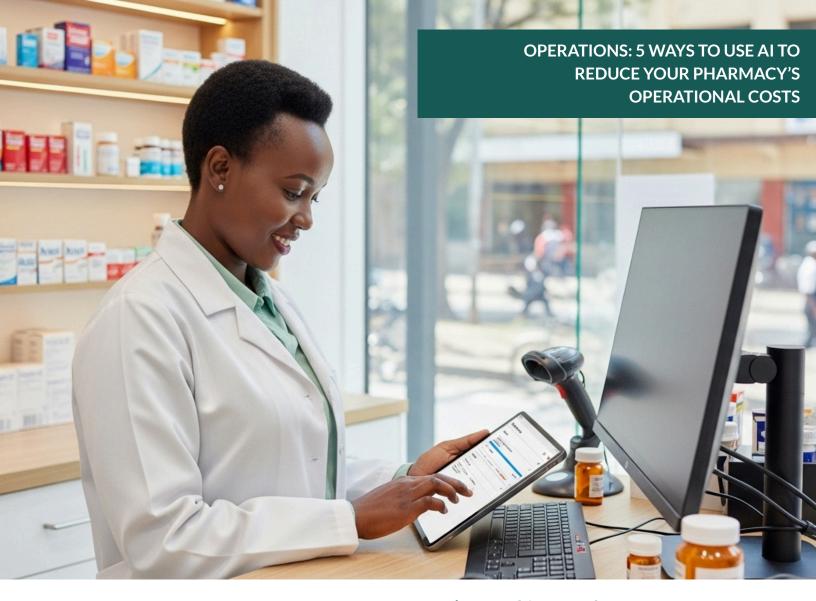
#### You Don't Need to Be Perfect. Just Be Present.

If you've been struggling to stay consistent online, don't beat yourself up. Every pharmacy starts somewhere. What matters most is taking the first step with intention.

A content calendar isn't just about posts—it's about connecting with the community you serve, showing up with value, and gently guiding people toward your business.

Your future customers are already online, waiting to hear from you.

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## 5 Ways to Use AI to Reduce Your Pharmacy's Operational Costs

**BY THE CHEMIST** 

## You're Working Harder. But Are You Working Smarter?

Running a community pharmacy in today's economy isn't easy. Costs keep rising. Margins keep shrinking.
Customers expect faster service, better experiences, and more personal attention than ever.

It's no surprise that many pharmacy owners feel overwhelmed, constantly putting out fires instead of focusing on what matters most: growing their business.

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## OPERATIONS: 5 WAYS TO USE AI TO REDUCE YOUR PHARMACY'S OPERATIONAL COSTS



But what if you could offload some of those struggles... to a machine?

Artificial Intelligence (AI) isn't just for big hospitals or tech companies. Today, even small pharmacies can use affordable AI tools to work smarter, not harder.

Here's how you can start—with five easy wins.

#### 1. Automate Repetitive Admin Tasks

What it fixes: Time lost on routine paperwork and records.

Your Al helper: Chatbots, voice-to-text apps, and document automation tools.

Admin work adds up fast, whether it's typing out reports, entering customer records, or sending out refill reminders. Al tools, for example, voice assistants, can transcribe your consultations. Some apps can even generate standard reports from your pharmacy data.

**Result:** Less manual typing. More time for your customers. Reduced admin errors.

"I used to spend hours typing reports. Now, I just dictate them into my phone."

#### 2. Use Smart Inventory Management

What it fixes: Overstocking, expiry losses, and stockouts.

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Your Al helper: Inventory software that uses predictive analytics to forecast demand, helping you order just what you need, when you need it.

Al-powered inventory tools can learn your pharmacy's stock movement patterns. They help you avoid overordering and highlight slow-moving items. Some even provide proactive alerts to prevent expiry losses and stockouts before they happen.

**Result:** Lower wastage. Better cash flow. More shelf space for top sellers.

"I used to guess. Now I know exactly when to restock—and what not to reorder."

