

Pharmacy Student Leadership Development Workshop

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Section of Pharmacy Practice Managers™
 PHARMACY STUDENT FORUM™

TOGETHER WE MAKE A GREAT TEAM

**“It’s time for a new generation of leadership
 ...For there is a new war to be won.”**
 - John F. Kennedy

TODAY’S TOPICS

- Understand the difference between management vs. leadership
- Strategies on developing a career plan
- Discuss the importance of mentorship and ways to identify a mentor
- Identify various pharmacy leadership opportunities
- Present the role of leadership within pharmacy residency training

WORKSHOP AGENDA

- Introductions
- Leadership in the pharmacy profession
- Break
- Breakout session
 - ✦ Icebreaker
 - ✦ Case study review and analysis
- Report case study results
- Career planning document
- Evaluation

PERCEPTIONS OF LEADERSHIP

- What is a leader?
- What is leadership?
- What are the qualities of a leader?
- Who do you consider a leader?
- Do you consider yourself a leader? Why?

CURRENT LEADERSHIP GAP

Significant gap in pharmacy leadership in next 5 – 10 years

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80% of pharmacy directors anticipate leaving job within 10 years

White, S.J. Will there be a pharmacy leadership crisis? 2005

HOW DID WE GET HERE?

>6,000 US Hospitals

~90% Pharmacy Directors retire in next decade

4,000 Directors Needed

Only 30% of current practitioners "considering" leadership position

White, S.J. Will there be a pharmacy leadership crisis? 2005

WHO WILL STEP TO THE PLATE?

Nurses

Physicians

M.B.A.'s

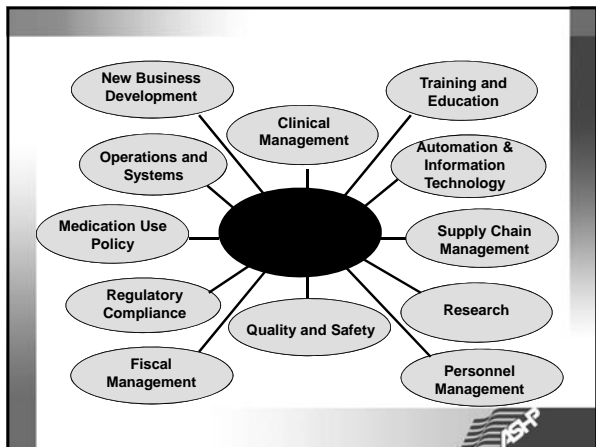
How do you feel about non-pharmacists leading our profession?

STUDENTS INTERESTED

- Results show that 60% of students surveyed are considering a leadership position

White, S.J. Will there be a pharmacy leadership crisis? 2005

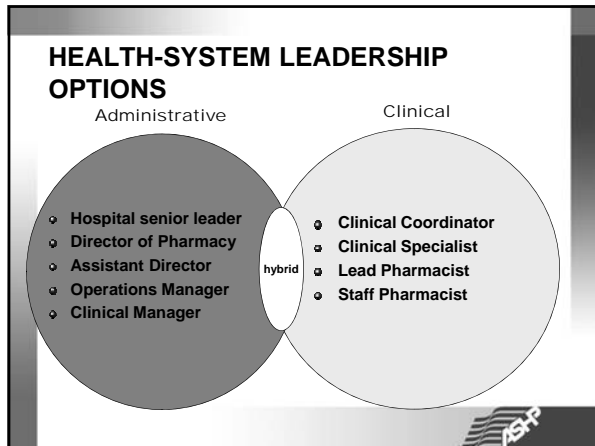
NAVIGATING PROFESSIONAL LEADERSHIP



MANAGERS VS. LEADERS

<ul style="list-style-type: none"> Focus on Systems Does things right Administers Maintains Accepts reality Accepts status quo Short-range view Eye on bottom line Climb ladder fast 	<ul style="list-style-type: none"> Focus on people Does the right thing Innovates Develops Investigates reality Challenges status quo Long-range perspective Eye on horizon Is ladder on right wall?
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Bennis, Warren and Goldsmith, Joan. Learning to Lead: A Workbook on Becoming a Leader. Perseus Books, Reading, MA, 1997, p. 9-10.



- ## PRACTICAL TIPS
- Develop a plan
 - Leverage a mentor(s)
 - Get involved
 - Build your leadership skills

- ## DEVELOP A PLAN
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- **Determine goals**
 - ❖ Short and long-term
 - ❖ Professional
 - ❖ Personal
 - **Put it in writing**
 - ❖ Formal career plan
 - ❖ Update regularly

- ## LEVERAGE A MENTOR
- Who are your mentor(s)?
 - Why would consider them your mentor?
 - Can you describe your relationship with them?
 - What advice do they give you?



