

# *ignite:* Pharmacist Leadership Program

*Information booklet 2019*



Limited places available for 2019

RTO 122206

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## Exclusive partner

PSA is grateful for the generosity of its partner, Pharmaceutical Defence Limited (PDL).

Their support has enabled PSA to develop a comprehensive leadership program for early career pharmacists.



# The leadership imperative

## A message from Michelle Lynch



Since joining the PSA board, I have been fortunate to meet with many inspiring early career pharmacists who will no doubt become future health leaders.

The pharmacy landscape is ever changing, and continues to face different challenges every day. To ensure the integrity and robustness of the profession is maintained, and we continue to evolve and adapt to meet the needs of the community, we must equip young pharmacists with the skills to manage change; spark innovation and drive practice improvement. We need these young pharmacists to be future leaders, both in the profession and the broader health care sector.

The Pharmaceutical Society of Australia's *ignite*: Pharmacist Leadership Program, has been created for high-performing early career pharmacists and provides them with an opportunity to start the journey on being future leaders who will drive strategy change and innovation.

The PSA *ignite* program provides passionate and capable young pharmacists with the opportunity to expand both their professional networks and leadership skills. The program has a strong focus on

leadership, both in the workplace and in the broader profession. Through experiential learning, workshops and projects *ignite* aims to help you realise your leadership potential.

*ignite* gives you the tools and training that you need to take the next step in your career.

Are you ready to take that step?

If yes, then the PSA *ignite* leadership program is for you. I encourage you to apply for the *ignite* program today, so that you can become a future leader for tomorrow.

**Michelle Lynch**

Vice President, PSA Board

## “SPARK INNOVATION AND INFLUENCE THE FUTURE”



## Benefits of *ignite*

*ignite* aims to develop high performing early career pharmacists into future leaders who will drive strategy, change and innovation.

*ignite* aims to:

- ✓ **Inspire** future pharmacy leaders
- ✓ **Drive** innovation in pharmacy practice
- ✓ **Create** networks of pharmacy leaders.

*ignite* offers you a unique leadership development experience that broadens your understanding of leadership and develops your leadership skills, taking into account your own personal leadership goals.

*ignite* will give you insight into your skills and competencies, while creating the framework for developing your future.

*ignite* combines interactive workshops, experiential learning, distance learning, inspirational speakers, personal mentoring and a practical workplace project to develop you as a future leader.

Benefits for you include:

- Professional networking opportunities
- Developing leadership and management qualities and skills
- Developing coaching skills
- New career pathways
- Flexible learning opportunities
- Gaining over 40 Group 2 CPD credits
- Gaining recognition for outstanding talent

Whether you are wishing to advance your career within a hospital, community, industry, government, non-government or academic setting, the *ignite* program will give you the platform you need to succeed.





2013 IGNITE PROGRAM

## Program highlights

### The 12-month program incorporates:

- Interactive leadership workshops (face-to-face, 2x 2-days)
  - Leadership
  - Networking
  - Communication
  - Personal branding
  - Project management
  - Equine leadership-experiential learning
- Two units of the PSA Graduate Diploma of Applied Pharmacy Practice (10373NAT)
- Five units of the PSA Diploma of Leadership and Management (BSB51915)
- Inspirational speakers
- Practical workplace project (with current employer or PSA)
- Mentoring support by an established senior pharmacy leader
- All meals for each of the two workshops.

Your investment in the program is \$975 (GST exclusive).

Accommodation and other costs associated with travel to the workshops are the responsibility of the participant.

# “EXPERIENTIAL LEARNING IS A POWERFUL AND EFFECTIVE WAY TO LEARN”



## ignite workshops

*ignite* workshops are highly interactive and practical, enabling you to go beyond theory to apply what you learn.

### 1. Experiential leadership training

Workshop 1 involves experience-based learning with horses through Equalia's experiential leadership training.

Experiential learning is a powerful and effective way to learn. It requires your active and willing participation and allows you to develop your non-verbal communication, which forms up to 80% of all communication.

Working with horses is a somatic experience: it increases your awareness of self. Working with horses helps activate your creative thinking. Whilst the horses act as a metaphor for other experiences in your world, they are not mere objects, and so participate energetically in the process.

An animal that has evolved to survive with awareness of minute changes in their environment, horses are acutely aware of changes in how you present and can thus give you instant feedback.

For many, the size of the horse is a challenge in itself and being able to work with that challenge brings a sense of achievement.

No participants will be forced to work directly with a horse if you do not wish to – you can participate through observation.

### 2. Inspirational speakers

You will hear from inspirational speakers who are leaders in their field to learn from their practical insights into leadership.

### 3. Tools

The workshop program involves development of tools which will assist you with your workplace project and future career plan.

**The first two day workshop will be held on the 1st and 2nd March 2019.**







## *ignite project*

**By undertaking a leadership project you will have a practical opportunity to apply your learning from the program.**

The project will enable you to demonstrate your leadership skills; as an individual and as a team member.

The project will be completed by you over a period of three months.

You will prepare a written report and make a formal presentation to the leadership group in the second workshop.