## 3. Predict Busy Hours and Staff Smarter

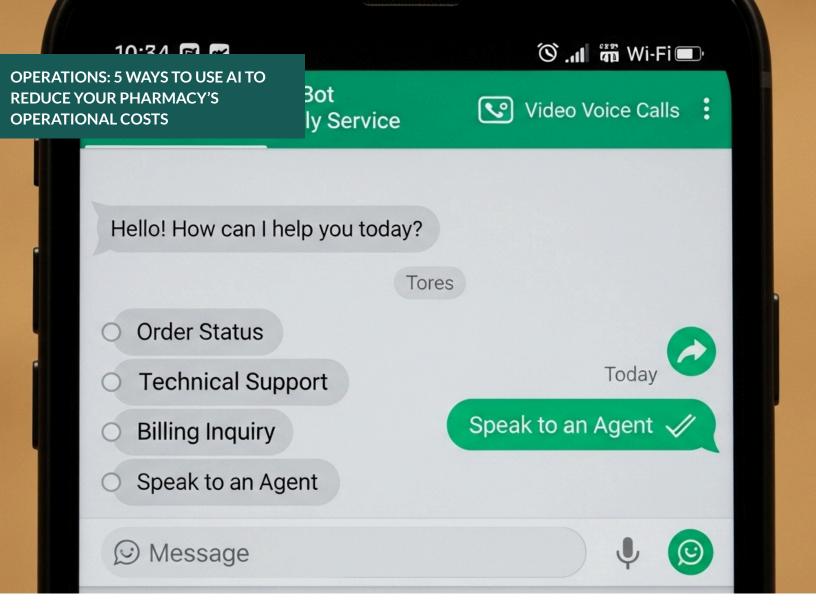
What it fixes: Paying too much for idle staff, or being understaffed at peak times.

**Your AI helper:** Scheduling tools that analyze your busiest hours.

Using data from your POS, AI tools can predict when you'll be busiest, down to the hour. You can then adjust staffing to match, instead of relying on guesswork.

**Result:** Reduced payroll costs. Better service during peak times. Less staff burnout.

"Now we don't have to call extra help last minute—we already know our busiest times."



## 4. Improve Customer Engagement with AI Chat Tools

What it fixes: Missed sales from customers who don't get follow-ups.

**Your AI helper:** Chatbots and WhatsApp autoresponders.

Al chat tools can automatically follow up with customers about refills, promotions, or health tips. You can even set them to collect feedback or answer FAQs 24/7.

**Result:** Higher loyalty. More return customers. are growing in popularity, which ones are Less time answering the same questions. seasonal, and which aren't selling. Instead

"We started using an AI WhatsApp bot customers love the reminders and quick responses."

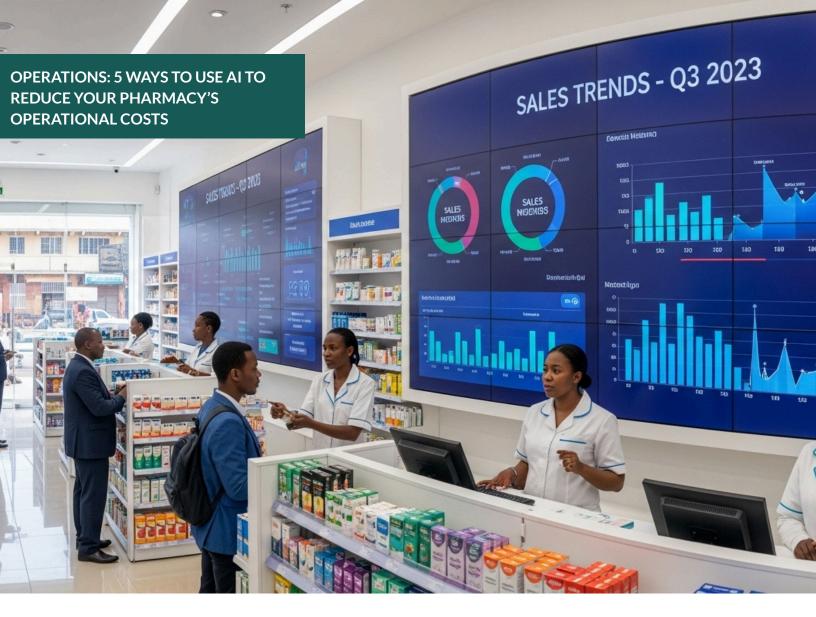
#### 5. Make Smarter Purchasing Decisions

What it fixes: Guesswork when choosing what to stock.

**Your AI helper:** Tools that analyze trends and customer demand.

Some AI platforms gather and process customer data to help you see which products are growing in popularity, which ones are seasonal, and which aren't selling. Instead of guessing what to buy, you base your decisions on real-time data.

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**Result:** Better ROI on stock. Fewer dead products. Happier customers.

"Al gave me insight into what my customers were buying—I changed my ordering immediately."

#### You Don't Have to Be a Tech Expert to Start

You don't need a big budget or a tech team to begin using AI. Many tools are free or low-cost. Start with one or two areas where you're losing time or money.

Think of AI as a quiet assistant—it works in the background, helping you reduce costs and focus on what matters most: your customers.

#### Tried a tip? Tell us what worked for you HERE!

We'd love to feature your story in an upcoming issue of *The Chemist's* **From Our Readers** section.

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#### **Expand Your Pharmacy Revenue with the 7-Day AM/PM Pill Box**

#### **Boost Sales and Client Satisfaction**

- Increase your pharmacy's revenue streams effortlessly.
- Enhance customer loyalty and satisfaction with a practical, daily-use product.

