



Effective Pharmacy Leadership: Strategic Disruption


Michael A. Crouch, Pharm.D., MBA, FASHP
Dean and Professor

June 5, 2026

Serving Christ and the World Through Pharmacy


Trends in American Colleges & Universities

1. Institutional distrust and political polarization
2. Financial pressures and new business models
3. Demographic shifts and enrollment challenges
4. Workforce alignment and alternative credentials
5. Technology integration and artificial intelligence
6. Federal policy and regulatory uncertainty
7. Campus free speech and institutional autonomy
8. Infrastructure and facilities management
9. Mental health and student well-being
10. Globalization and internationalization



Change is inevitable.
Growth is optional.

John C. Maxwell

 quotefancy

<https://quotefancy.com/quote/18823/John-C-Maxwell-Change-is-inevitable-Growth-is-optional>

Learning Objectives



1. Explain strategic disruption and why it's crucial to balance innovation and stability.
2. Apply five key lessons for leading in uncharted territory.
3. Create a plan to introduce strategic disruption in your organization.

TEDx

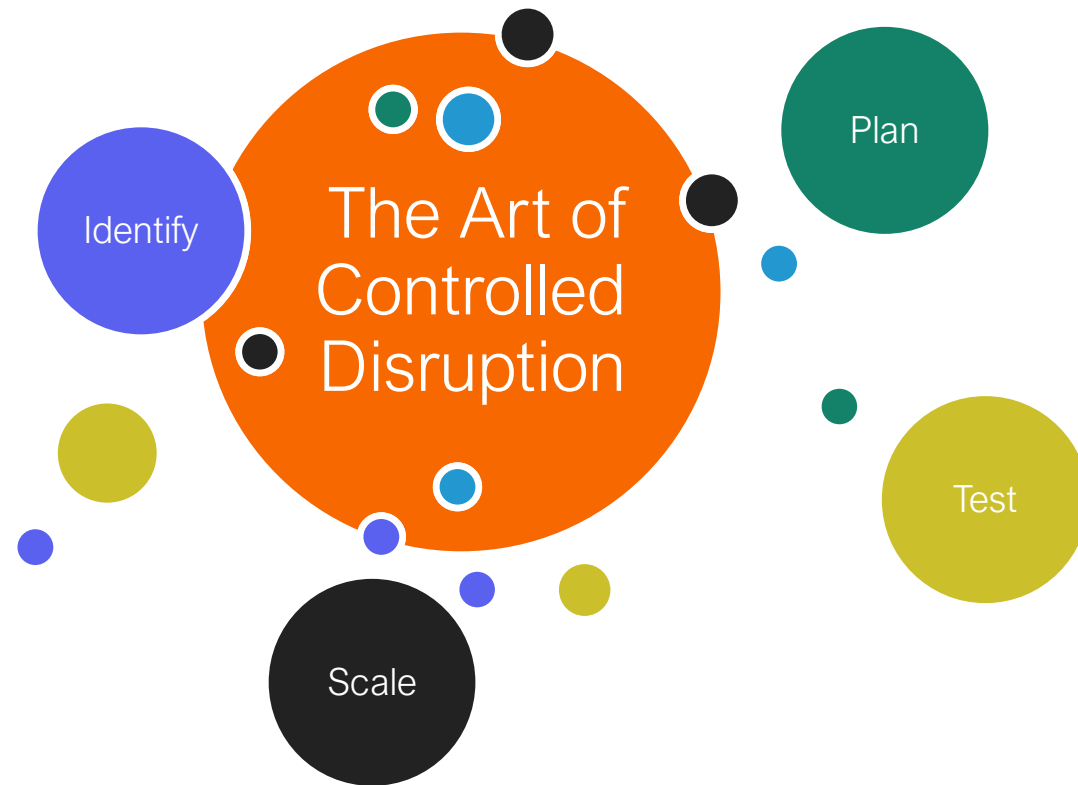


Strategic disruption is “the deliberate choice to pursue paradigm-shifting experiences that alter our sense of self and the world around us.”

