

PLA Scholarship Spotlight



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Thank-you CSHP for supporting such a transformative experience for me.

Deonne was the 2020 recipient of the CSHP Foundation Pharmacy Leadership Academy (PLA) Scholarship in the amount of \$9,428

Why did you decide to enroll in the ASHP PLA program?

When I applied for the PLA I was in an (semi) informal leadership role, and I thought that the leadership skills I would learn would be a bonus. Near the end of the PLA, an opportunity came along that made the skills I had learned essential. I was asked to take over for my current manager in an interim role (it has now become permanent); had I not the benefit of just completing the PLA I would not have felt prepared to take on that challenge.

What did you gain from the ASHP PLA program?

The PLA first encouraged me to examine myself and inspired me to develop my weaknesses and leverage my strengths by purposefully applying the new leadership concepts and skills that it taught. My challenges include maintaining continuous and multi-modal communication- the PLA demonstrated the importance of this and gave me tools to ensure it occurs. I have been challenged with delegation in the past but realizing that my focus should be on developing my team rather than just “getting things done” was a paradigm shift for me and helped me see the true purpose of delegation.

How will you leverage what you gained from the ASHP PLA program in your professional career?

The PLA also helped me recognize the strengths/tools that I already had that could be leveraged in my leadership. The first being strong interpersonal relationships, with a broad perspective and professional network (another thing I can thank CSHP for!). Truly, the relationships I have with colleagues are my greatest strength and how I manage to get things done in a complex system such as Alberta Health Services. This ability to form and maintain collaborative relationships is what allows me to lead work with those over whom I have no direct authority, which is an essential skill in both informal leadership and “middle management”. Throughout the PLA I realized that I have a reasonable amount of comfort with ambiguity and complexity, which again is essential for working in a complex system like AHS and allows me to lead people through “the best action right now” without being bogged down trying to find “the best action, period”.

How have the ASHP PLA program and the CSHP Foundation PLA Scholarship impacted your career?

Few endeavors have had as significant an impact on my career as the PLA- it was truly enlightening and made me wish I had completed it many years sooner. Prior to the PLA I thought that “leading by example” was enough, and the PLA gave me an awareness of and tools for leadership that I can’t believe I survived this long without.

The role of the hospital pharmacist is changing; research and education will support the change.