

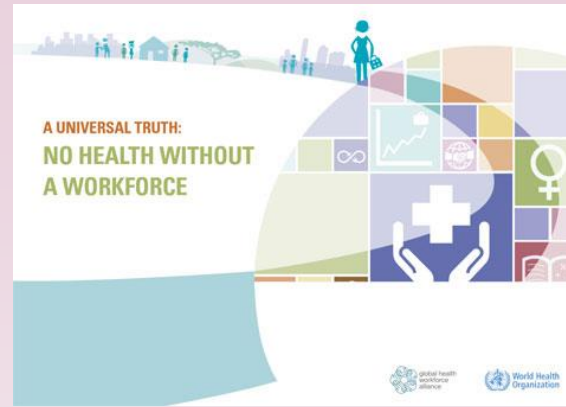
Designing and developing a Leadership Attributes Development Tool (LADT) for Pharmacists



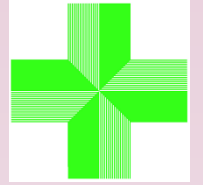
Nadia Bukhari
UCL School of Pharmacy

What is Leadership?





- WHO statement “No health without a health workforce“ which acknowledges that the delivery of better health requires a workforce that constantly develops and grows.
- More than 4,000 documented definitions of leadership



Pharmacy + Leadership

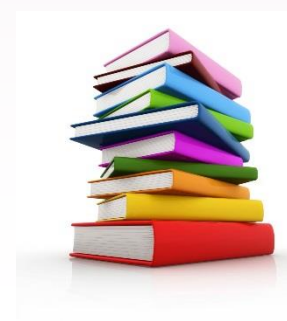
- Leadership development can maximize productivity and shape a positive culture
- The status of leadership in pharmacy is a largely abstract concept
- Establish workforce intelligence.
- Foundation for a global leadership framework
- Create tools, resources and guidance for the workforce to overcome implementation barriers.

