CULTIVATING LEADERSHIP GROWTH IN PHARMACY

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Objectives

- Define traits of effective leaders
- Describe the potential impact of good and bad leadership in pharmacy
- Identify resources to assist with leadership development
Forecast

- Why does “leadership” matter?
- Good and bad leaders
- Tangible and practical strategies to grow (at any level)
I should have known...
Good and bad leaders
Leadership effectiveness: Five levels

ONE
- Position
- People only follow you because they believe they have to.

TWO
- Permission
- Relationship, trust, influence: People follow you because they want to.

THREE
- Production
- Produced results drive influence and credibility.

FOUR
- Reproduction
- Developing and investing in other leaders to grow influence.

FIVE
- Pinnacle
- Longevity and intentionality, cultivating a reputation.

https://www.johnmaxwell.com/blog/the-5-levels-of-leadership1/
“Not all readers are leaders, but all leaders are readers.”

- Harry S. Truman
Key questions associated resources

- Demonstrating Care and Respect
- Motivating and Inspiring Others
- Personal and Professional Readiness
Demonstrating care and respect

- How to Win Friends and Influence People, Dale Carnegie, 1936
- Fundamental techniques in handling people
- Six ways to make people like you
- Twelve ways to win people to your way of thinking
- Be a leader
Motivate and inspire

- Start with Why, Simon Sinek, 2009
  - *It’s not what you do, it’s why you do it*
- Drive, Daniel Pink, 2009
  - *Purpose, autonomy, mastery*
Personal and professional readiness

- Miracle Morning, Hal Elrod, 2012
- S: Silence (meditation/prayer)
- A: Affirmations
- V: Visualization
- E: Exercise
- R: Reading
- S: Scribing (writing/journaling)
How to (tangibly) move forward?

Intentionality

Accountability