— Lavar T. Thomas

<https://www.youtube.com/watch?v=cYmM347dvNo>

Balancing Innovation and Stability



1. All of the following characteristics describe effective strategic disruption, **EXCEPT?**

A. Paradigm-shifting

B. Haphazard

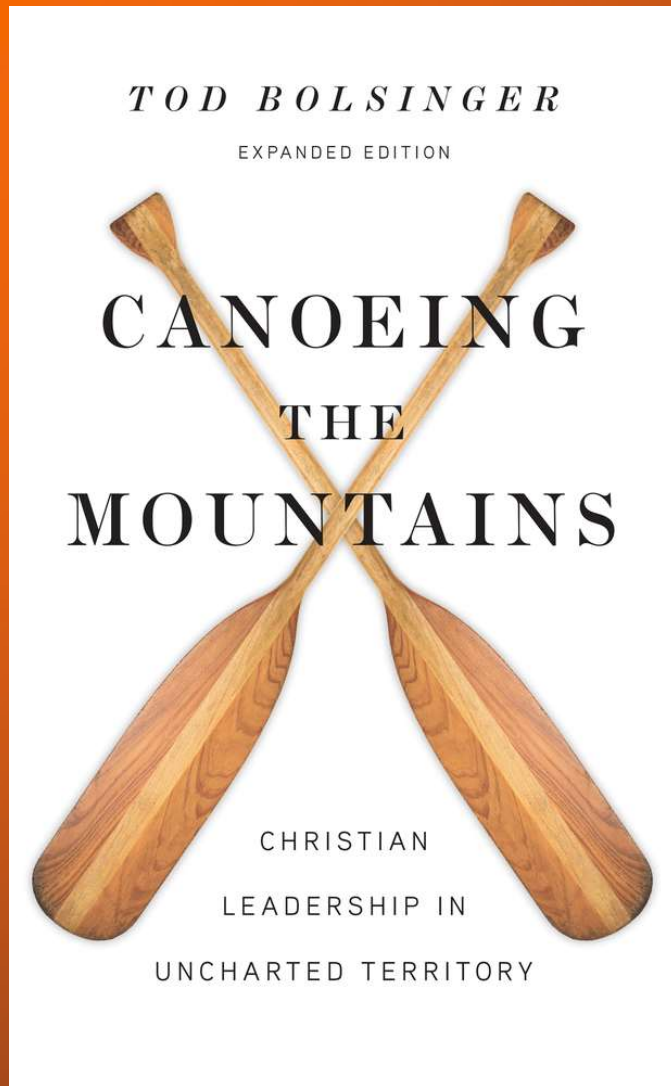
C. Adaptive

D. Forward-looking

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Key distinction

Technical problems

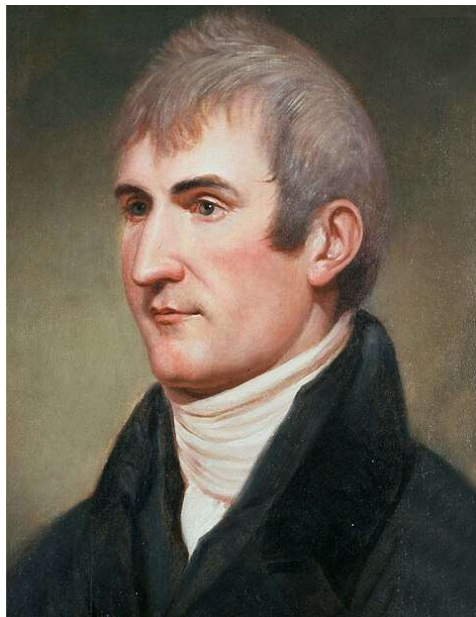
Adaptive challenges

Leading in Uncharted Territory

1. Understanding uncharted territory

The world in front of you is nothing like the world behind you

Corps of Discovery Expedition (1804-1806)



Meriwether Lewis



William Clark

Goals

- Explore the Louisiana Purchase
- Map the newly acquired western territory
- Establish diplomatic relations with Native American tribes
- Find a water route to the Pacific Ocean