#### **Ensure Medication Adherence**

- Help your clients manage their medication schedules effectively and conveniently.
- Improve health outcomes with easy-to-use, organized pill boxes.

#### **Special Offer: Limited-Time Only**

- Receive a 10% discount on your first purchase when you use the discount code "THECHEMIST"!
- Enjoy free shipping on all orders placed this month\*

<sup>\*</sup>Terms & Conditions Apply







## **How to Grow Beyond Your Initial Market**

BY THE CHEMIST

#### The Challenge of Growth

When you first opened your pharmacy, you probably had a clear picture of who you were serving. Maybe it was walk-in customers from your estate. Or perhaps it was mothers buying **Spotting the Signs** — **And Seizing the** baby care products and cold medicine. And for a while, that worked.

But then... things changed.

You noticed sales leveling off—the same loyal customers, but not many new faces. You stock your shelves, but turnover is slower. You feel ready to grow, but you're not sure where or how.

If this feels familiar, you're not alone. Many pharmacies reach a stage where they've served their initial market well, but now it's time to grow beyond it. The question is: how do you expand without losing your identity or wasting money on the wrong products?

## **Opportunity**

Here are signs that you might be ready to grow beyond your initial market:

©



✓ You've maxed out your current customer base.

If your sales are flat despite good service and marketing, it could mean you've saturated your **You have slow-moving stock and too many** current segment.

Your community is changing.

New offices, schools, estates, or clinics around you could mean new needs you're not yet serving.

You keep getting questions about products you don't stock.

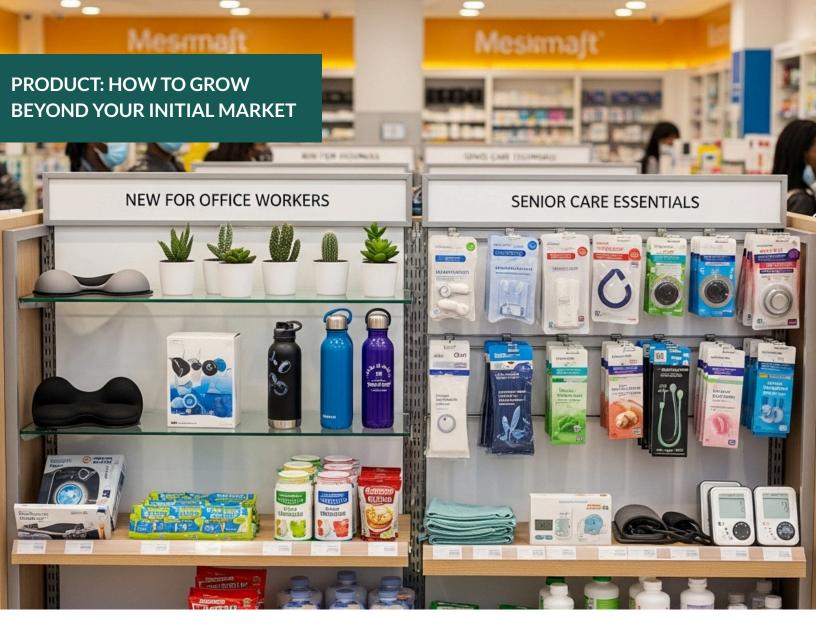
People are asking for chronic care items, cosmetics, or home care supplies. These questions are clues.

repeats.

It may be time to bring in more variety — the right kind of variety.

Once you see these signs, it's time to ask: Which new segment makes sense for us to serve next?

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## How to Expand Smart — With Product and Positioning Tweaks

Here's a practical guide you can follow to serve a new segment without taking unnecessary risks:

#### 1. Pick a New Segment That Fits

Look around your community. Who else might need your help?

- Office workers? Consider stress relief, vitamins, and desk-side first aid kits.
- Seniors? Stock blood pressure monitors, adult diapers, and mobility aids.
- Parents of teens? Acne care, menstrual health, supplements.

Tip: Choose a group you can serve well with just a few key changes.

#### 2. Test With a Starter Product Line

Don't go all in yet. Start small:

- Add 3–5 products for the new segment.
- Place them near the counter or create a small shelf highlight.
- Create simple signs, such as "New for Working Parents" or "Support for Joint Pain," to catch customers' attention.

This helps you observe without overstocking. If the products sell, you can confidently expand your inventory. If not, you adjust.

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#### 3. Tweak Your Positioning

Sometimes it's not your product that needs changing — it's how you talk about it.

Say you already stock Vitamin C, but want to attract office workers. Instead of saying "Boosts immunity," try:

• "Stay Energized at Work — Daily Immunity for Busy Days."

These tiny tweaks can help a new group feel like your pharmacy is for them, and they can be 5. Build Around What Works the difference between a product that sits on the shelf and one that flies off it.

