

Recommendations and Considerations for Creating Agents of Change via Pharmacy Curricula, A Conversation to Lead Change

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Session Objectives

- List the eight steps in the Leading Change Process as described by Kotter.
- Summarize the findings and recommendations of the 2008-2009 Argus Commission and ASHP's Student New Practitioner Leadership Task Force.
- Outline how a member institution has designed a leadership curriculum as it relates to the findings and recommendations reported.
- Analyze the recommendations from national associations and examples from a member institution for application to the individual's institution.
- Describe core competencies that should be a part of leadership preparation efforts at colleges of pharmacy.

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Session Participants

- Moderator
 - Andrew Traynor, University of Minnesota
- Panelists
 - Robert Kerr, Argus Commission
 - Richard Walling, ASHP Foundation Center for Health-System Leadership
 - Kristin Janke, University of Minnesota
- Audience

Session Format

- Introductory Comments
- Conversation
 - Questions from the Moderator
 - Questions from the Audience
 - Open Conversation

What is an Agent of Change?



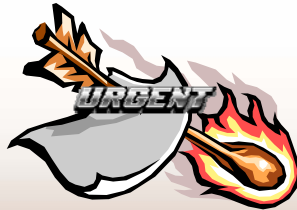
Kotter's Change Process



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Leading Change

- ✓ **Increase Urgency**
- Build the Guiding Team
- Get the Vision Right
- Communicate for Buy-In
- Empower Action
- Create Short-Term Wins
- Don't Let Up
- Make Change Stick



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Robert A. "Buzz" Kerr

- Chair, Argus Commission
- Building a Sustainable System of Leadership Development for Pharmacy: Report of the 2008-09 Argus Commission

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Richard S. Walling

- Director, Center for Health-System Pharmacy Leadership
- Addressing the Pharmacy Leadership Gap: Leadership As A Professional Obligation.

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Kristin Kari Janke

- Interim Association Dean of Assessment, University of Minnesota College of Pharmacy
- Emerging Leaders Curriculum Emphasis Area

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Build the Guiding Team

- Who are the right people to have on the guiding team to foster leadership development through the pharmacy curricula and what do they need to bring to the table?
- What have been the contributions of various team members on the guiding team at Minnesota?

Get the Vision Right

- What will pharmacy and health care's future look like after leadership development has been implemented into pharmacy curricula?
- What strategies would/have you implemented to start getting there?

Communicate for Buy-In

- What strategies can professional organizations use with their membership to get as many people acting on this vision as possible?
- What strategies has the University of Minnesota used to support action?

Empower Action

- What are the obstacles/barriers we face that will stop people from acting on the vision?
- What could/has worked in addressing some of these barriers?

Create Short-term Wins

- What are some goal areas we can focus on to achieve some meaningful wins in this area?
- What have been some of the short-term wins experienced at the University of Minnesota?

Open Question and Answer

Final Comments

- Increase Urgency
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