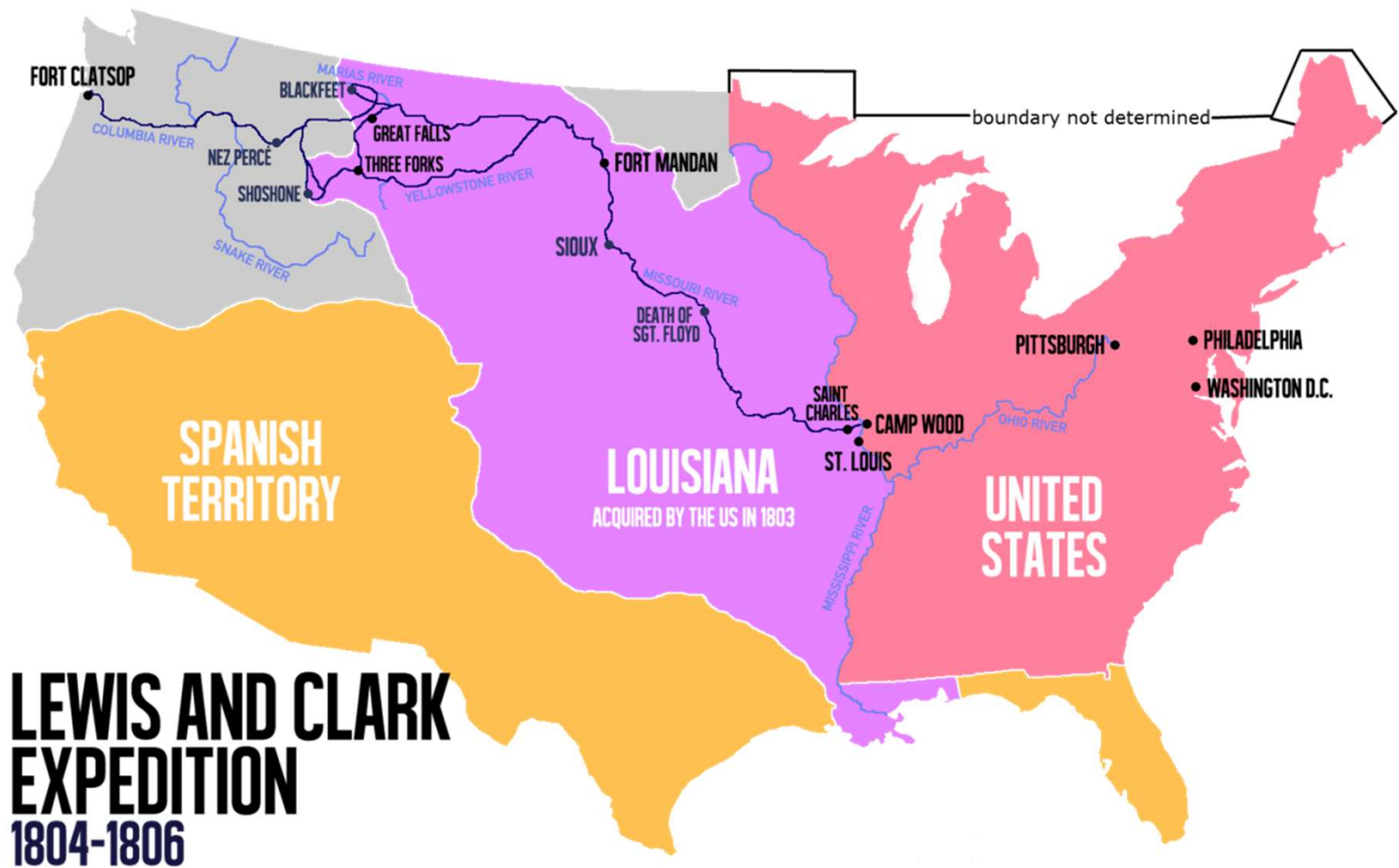
Leading in Uncharted Territory

1. Understanding uncharted territory

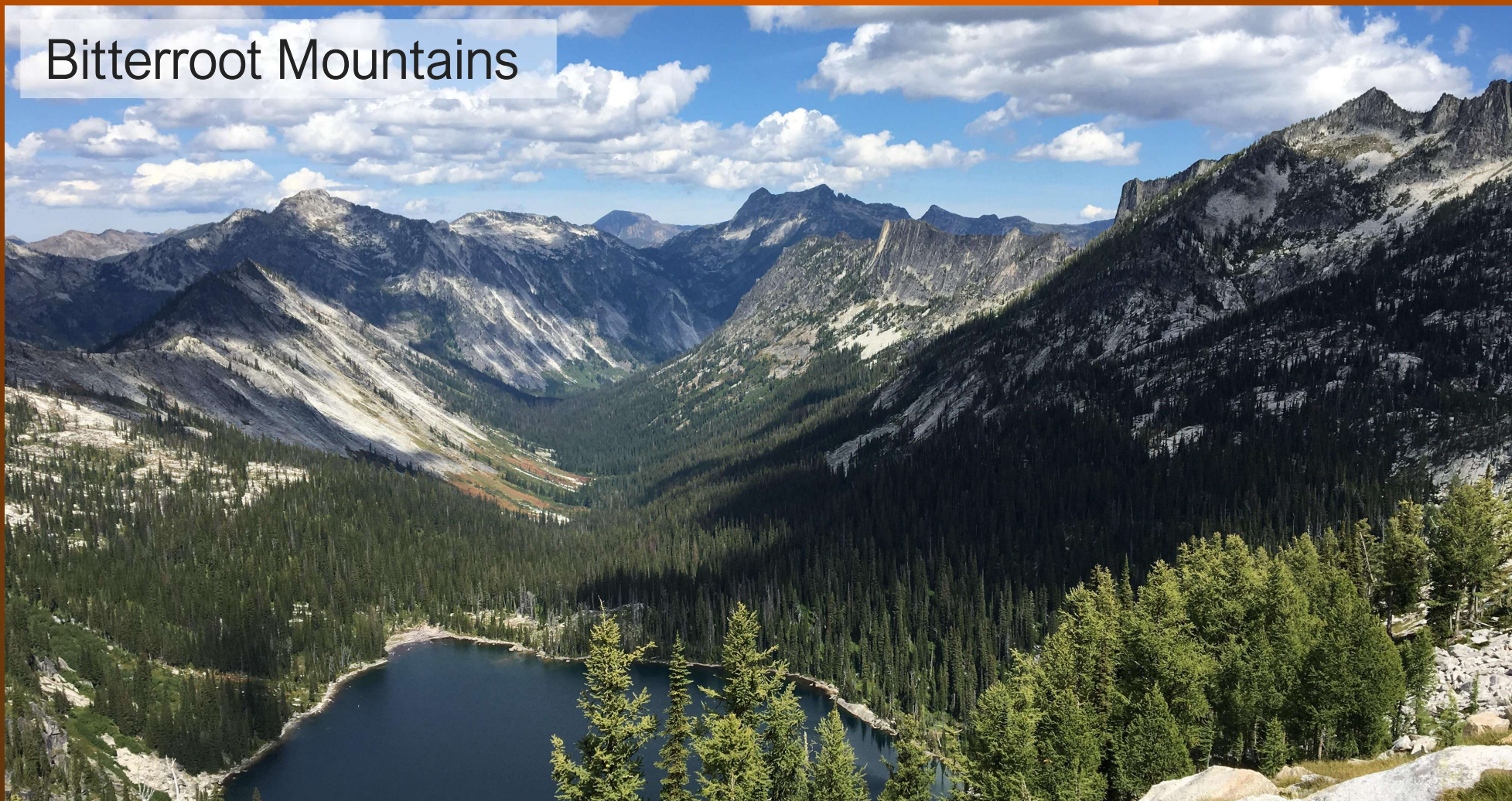
The world in front of you is nothing like the world behind you

2. The on-the-map skill set

No one is going to follow you off the map unless they trust you on the map



Bitterroot Mountains



https://www.reddit.com/r/CampingandHiking/comments/cz4vjt/ive_never_seen_a_post_of_the_bitterroots_here_so/

