

# Leadership and Management Development Pathway

## Core Development Pathway

### Stellar Leadership Programme

- One (1) year 'blended learning' programme – Workshops (4), on-line learning, peer learning and project based learning
- Delivered by Green Cross, Health Academy
- Core content includes;
  - What makes a Stellar Leader?
  - Clear Thinking (goal setting, time management, delegation, personal development planning)
  - Communicating Effectively with Your Team
  - Coaching for Great Performance
  - Planning for Success
- Learning is supported by a practical, on-the-job project

### Ignite Leadership Programme

- Eight month programme
- Delivered by Pharmaceutical Society of Australia
- Two (2), two day, face-to-face workshops covering;
  - Leadership
  - Networking
  - Communication
  - Personal Branding
  - Project Management
  - Experiential learning
- The learning is supported by an action learning (on-the-job) based project over 3 months
- Participants have mentoring support

### PSA Diploma of Leadership and Management

- Twelve (12) month programme
- Delivered on-line through the Pharmaceutical Society of Australia
- Twelve unit Diploma
- Successful completion of the Ignite programme gives 5 unit credits to the programme

## Elective Development

### Symposia on Delivering Primary Healthcare

- Attend three sessions per year, utilising guest speakers, presenting current challenges related to the sector. Session content determined in conjunction with the PSNZ Branches
- Offered as evening symposias (max 2 hours) at PSNZ Branches. Presentation recorded and made available on-line to members who can't attend

### Business Acumen

One day business simulation where small teams buy and manage a service business for three years. Programme will be delivered by Forum New Zealand.

After completing the programme, participants will be able to:

- Use relevant financial data and analysis in day-to-day decision making
- Ask questions to clarify financial and business objectives when implementing new systems, processes and procedures
- Align personal and pharmacy / departmental goals with the organisation 's financial objectives and strategies
- Use financial terminology and concepts more confidently in discussions with others e.g.; accountant or finance support person

### Open Leadership Programmes

- Participate in 6 monthly AchieveForum's Virtual Instructor Lead Training (VILT) programmes through the AchieveForum Alliance (refer [achieveforumalliance.com/](http://achieveforumalliance.com/))
- A range of research based, practical programmes (4-6) offered per month via webinar
- This includes access to coaching resources, leadership conferences and professional leadership development forum in addition to the workshops

### Mentoring Programme

- Recognised mentors develop the skills to effectively support pharmacists on their transition into leadership / management roles
- A stand alone, PSNZ sponsored / developed workshop (1 day)
- The programme requires mentees to commit to a short development session prior to being matched to a mentor