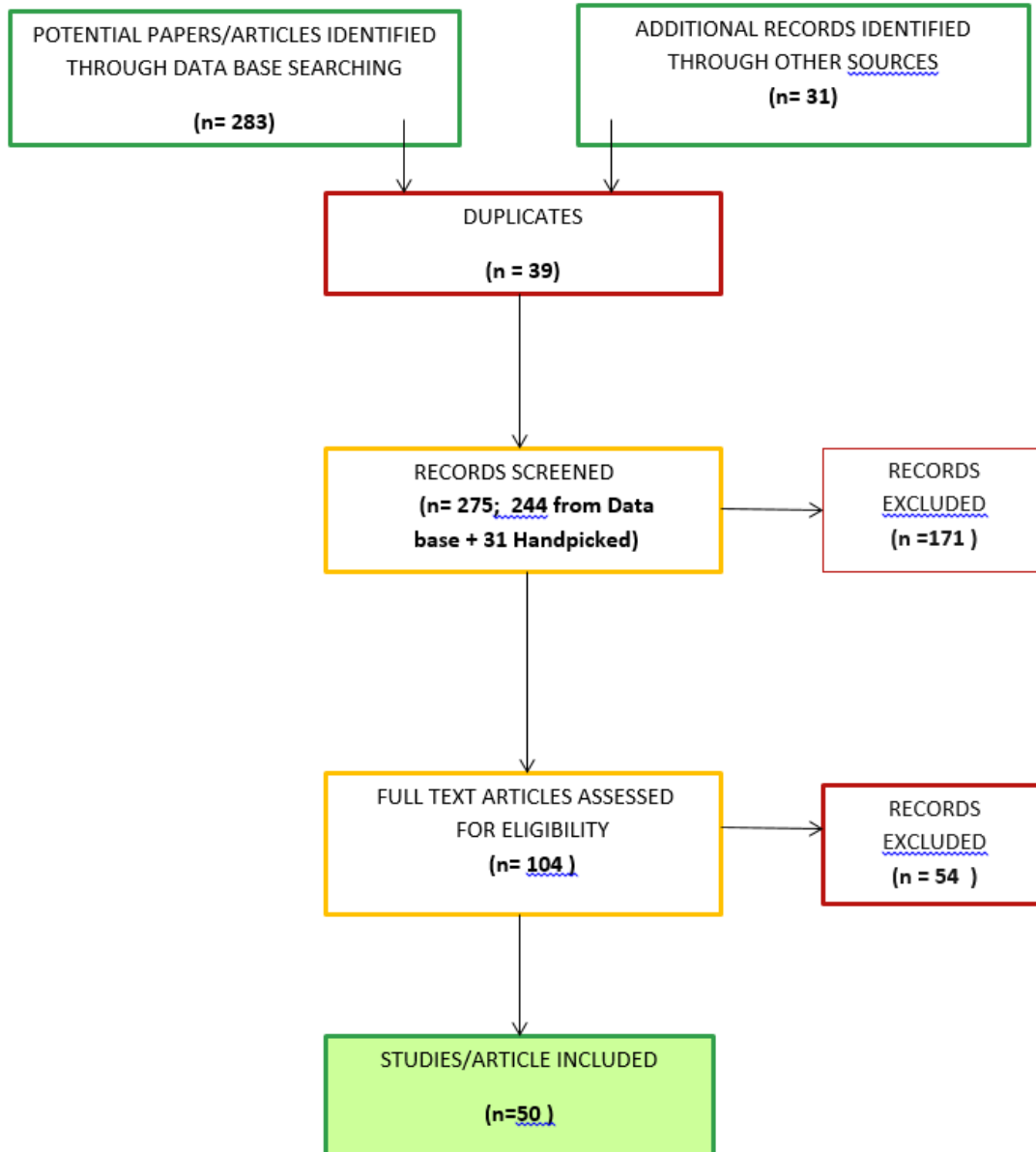
The Study



Literature Review : Aims

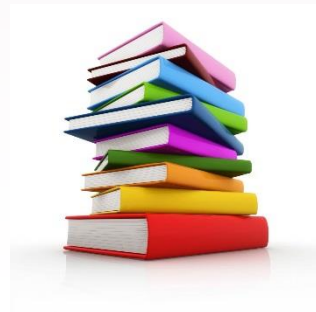
1. To determine the literature available in leadership in healthcare in the UK
2. To assess the importance of leadership in healthcare as described in the literature
3. To document the issues and challenges associated with leadership development in healthcare
4. To determine the literature available in leadership in pharmacy
5. To establish if leadership attributes development in pharmacy practice has an impact on healthcare delivery