Leading in Uncharted Territory

1. Understanding uncharted territory

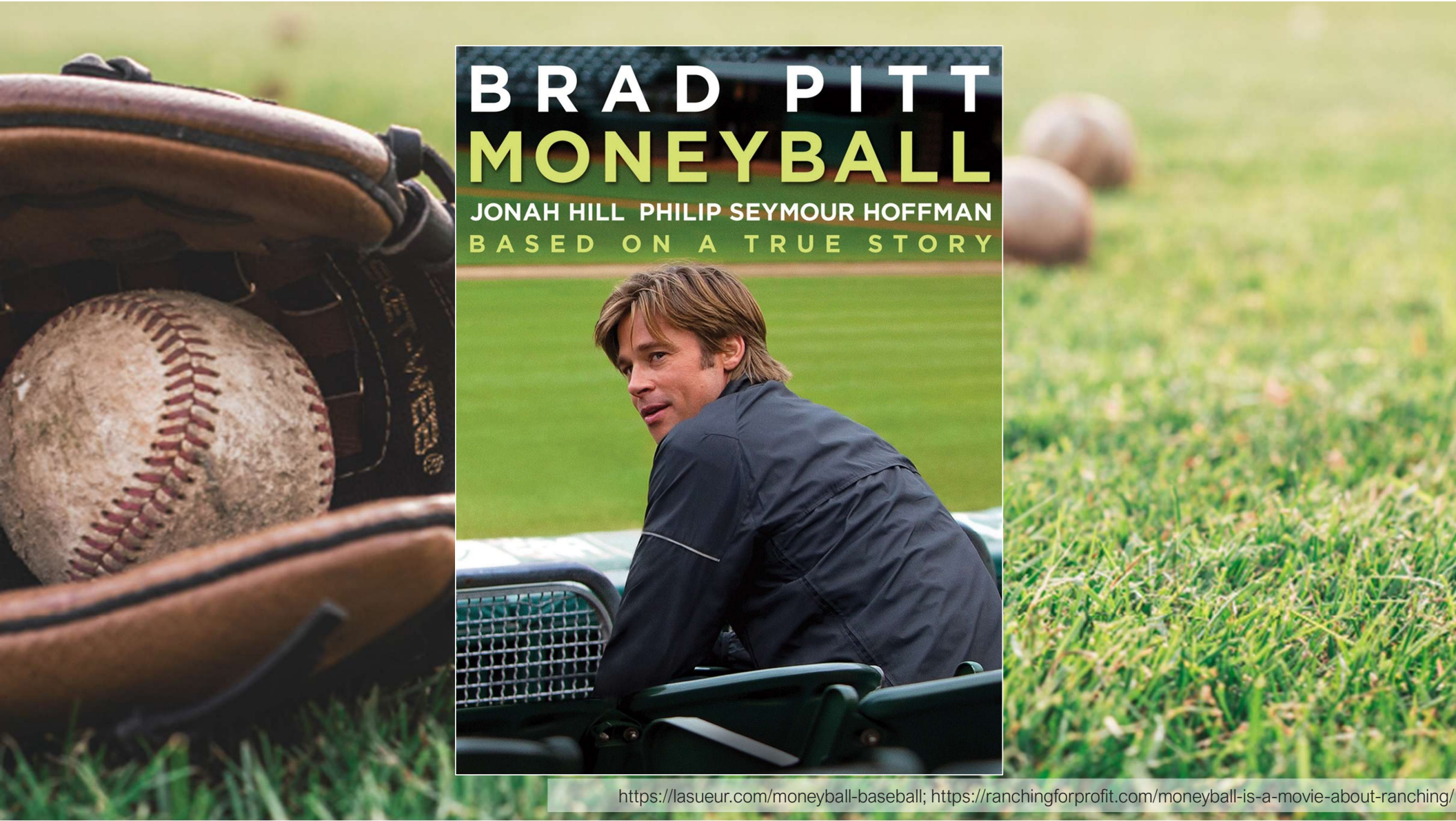
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3. Leading off the map

In uncharted territory, adaptation is everything



BRAD PITT MONEYBALL

JONAH HILL PHILIP SEYMOUR HOFFMAN
BASED ON A TRUE STORY

<https://lasueur.com/moneyball-baseball>; <https://ranchingforprofit.com/moneyball-is-a-movie-about-ranching/>