- ## EFFECTIVE MENTORS
- Good reflective listening
 - Safe haven, confidential
 - Open and honest
 - Coach – good/bad news
 - Advocate
 - Available and approachable
 - Allow failure
 - Follow-up
 - Goal-oriented
 - Passionate
 - Successful
 - Encourage
 - Involved
 - Open-minded
 - Sense of humor
 - Share failures
 - Share their network
 - Connect you to learning opportunities

EFFECTIVE MENTEES

- Trust mentor
- Responsible for own growth and development
- Prepared for meetings
- Respect mentor's time
- Understand qualities you are seeking to develop
- Open to coaching
- Willing to apply change
- Goal-Oriented
- Seek challenges
- Take initiative
- Ask lots of questions
- Understand qualities you are seeking to develop
- Transparent



GET INVOLVED

- Focus on being well-rounded when exploring career options
- Active participant in pharmacy organizations
- Begin to build your CV and separate yourself from your peers



EXPLORE CAREER OPTIONS

- Seek out unique internships and rotations
 - Pharmacy administration
 - Clinical management
 - Pharmacy association management
 - Informatics
 - Medication safety
- Meet pharmacists practicing in your area(s) of interest

*Knoer S.J, Rough S, Gouveia WA. Student rotations in health-system pharmacy management and leadership. Am J Health Syst Pharm. 2006; 62:2538-2541.



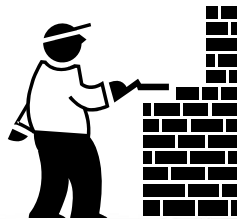
PHARMACY ORGANIZATIONS

- Student organizations
 - Join a committee
 - Lead an initiative
- State/local pharmacy association
 - Attend meetings and CE offerings
 - Volunteer
- National association
 - Apply for leadership opportunities
 - Volunteer for a committee, task force, event

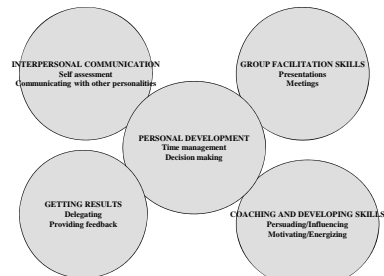


BUILD YOUR CV

- Leadership positions
 - Local, state, national
- Unique experiences
 - Rotations, internships, jobs
- Presentations
 - Poster
- Research
- Teaching experience
- Publishing
- Community service
- Advocacy



BUILD YOUR LEADERSHIP SKILLS



GENERAL LEADERSHIP SKILLS

Influence Persuasion

Time management

Organization

Team building

Public speaking and presenting

Mentoring

Decision making

Communication

Emotional intelligence

Coaching

Teaching



CLINICAL LEADERSHIP SKILLS

Foster communication among colleagues

Develop project plan

Evaluate program

Sell in terms of cost, quality, service and outcomes

Gain interdisciplinary support

Advocate

Lead team

Pull data together

Implement pilot program



ADMINISTRATIVE LEADERSHIP SKILLS

Prioritization

Delegation

Visionary thinking

People development

Personnel management

Political savvy

Financial acumen

Program development

Change management

Strategic thinking



BECOMING A LEADER

- **Learn to manage yourself**
 - ❖ First impressions
 - ❖ Positive attitude
 - ❖ Time management
- **Develop a professional network**
 - ❖ Find a mentor
 - ❖ Network with peers
 - ❖ Seek opportunities to work with leaders
- **Learn to work with subordinates**
 - ❖ Ask; don't tell people what to do
 - ❖ Be respectful to all subordinates
 - ❖ Delegate to give others opportunity

Hunt M. Reflections: October 9, 2004



BECOMING A LEADER

- **Learn how to work with your boss**
 - ❖ Know boss' style and preference
 - ❖ Bring solution to problems
 - ❖ Don't let your boss get blind-sided
- **Learn how to influence people who do not report to you**
 - ❖ Communicate well
 - ❖ Seek input from stakeholders
 - ❖ Know perspective of audience
- **Balance work, family, and personal time**
 - ❖ Create your own life
 - ❖ Understand what is important in your life

Hunt M. Reflections: October 9, 2004



BECOMING A LEADER

- **Have a dream and the goals to support it**
 - ❖ Periodically reflect on goals
 - ❖ Be realistic
- **Find your passion**
 - ❖ Find a niche
 - ❖ Don't be unhappy in your job
- **Be a positive influence on others**
- **Maintain your integrity**
 - ❖ Do what is right

Hunt M. Reflections: October 9, 2004



TOP LEADERSHIP STRATEGIES

1. Participate in unique clerkship rotations
2. Find a mentor and develop a strong relationship
3. Explore post-graduate options
4. Get involved in pharmacy organizations
5. Develop personal goals and strategies with your mentor
6. Become a risk taker – clerkship and residency experience may be your last chance to do this in a controlled learning environment
7. Ask for “implementation” experiences on clerkships
8. Spend time with people who get things done
9. Try to find the good in every opportunity
10. Obtain the training you need to become a leaders in the profession of pharmacy



**“Leadership is influence –
nothing more, nothing less.”**

- John C. Maxwell