Findings from Literature Search

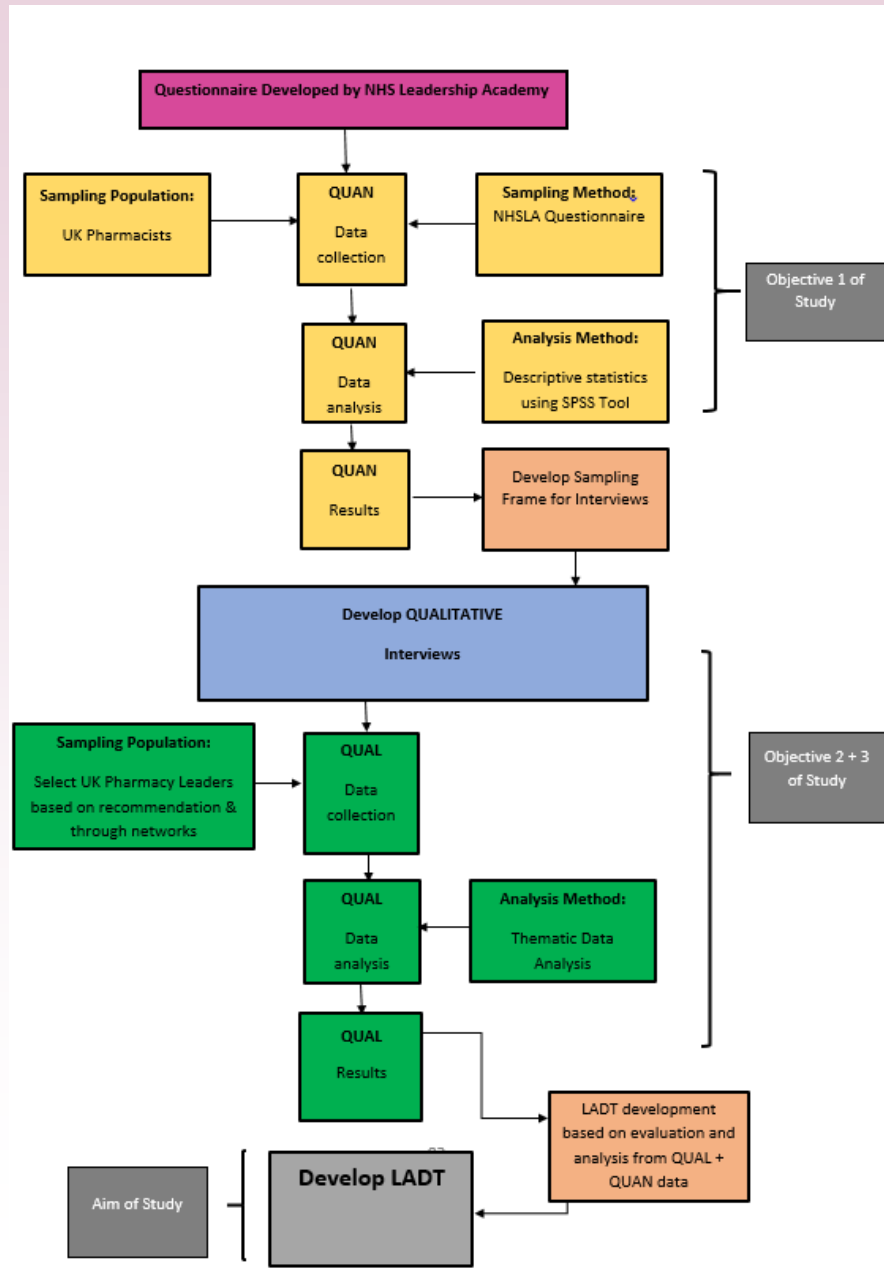
- The presence or absence of leadership in healthcare professionals has a direct impact on healthcare delivery and therefore, based on parallel assumption, pharmacy services delivery
- Leadership in pharmacy is a globally under research area making this piece of work an important and novel contribution within this area.



Objectives of Study



- To investigate how pharmacists, perceive their own leadership attributes
- To conduct a review of the delivery of current leadership attribute development for pharmacists
- To evaluate how leadership outcomes are recognised amongst the professional body
- To evaluate the leadership attribute development tool for pharmacists



Quantitative Data Collection

- NHS Leadership Academy Leadership Assessment Tool
- Paper based and electronic questionnaires
- Distributed nationally
 - Conferences
 - Social Media
 - Email
 - Networks



Quantitative Data Collection

- 527 questionnaires completed and returned
- Currently analysing the results
 - Gender
 - Years qualified
 - Sector
 - Leadership behaviour
 - Importance of that behaviour
 - Impact of their leadership



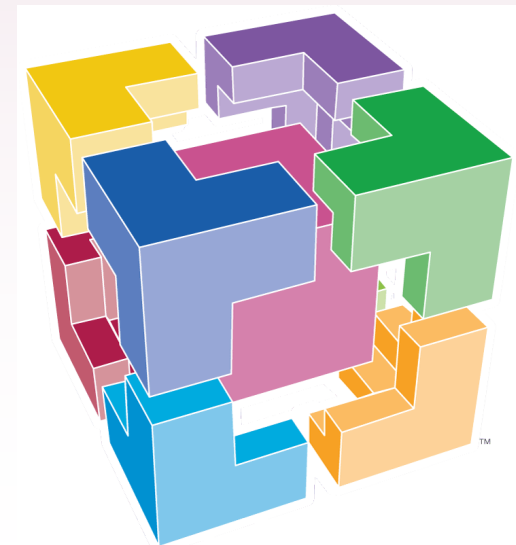
Qualitative Data Collection

- Design Semi-structured interview tool
- Face to face or over telephone
- Thematic analysis
- Verify data by third party



Next Steps.....

- Based on the findings from the two studies, the LADT will be designed



Next Steps.....



- Aim for global impact
- International Pharmaceutical Federation
- Pharmaceutical Workforce Development Goals
- Workforce Goal 6 = Leadership development

Conclusion



- Leadership and development of leadership is under researched in the UK; particularly pharmacy leadership
- This trend has been explored globally
- Leadership has become a focus for healthcare provision in the UK
- Optimum time for this piece of research