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

Objective
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
- Trend for intern pharmacists to demonstrate improved leadership knowledge at the conclusion of the workshop

<table>
<thead>
<tr>
<th>Intern Knowledge</th>
<th>Pre workshop</th>
<th>Post workshop</th>
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<tbody>
<tr>
<td>Rostering identified as a management task</td>
<td>69%</td>
<td>96%*</td>
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<tr>
<td>Transformational style of leadership identified as allowing for other people to have greatest influence</td>
<td>40%</td>
<td>54%</td>
</tr>
<tr>
<td>Followship identified as increasingly associated with leadership today</td>
<td>25%</td>
<td>56%</td>
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<td>Vision for the future best differentiates how a leader rather than a manager influences teams</td>
<td>22%</td>
<td>68%</td>
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* McNemar’s test p=0.001

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

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. This workshop will become an annual event.