FREE AGENTS

DYE RF

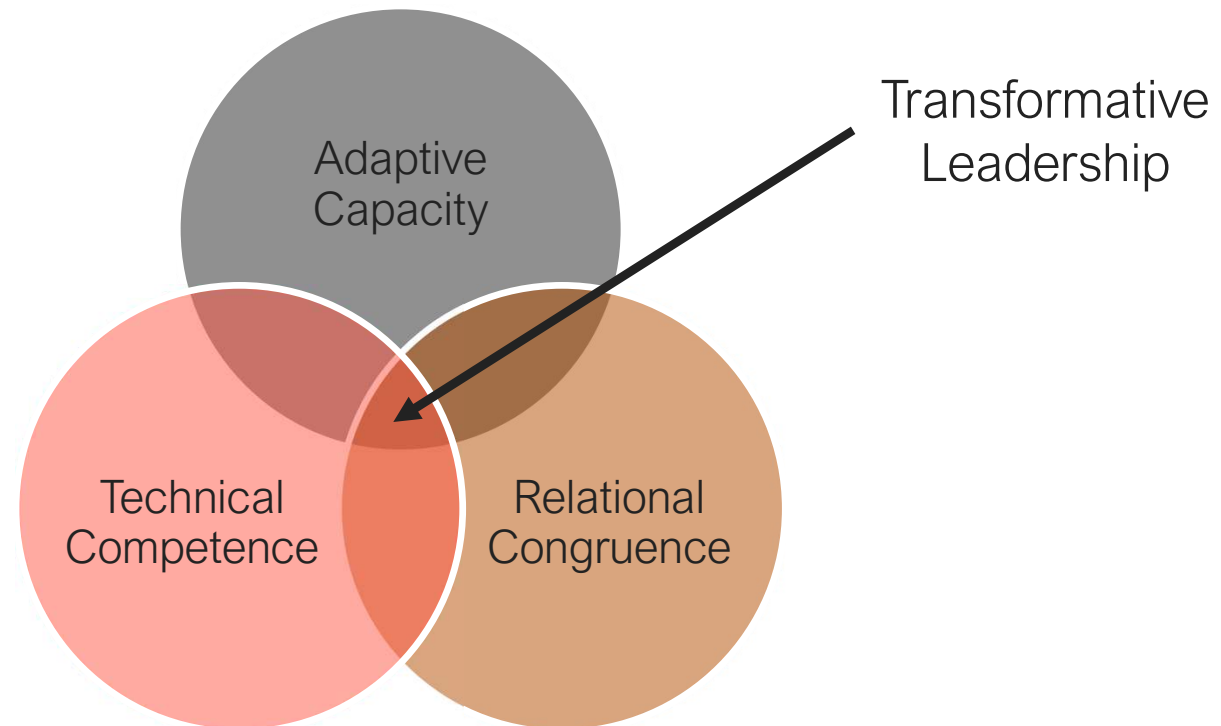
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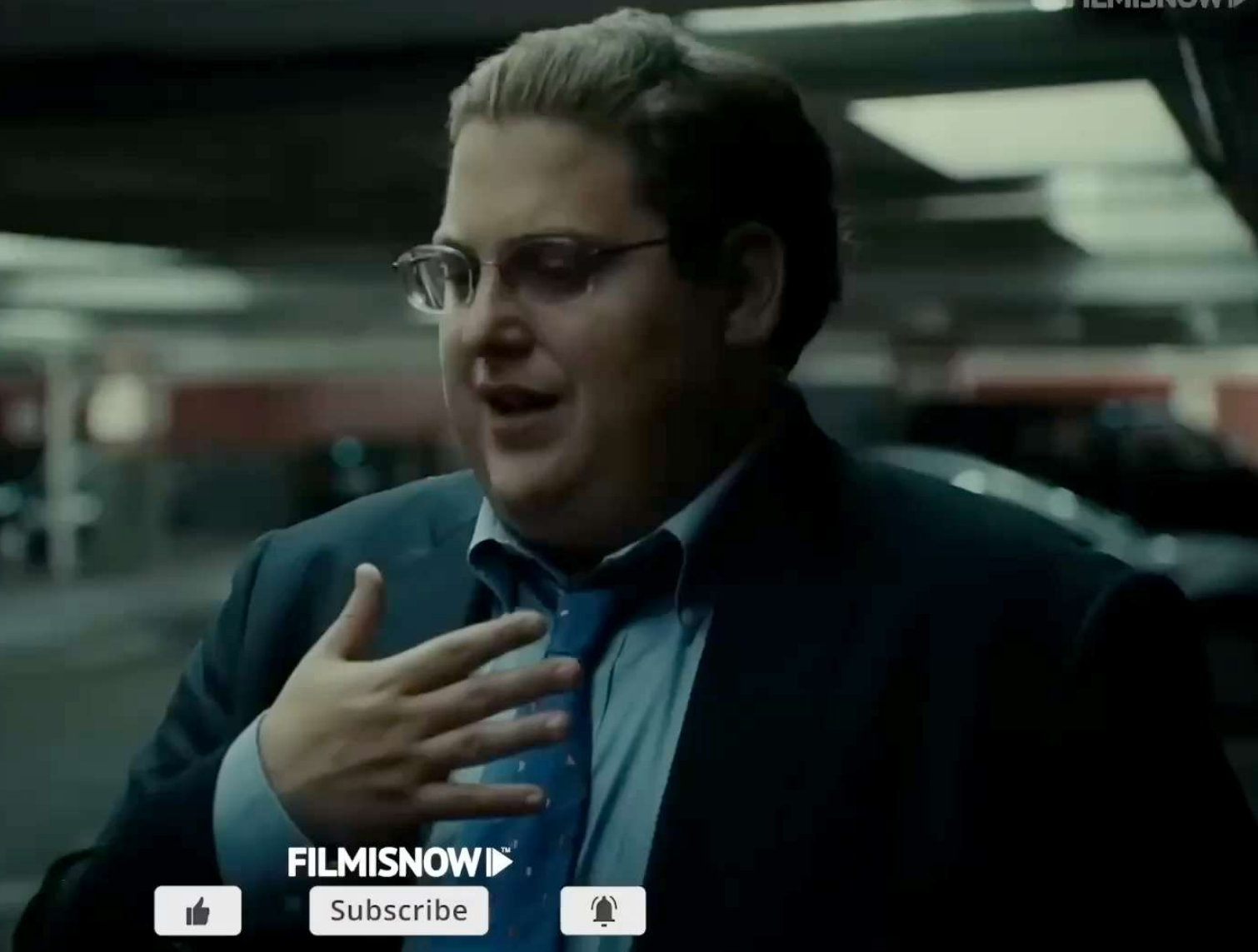
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Three Components of Transformative Leadership



