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.



"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?



