Let's compare examples of Formal & Informal Leadership

<table>
<thead>
<tr>
<th>Formal Leadership</th>
<th>Informal Leadership</th>
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<tbody>
<tr>
<td>Serve as a director, manager or coordinator of pharmacy department or residency program</td>
<td>Advocate for pharmacy department involvement in multidisciplinary teams</td>
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<td>Engage with national pharmacy organizations (Example: ASHP)</td>
<td>Lead a meeting or take meeting minutes</td>
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<td>Participate in local pharmacy organizations</td>
<td>Become involved in local committees</td>
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<td>Mentor and evaluate students and residents</td>
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**Formal Leadership**
- Serve as a director, manager or coordinator of pharmacy department or residency program
- Engage with national pharmacy organizations (Example: ASHP)
- Participate in local pharmacy organizations
- Mentor and evaluate students and residents

**Informal Leadership**
- Advocate for pharmacy department involvement in multidisciplinary teams
- Lead a meeting or take meeting minutes
- Become involved in local committees
- Review pharmacy school applications, residency applications or curricula vitae (CV)
Lessons Learned

**Step Out of Your Comfort Zone**

- **Be Kind**
  - Lead by example
  - Get in tune with emotional literacy
  - Always make sure you aren’t standing in the way
  - Believe in yourself
  - Lead the team to change and explain the why
  - Surround yourself with people who will challenge you
  - Be proud of any email you send (what if the CEO reads it)
  - Keep good balance between work and family
  - Be comfortable being uncomfortable
  - See things from a different perspective

- **Continually Ask Questions**

- **Stay True to Your Values**

- **Leverage Your Network**

- **Stay Adaptable**

**Best Leadership Advice You Received**

- Do not rush into a leadership role
- Set boundaries
- See value in periodic setbacks or stumbles
- Forge more life into your day, create space in your life
- Lead with empathy
- Do not allow external forces to erode your self-efficacy
- Stay involved in professional organizations
- Be constantly curious
- Seek out advice on how to juggle career and family
- Do not be afraid to over-communicate

"While leadership was not a concrete career goal, it organically manifested through my consistent pursuit of improved practices across our organization."

-From a survey respondent