"Nothing changes until there is a change in behavior. Nothing has changed until people start acting differently."



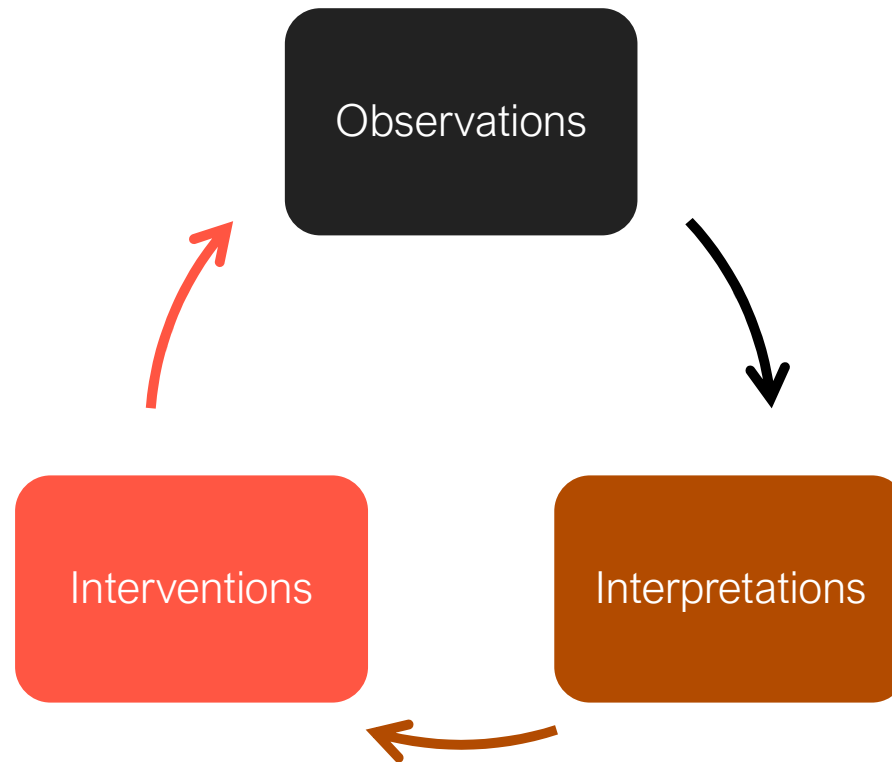
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Leading Off the Map





Leading in Uncharted Territory

1. Understanding uncharted territory

The world in front of you is nothing like the world behind you

2. The on-the-map skill set

No one is going to follow you off the map unless they trust you on the map

3. Leading off the map

In uncharted territory, adaptation is everything

4. Relationships and resistance

You can't go it alone, but you haven't succeeded until you've survived the sabotage



**ACTION
CITY**

Six Necessary Relationships For Leading Into the Unknown

Allies

Confidants

Opponents

Senior
Authorities

Casualties

Dissenters

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5. Transformation

Everybody will be changed (especially the leader)



2. According to Tod Bolsinger, which of the following is TRUE regarding leading change in uncharted territory?

A. The future resembles the past

B. Trust occurs quickly

C. Adaptation is everything

D. Changing behavior is important but not always necessary

Learning Objectives



1. Explain strategic disruption and why it's crucial to balance innovation and stability.
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→ Think

→ Pair

→ Share

1. What's an example of a strategic disruption you've experienced?

2. In what ways could you introduce strategic disruption in your organization?



Thank you

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