## *ignite mentors*

**You will be assigned a mentor at the start of the program so you can learn from someone who has travelled the path before you.**

Your mentor will:

- Encourage and support you to achieve your goals.
- Assist you to develop new skills, expertise and perspectives.
- Identify areas for your professional growth.
- Challenge you to use your talents and share your expertise.
- Increase your confidence in your abilities.
- Link you with new contacts and networks to support your career development.





2014 IGNITE PROGRAM

## Postgraduate qualification pathway

The ignite program has been developed to enable you to complete nationally accredited units from the PSA Graduate Diploma of Applied Pharmacy Practice (10373NAT) and PSA Diploma of Leadership and Management (BSB51915).

### PSA Graduate Diploma of Applied Pharmacy Practice (10373NAT)

The PSA Graduate Diploma of Applied Pharmacy Practice is a nationally recognised qualification exclusive to PSA that supports pharmacists in leadership and management roles. It includes core units that focus on the application of management skills in pharmacy practice including communication, leadership, innovation, management and research.

Upon successful completion of the ignite program, you will receive a statement of attainment for the following two units:

- Provide leadership in pharmacy practice (APPLED802A)
- Lead innovative thinking and practice (BSBINN801)

### PSA Diploma of Leadership and Management (BSB51915)

The PSA Diploma of Leadership and Management is a nationally recognised qualification. It is a great stepping stone into management, or a formalisation of the skills you have already acquired at work.

Upon successful completion of the ignite program, you will receive a statement of attainment for the following five units:

- Provide leadership across the organisation (BSBMGT605)
- Develop and use emotional intelligence (BSBLDR501)
- Lead and manage effective workplace relationships (BSBLDR502)
- Undertake project work (BSBPMG522)
- Manage personal work priorities and professional development (BSBWOR501)

You will also gain advanced standing in three additional units:

- Build and sustain an innovative work environment (BSBINN502)

- Manage risk (BSBR5K501)
- Ensure team effectiveness (BSBWOR502)

Participants who have already completed a Diploma of Leadership and Management will be given credit transfer and their assessment tasks modified accordingly in the program.

### Articulation pathways

Upon completing the PSA Graduate Diploma or the PSA Diploma you can apply for credit into a Master of Business Administration (MBA) with the Chifley Business School, saving you both time and money in gaining a nationally recognised MBA.







**“GET THE LEADERSHIP  
AND INNOVATION SKILLS  
TO REALLY ADVANCE  
YOUR PRACTICE”**

## Your career pathway

### Fields of work



### Positions





2015 IGNITE PROGRAM

## How to apply

The *ignite* program is open to those who fit the following criteria:

- PSA member
- Early career pharmacist (maximum 10 years post-registration)
- Currently employed in a position of management\* (preferred not essential).

\*"Management" is considered to include any position which involves the planning, organising, staffing, leading or directing, and control of an organisation (a group of one or more people or entities). Examples include (but are not limited to) Pharmacy Manager, Pharmacist in Charge, Clinical Team Leader.

Places for the *ignite* program are awarded based on merit, referee recommendation, written application and the interview process.

**Step 1** – Complete and submit the online application form on the *ignite* page of the PSA website. Applications for 2019 close on **30 November 2018**.

**Step 2** – Applicants who have advanced to the interview stage will be notified by phone or email in early December, 2018.

**Step 3** – Interviews with the *ignite* selection panel will be conducted in mid December, 2018.

**Step 4** – Applicants will be notified of the outcome of their application by phone or email by mid December 2018. At that time *ignite* participants will be provided with all information regarding location and times for the workshops.

**Step 5** – Upon acceptance of a place in the *ignite* program, the program fee is due and payable to the PSA within seven (7) days. The program fee is \$975 (ex GST) per participant.

Contact [training@psa.org.au](mailto:training@psa.org.au) for further information.





**“THE PROFESSION NEEDS,  
AND WILL ALWAYS NEED,  
DYNAMIC AND CONFIDENT  
YOUNG LEADERS.”**

## Testimonials

“What a wonderful weekend with a truly inspirational group of early career pharmacists (and some pretty awesome horses too)! Thanks to the PSA for designing the *ignite* program and uniting passionate pharmacists from all over Australia.”

“*ignite* Pharmacist Leadership Program... great course, great people...lifelong take home messages.”

“Fantastic two days with the *ignite* program! Look forward to putting into practice what I have learnt.”

“I want to thank the PSA for the opportunity to participate in the *ignite* program. I had expected to get a lot out of the workshop, but it far exceeded my expectations. It was also great to meet other pharmacists who are as enthusiastic about the profession as I am, and to share our experiences and learn from each other.”

“A fantastic experience and one that I will be talking about for a while.”

“To have a group of like-minded pharmacists dedicated to moving the profession forward is invaluable.”

“This type of leadership training and networking is essential for future developments in our profession.”

“*ignite* gives enthusiastic and passionate pharmacists an opportunity to improve their leadership skills and meet like-minded pharmacists.”

“The program allowed me to become aligned with other pharmacists and share our passions.”

“I’ve learnt so much from this course. The first session really triggered a year of self-reflection and growth.”



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