

EDUCATION SPOTLIGHT...



Zack Dumont, BSP ACPR

CSHP Foundation's ASHP Pharmacy Leadership Academy Scholarship Recipient (2015)

The CSHP Foundation is committed to offering educational opportunities to develop Canada's hospital pharmacy leaders using innovative, evidence-based methods. The ASHP Pharmacy Leadership Academy, a 12-month distance-learning program, provides training for those aspiring to leadership positions. The Foundation's scholarship covers the program's tuition.

Q: Why did you decide to enrol in the ASHP PLA program?

A: My keen interest in leadership started very early in my residency year, when I was able to attend what is now known as the Manitoba-Saskatchewan CSHP Leadership Seminar. Then the rest of residency happened and I lost focus on the leadership aspects of my work. It's only thanks to my valuable mentors who kept the leadership fire ignited in me. Over the next several years, I dabbled here and there in leadership learning activities, but there was no focus and no real plan. It was suggested to me to apply for the ASHP Foundation Pharmacy Leadership Academy (PLA) scholarship offered by the CSHP Foundation, and through looking at the materials with a refreshed lens, I saw a plan – a plan that I'd long been needing.

Q: What did you gain from the ASHP PLA program?

A: Of course we studied areas such as engagement, branding, financials, and strategic planning, but what I didn't expect was to learn so much about myself. The professional self-discovery aspects were profound. I gained a new ability to analyze leadership behaviour amongst learning all the valuable principles that call leaders into action every day. On top of this, I have a new network of pharmacists that I interact with regularly and a list of leadership resources that has been curated by pharmacists with expertise in both pharmacy and leadership.

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

A: The most important thing for myself: I have a goal and I have a plan to get there. Now almost everything I do professionally is because it is contributing towards reaching my goal. I say "almost everything", because there has to be some allowance to let the energy wander, for resilience-sake.

The most important thing for my workplace: I acquired a new giant toolkit of leadership knowledge and skills to share back. For example with the support of my director, Kelly Babcock, we recently started a leadership open forum. Everyone from technicians, pharmacists, and administrative personnel are invited to a lunchtime learning event on a regular basis.

Q: Why should others consider the ASHP PLA program and the CSHP Foundation PLA Scholarship?

A: The course is highly refined pharmacy-specific leadership training. There's a mix of synchronous and asynchronous learning, so you never feel out of touch with the class and instructors. This distance aspect definitely is not a barrier to learning.

No matter which aspect of leadership you're looking for – increased confidence, knowledge, skills, even financial know-how – if you want to move your leadership from 'casual' to 'serious', the ASHP Foundation PLA program is for you. If you want to do that in a manageable format, without a massive financial or time commitment, the ASHP Foundation PLA is for you. The CSHP Foundation Scholarship just so happens to be an amazing opportunity to make this a reality. It is indeed one of the many benefits of CSHP membership. Doors have been opened for me because of the program, and I know it can and will do the same for others.

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

Apply now for a PLA Scholarship. Information and application deadlines at www.cshpfoundation.ca