

LEADERSHIP 101 for INTERN PHARMACISTS

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Background

Leadership and management competencies are now included in scope of practice for all pharmacists at entry to the profession.¹

Aim

The aim was to investigate intern pharmacist knowledge of leadership principles and to report on a workshop undertaken to assist intern pharmacists explore leadership principles.

Method

A 90 minute interactive workshop was designed covering:

- leadership and management principles
- leadership styles
- reflection of personal leadership styles
- application of the advanced performance criteria for management and leadership¹

Interns completed a pre and post workshop survey to determine knowledge of leadership principles. A workshop evaluation was also completed.

Basic descriptive statistics of frequency and percentage were calculated for each question. Ethics approval was granted.

Results

Seventy-four intern pharmacists participated in the workshop in 2018. There was a trend for intern pharmacists to demonstrate improved leadership knowledge at the conclusion of the workshop.

Intern Knowledge	Pre workshop	Post workshop
Rostering identified as a management task	69%	96%*
Transformational style of leadership identified as allowing for other people to have greatest influence	40%	54%
Followship identified as increasingly associated with leadership today	25%	46%
Vision for the future best differentiates how a leader rather than a manager influences teams	22%	68%

* McNemar's test p=0.001

References

1. Pharmaceutical Society of Australia. National Competency Standards Framework for Pharmacists in Australia 2016 [Internet] [cited 2019 May 1] Available from <https://www.psa.org.au/practice-support-industry/national-competency-standards/>

Intern workshop evaluation

- 88% intern pharmacists agreed: It is relevant to incorporate leadership training in the intern year
- 97% intern pharmacists agreed: Interns could learn leadership principles
- 86% intern pharmacists disagreed: Leadership training should be reserved for more senior pharmacists
- 84% intern pharmacists agreed: Using the framework for leadership and management was useful
- 86% intern pharmacists agreed: I feel confident to be able to describe different leadership styles
- 96% intern pharmacists agreed: I feel confident in describing the difference between leadership and management
- 88% intern pharmacists agreed: The workshop was engaging

The most important aspect of the workshop that I found relevant:

“Showing that leadership is not just reserved for people in positions of leadership, everybody can drive change”

“Describing the difference between leadership and management and relating them to the intern year”

Conclusion

Intern pharmacists responded positively to a leadership workshop. Their knowledge of leadership principles improved. Intern pharmacists appear keen to develop leadership skills. Starting to develop these skills early in a pharmacist's career is paramount. Designing appropriate education together with relevant experiential training is needed. This workshop is an annual event.