Purdue University College of Pharmacy
Doctor of Pharmacy Program
Student Leadership Development Plan

Leadership Development Definition:
An intentional, individualized effort to grow the ability of all student pharmacists to lead
positive change with or without a title, delivered in a manner that encourages students'
active engagement in leadership.

Leadership Competencies:

> Competency 1: Explain the importance of leadership in pharmacy.
> Competency 2: Recognize that leadership comes from those with and without titles.
> Competency 3: Distinguish between leadership and management.
> Competency 4: Describe the characteristics, behaviors and practices of effective leaders.
> Competency 5: Demonstrate self-awareness in leadership.
> Competency 6: Engage in personal leadership development.
> Competency 7: Develop a shared vision for an initiative or project.
> Competency 8: Collaborate with others.
> Competency 9: Lead members of a team
> Competency 10: Develop knowledge of organization culture.
> Competency 11: Outline change processes.

Janke KK, Traynor AP, Boyle CJ. Competencies for student leadership development in Doctor of Pharmacy curricula to assist curriculum committees and leadership instructors. *Am J Pharm Educ* 2013 Dec 16;77(10):222. doi: 10.5688/ajpe7710222.

Leadership Framework:

The Social Change Model of Leadership Development

Group — Emphasis on collaboration & interaction between group & the individual.

Individual — Development of personal qualities, self-awareness, personal values.

Society — To bring about change for the common good.
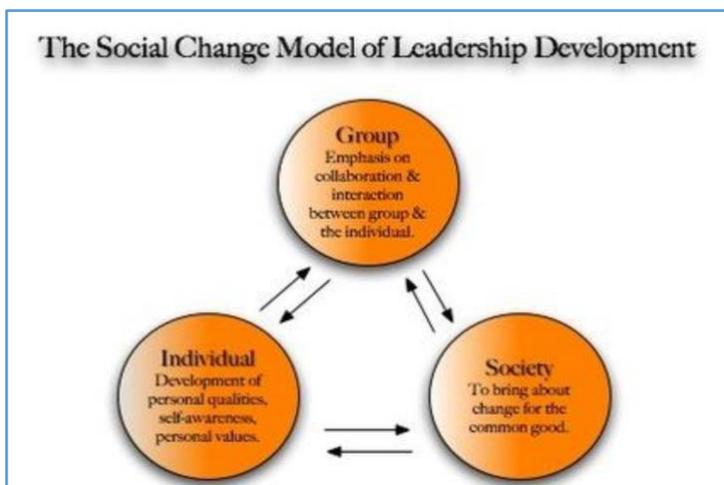
Curricular Plan:

P1 Year

Individual Values: Development of personal qualities, self-awareness, and personal values
PHRM 821: "PPL 1"- Leadership Lab- Review strength finders individual strengths, incorporate emotional intelligence and discussion of different types of leadership styles
PHRM 822: "Pharmacy Skills and Patient Counseling"- leadership outcomes in noted in syllabus
PHRM 826: "Intro to Patient-Centered Care"- Extra credit self-awareness and leadership badges
PHRM 838: "IPE"- IPLA #1 Intro to IPE includes explaining roles and responsibilities of different team members
PHRM 839: "IPE"- IPLA #2 Intro to IPE includes assessing your individual role within a team
Group Values: Emphasis on collaboration and interaction between group and the individual
PHRM 820 and 821: "PPL 1 and 2"- Students collaborate in groups to achieve a common goal
PHRM 835 - "Principles of Pharmacokinetics" students solve problems in small groups

P2 Year

Individual Values: Development of personal qualities, self-awareness, and personal values
PHRM 840 and/or 841: "PPL 3 and/or 4" Activity focusing on Patrick Lencioni 's *Five Dysfunctions of a Team* and reflection back to individual strengths
PHRM 849: "Population Health Management" Lecture regarding Patrick Lencioni 's *Five Dysfunctions of a Team* and reflection back to individual strengths
PHRM 849: "Population Health Management" Student Exposure to College of Pharmacy Distinguished Alumni and assignment requiring reflection on the alumni leadership stories
Group Values: Emphasis on collaboration and interaction between group and the individual
PHRM 840 and/or 841: "PPL 3 and/or 4" Activity focusing on Patrick Lencioni 's *Five Dysfunctions of a Team*
PHRM 842: "Community Pharmacy IPPE"- Students contribute to practice site team to meet common goal
PHRM 848: "Drug Info & Lit Eval"- Students work in groups of two to complete drug monograph
PHRM 849: "Population Health Management" Lecture on Patrick Lencioni 's *Five Dysfunctions of a Team*
PHRM 852: "Public Health Pharmacy"- Students complete group project
PHRM 858: "IPE" – IPLA #3 application of interprofessional teamwork
Societal Values: To bring about change for the common good
PHRM 842: "Community Pharmacy IPPE"- Students contribute to practice site to improve patient outcomes

P3 Year

Individual Values: Development of personal qualities, self-awareness, and personal values
PHRM 869: "Practice Management and Marketing"- DISC assessment

Group Values: Emphasis on collaboration and interaction between group and the individual
PHRM 860 and 861: "PPL 5 and 6"- Students collaborate in groups to achieve a common goal
PHRM 862: "Institutional Pharmacy IPPE"- Students contribute to practice site team to meet common goal
PHRM 868: "Patient Safety &Informatics" - Multiple group projects and presentations
PHRM 869: "Practice Management and Marketing"- Multiple group projects and presentations; business plans
PHRM 870: "Health Policy Applications"- Student work in groups to defend debates
PHRM 878: "IPE"- IPLA #5 teamwork application through participation within an interdisciplinary team

Societal Values: To bring about change for the common good
PHRM 862: "Institutional Pharmacy IPPE"- Students contribute to practice site to improve patient outcomes
PHRM 869: "Practice Management and Marketing"- development of a business plan to address societal need
PHRM 870: "Health Policy Applications" – Debate project requires students to consider stakeholder viewpoints on a particular issue, develop a logical argument, and persuasively articulate a position to advance practice
PHRM 878: "IPE"- IPLA #5 teamwork participation within an interdisciplinary team in the community/society

P4 Year

Individual Values: Develop4ment of personal qualities, self-awareness, and personal values
PHRM 880: "APPE" Reflections about individual leadership experiences at the end of clerkship rotations (add to APE or rotation evaluation)

Group Values: Emphasis on collaboration and interaction between group and the individual
PHRM 879: "IPE"- IPLA #6 interprofessional and collaborative practice skills in the community
PHRM 880: "APPE"- students practice in multidisciplinary teams to provide patient care and improve outcomes
PHRM 880: "APPE" - incorporate item about team work experiences in student evaluation

Societal Values: To bring about change for the common good
PHRM 879: "IPE"- IPLA #6 Interprofessional and collaborative practice skills in the community/society
PHRM 880: "APPE"- Students practice in multidisciplinary teams to provide patient care and improve outcomes

Assessment Plan:

Targeted questions are added to the Annual Performance Evaluation (APE) to document curricular and co-curricular experiences tied to leadership competencies.