

# Student Leader Workshop and Networking Session



PHARMACY  
STUDENT FORUM™



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## Agenda

- Welcome and introductions
- Session overview
- Background information
- Student / New Practitioner Leadership Task Force recommendations
- Summary
- Networking and roundtable discussion

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## Student/New Practitioner Leadership Task Force

- Comprised of four student and four new practitioner (SNP) pharmacists
- Developed five goals:
  - Assess SNP exposure to leadership
  - Identify gaps in leadership training/education
  - Evaluate opportunities to incorporate leadership education into training of SNP
  - Recommend initiatives to close those gaps
  - Identify and understand issues that impact SNPs' desire to assume leadership roles

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## Student/New Practitioner Leadership Task Force

- ◆ **Recommendation #1:** Promote leadership as a professional obligation within the context of the pharmacy profession.

- ◆ Recognize the perspectives of the "everyday leader" and that "leadership is not an option; it is a professional obligation".

## Student/New Practitioner Leadership Task Force

- ◆ **Recommendation #2:** Develop a survey tool or other validated method to assess leadership potential in candidates interviewing for admission into colleges of pharmacy, residency programs, and/or health-systems pharmacy positions.

- ◆ Develop an assessment tool to evaluate leadership to be used upon entrance into College of Pharmacy, residency program, and into pharmacy departments

## Student/New Practitioner Leadership Task Force

- ◆ **Recommendation #3:** Expand efforts within colleges and schools of pharmacy to increase awareness of leadership opportunities and provide leadership training in a standardized fashion.

- ◆ ACPE should include leadership as a core competency in the curriculum
- ◆ Develop suggested curriculum, tools, and resources for formal, longitudinal leadership training
- ◆ Minimum standards for faculty and preceptors to promote leadership
- ◆ Leadership skills to be component of student self-assessment and clerkship evaluations

## Student/New Practitioner Leadership Task Force

- ◆ **Recommendation #4:** Increase exposure to leadership throughout residency programs and the pharmacy workforce.

- ◆ Leadership as required competency for PGY-2 programs
- ◆ Develop resources to assist residency program in building longitudinal leadership and management skill initiatives
- ◆ Work with hospital and health-system pharmacy departments on developing leadership-focused education and competencies
- ◆ Create and promote external leadership training opportunities for pharmacists

## Student/New Practitioner Leadership Task Force

- ◆ **Recommendation #5:** Standardize expectations of faculty and preceptors to promote leadership involvement with their students and residents.

- ◆ Incorporate leadership development and skills into faculty and preceptor annual evaluations

## Student/New Practitioner Leadership Task Force

- **Recommendation #6:** Standardize expectations of all professional staff in leadership involvement and reinvent a career ladder model that more closely fits the trajectory of the profession. Develop a program that recognizes leadership excellence in hospitals and health-systems.

- ❖ Reconfigure the traditional pharmacy career ladder model for all practitioners to be involved with leadership development activities
- ❖ Promote best practices models of leadership development and departmental reorganization

## Student/New Practitioner Leadership Task Force

- **Recommendation #7:** Increase awareness and ease of access to leadership opportunities in professional organizations, specifically for students, residents, and new practitioners.

- ❖ Continue to expand leadership opportunities for students and new practitioners
- ❖ State affiliates should be used to provide leadership training for all levels of practitioners, with a particular focus on students and new practitioners

## Student/New Practitioner Leadership Task Force

- **Recommendation #8:** Increase mentorship opportunities by instituting formal and informal mentorship processes at all levels of the profession, including colleges of pharmacy, residency programs, and health-systems pharmacy practice settings.

- ❖ Develop formal mentor training, education, and facilitation programs
- ❖ Work with College of Pharmacy to increase a formal program to pair students either with other students or faculty members
- ❖ Resident should receive education on the importance and how to develop relationships with mentors
- ❖ Hospital and health-system pharmacy departments should address the availability of mentorship for new hires

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## Student/New Practitioner Leadership Task Force

- **Leadership is not an option..... It is a professional obligation**

- ❖ White paper developed and published on the ASHP Foundation website
- ❖ Distributed to key stakeholders for feedback
  - Currently eliciting feedback
- ❖ Development of action plans (Spring 2009)
- ❖ Continuous monitoring and re-evaluation

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## Student Leaders

### ● YOU are a key stakeholder!!!!!!

- ❖ The Student / New Practitioner Leadership Task Force is looking for feedback from you
- ❖ ASHP is interested in hearing your thoughts on how they can help you in promoting leadership
- ❖ Your colleagues are interested in hearing ways that you have promoted leadership in your school or any ideas you might have

## Networking and Idea Sharing

- ❖ On each table, you will find a few recommendations from the Student / New Practitioner Leadership Task Force
- ❖ Please discuss:
  - How you have implemented a component of the recommendation in your school
  - Ideas for implementing a component of the recommendation at your school
  - Ways that ASHP can help you address the recommendation

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