
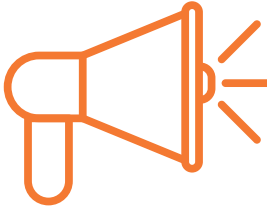








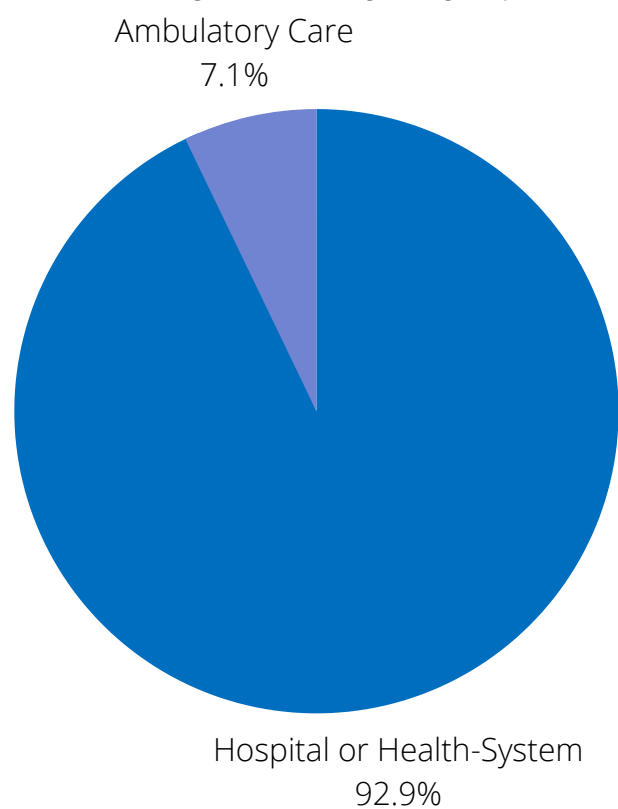
Let's compare examples of Formal & Informal Leadership

Formal Leadership	Informal Leadership
 <p>Serve as a director, manager or coordinator of pharmacy department or residency program</p>	 <p>Advocate for pharmacy department involvement in multidisciplinary teams</p>
 <p>Engage with national pharmacy organizations (Example: ASHP)</p>	 <p>Lead a meeting or take meeting minutes</p>
 <p>Participate in local pharmacy organizations</p>	 <p>Become involved in local committees</p>
 <p>Mentor and evaluate students and residents</p>	 <p>Review pharmacy school applications, residency applications or curricula vitae (CV)</p>

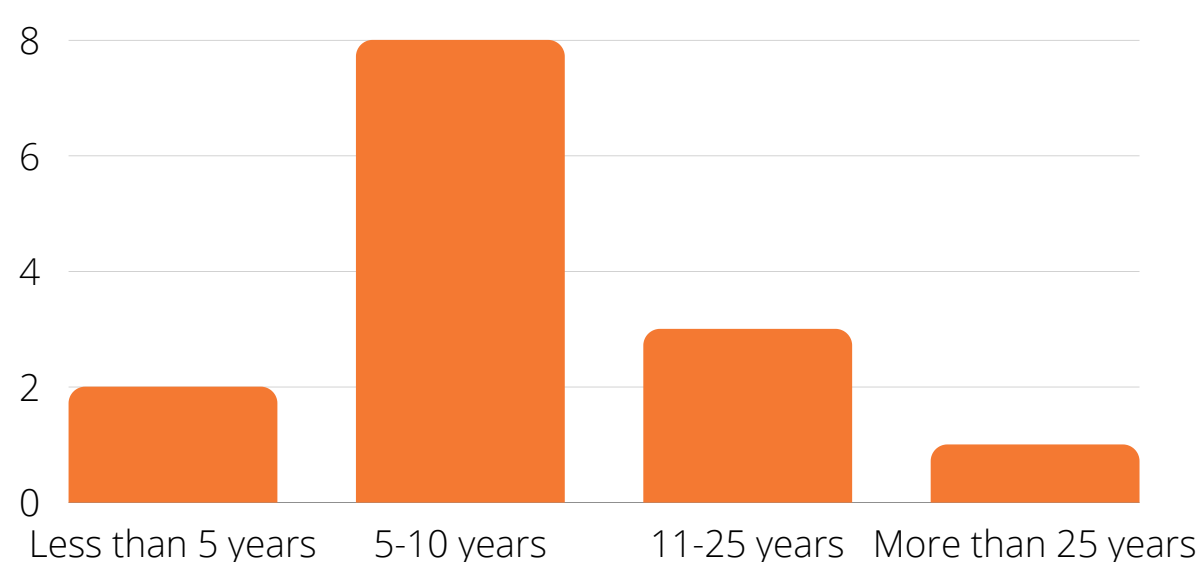
LESSONS LEARNED FROM EXPERIENCED PHARMACY LEADERS

Responses were collected from experienced pharmacy leaders across the country to provide insight and lessons learned for new practitioners.

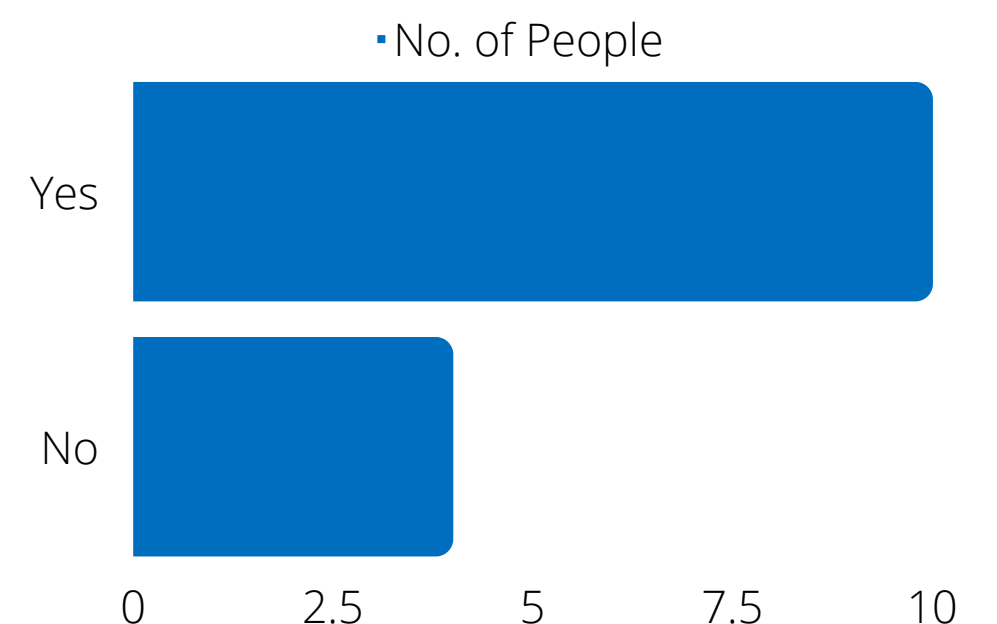
TYPE OF PRACTICE?



YEARS IN PRACTICE?



PURSUE FORMAL LEADERSHIP ROLE?



Lessons Learned

BE KIND

STEP OUT OF YOUR COMFORT ZONE

CONTINUALLY ASK QUESTIONS

STAY TRUE TO YOUR VALUES

LEVERAGE YOUR NETWORK

STAY ADAPTABLE

SEEK EXPERT OPINION

BEST LEADERSHIP ADVICE YOU RECEIVED

- 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

ADVICE YOU WISH YOU KNEW AS A NEW PRACTITIONER

- 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