

**ACCP members receive reduced registration rates!
Register by December 31st. Classes begin February 1, 2008.**

The Ohio State University
College of Pharmacy
Latiolais Leadership Program

Health System Pharmacy Leadership Gap

ACCP is partnering with The Ohio State University College of Pharmacy Latiolais Leadership Program to focus on the leadership gap that is facing health system pharmacy. Many health-system leaders and pharmacy organizations have warned of a current and increasing leadership gap. With the all-Pharm. D. degree, many younger pharmacists have not shown an interest or preference in administrative responsibilities, opting for a clinical practice.

In her 2006 Harvey A. K. Whitney Lecture, Sara J. White said:

“Recent survey data indicate that in the next decade we will need 4000-5000 new directors of pharmacy and middle managers, primarily because current leaders will be retiring. These numbers do not take into account the expected expansion of health care needs as the baby boomers age. These same survey data indicate that only 44% of the pharmacy directors who will be leaving their position have a staff member who they would recommend to replace their position when they leave.”

Roadblocks to aspiring leaders

- Lack of leadership classes in undergraduate and Pharm. D. school
- Lack of necessary mentorship
- Time and resources required to earn a master's degree
- Lack of succession planning in many pharmacy departments
- Need to give up clinical practice
- Lack of a national leadership program that is readily available to all practitioners

Advantages to a distance learning program

- Less time commitment than college campus
- Class work can be scheduled around personal and professional commitments
- Readily available to all practitioners
- Geographic flexibility
- Access to outstanding faculty

The Ohio State University College of Pharmacy Latiolais Leadership Distance Learning Program

The Latiolais Leadership Program is a six-month, distance-learning, ACPE certificate/CE program offered through The Ohio State University College of Pharmacy and the Fisher College of Business. Students learn through a combination of self-assessment, assigned self-study, interactive discussion, asynchronous discussion including questions and assignments/projects, and final examination to measure competencies. The faculty is comprised of College of Business professors and graduates of The Ohio State University combined MS/residency in hospital pharmacy.

The **Essence of Leadership** course consists of six classes, each of which is to be completed over a one-month period.

- **Becoming a Leader**
- **Leadership Communications and Self Leadership**
- **Leading Change**
- **Using Networks, Power and Influence as a Leader**
- **Developing Leaders**
- **Pharmaceutical Leadership: The Latiolais Leadership Legacy**

The goals of the program are to:

- provide a distance learning program for the professional development of pharmacy leaders in order to address the leadership gap.
- equip future pharmacy leaders with knowledge, attitude, and skills required for successful leadership, especially leaders in health-system pharmacy.

Participants will demonstrate improvement in pharmacy leadership skills, in communication skills, time management and organization, change management, negotiation skills, organizational politics and networking, mentorship, conflict management, and using innovation and a belief in excellence to improve the medication use process.

Comments from the First Class who enrolled in the Essence of Leadership distance learning course

Would you recommend this class to colleague?

- Absolutely! The concepts are easy to learn and are crucial to the outside world.

- I am already recommending this program to my colleagues.
- Yes, especially to someone new to management.
- Yes. This module like the last provides practical lessons to improve one's course through life
- Absolutely. I applied what I was learning and immediately saw positive results.
- Yes! The technology is easy to use and the discussions are great.
- Yes. I wish that some of my staff could further develop the skills taught in this class as well.
- Yes, it provides a different perspective
- Yes - varied perspectives from other students across the U.S. and the pharmacy demographic.
- Yes, it will facilitate needed reflection now instead of later.
- Yes, it gave me the chance to look at my leadership style in a new way
- Yes. I think that this course is teaching me the "intangibles" of management. It's a great time for evaluation and reflection, and most of us don't make enough time for that!
- I would recommend this program to a professional colleague who has no training in management (MBA, business background, etc).

The Ohio State University College of Pharmacy Online Certificate Program is approved by the Accreditation Council for Pharmacy Education.

More information can be found at the website:

<http://www.latiolais.org>

The next course is scheduled to start February 1, 2008. The deadline for registration is December 31, 2007.

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