#### 4. Get Customer Feedback Early

As you test a new segment:

- Ask: "What else would be useful for you?"
- Watch what they browse but don't buy.
- Run a quick WhatsApp or counter poll: "Which of these should we stock next?"
- Customer-led product curation saves you time, money, and shelf space.

Once you know what's selling, build a small ecosystem:

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Example: If protein powders are a hit with gym-goers, **expand their options** by adding shaker bottles, pre-workout snacks, or supplements for joint support.

It deepens your offer to that segment without cluttering your store.

#### **Growth Without Guesswork**

It's normal to feel nervous about change, especially when products cost money and shelf space is limited, so every decision counts. But growing beyond your initial market doesn't have to mean guessing. It means listening, testing, and tweaking.

You've already built something great. Now it's time to stretch it further — one strategic product decision at a time.

#### **Try This Today:**

Pick one segment you don't yet serve well. **Choose three products** you could test for them this month. Display them with a custom label.

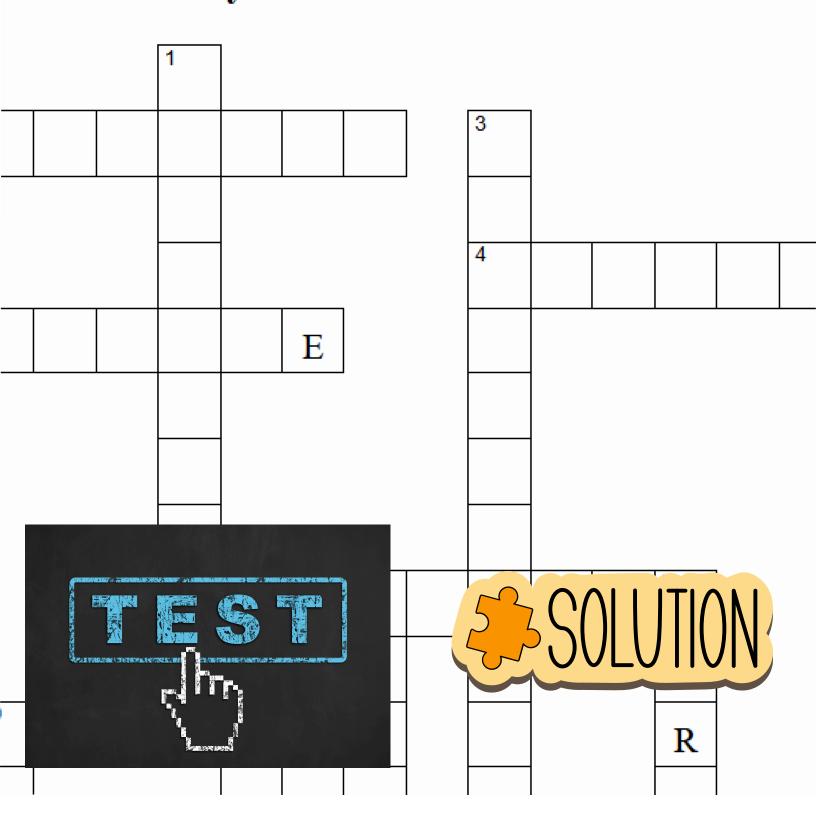
Track the response. Adjust next month. That's how growth starts — in small, strategic steps.

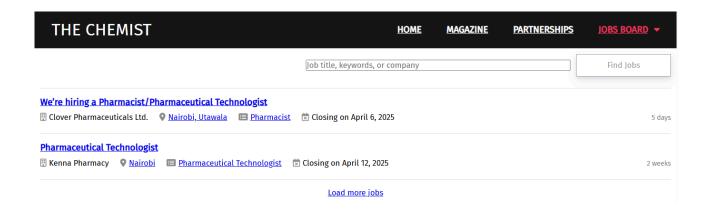
#### Tried a tip? Tell us what worked for you HERE!

We'd love to feature your story in an upcoming issue of *The Chemist's* **From Our Readers** section.

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## **Cetirizine by THE CHEMIST**





#### **Looking for Your Next Pharmacy Job? We've Got You!**

Are you a skilled pharmacy professional looking for the right job in a community pharmacy?

- We know how tough job hunting can be.
- Over 400 community pharmacies trust us for practical advice—now, we're making job searching easier for you!

#### The Pharmacy Career Jumpstart

- Step 1: Visit <u>thechemist.co.ke/job-board/</u>
- Step 2: Apply for jobs that fit your skills.
- ✓ Step 3: Land a role where you can grow!
- Check out the list and find your next job now! → thechemist.co.ke/job-board/
- Don't miss out on great opportunities!
- Start growing your career today.

**PS:** Looking for a team member to grow your pharmacy? Advertise via <a href="https://thechemist.co.ke/job-board/employer/">https://thechemist.co.ke/job-board/employer/</a> for FREE & get your ad in front of 400+ Community Pharmacy professionals.

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