

Prescribing Leadership, Dispensing Excellence.



The Pharmacy Leadership Development Journey

A Leadership Development Journey beginning with cultivating Self-Leadership as the cornerstone of leadership development, before transitioning into Leading Others to build a supportive and high-performing team environment. Drive your journey using a “Why-How-What” approach to develop and apply leadership skills.

Leadership Development Journey



“Why” – Discovering Your Personal Purpose

Cultivating purpose in leadership development serves as a catalyst for motivation, resilience, and sound decision-making, ultimately contributing to the long term successes.

Who Are You As a Pharmacist?

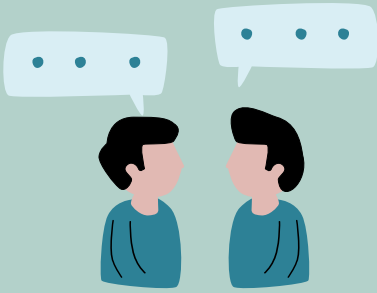
- Asking this question would help you to:
- Reflect on your unique qualities, motivations for joining the Pharmacy profession
 - Identify core values and principles that guide practice
 - Envision the impact you aspire to make in the lives of patients and the healthcare system

“How” – Leverage on existing tools and frameworks

Tailor an individualised action plan according to your specific strengths, highlight areas for improvement and resources to set the developmental planning.



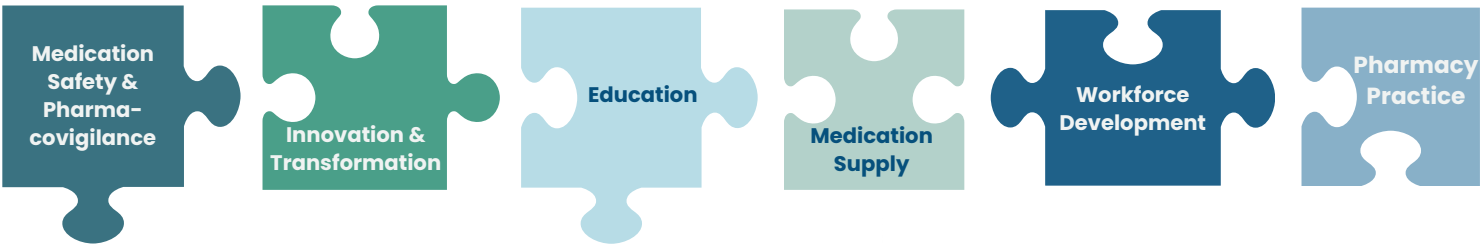
Create regular conversations with your supervisors to create a feedback loop.



“What” – Areas to develop and practice leadership skills

Pharmacy leaders are encouraged to drive positive changes, improve patient outcomes, and contribute to the advancement of pharmacy practice within the dynamic healthcare environment

Six Key Focus Areas for Pharmacy Leaders



Inner Compass to Team Success: Navigate Your Pharmacy Leadership



PHARMACY LEADERSHIP
DEVELOPMENT STRATEGY

The Pharmacy Leadership Development Journey

Turning self-leadership into leading others involves building on the foundational skills and mindset of self-leadership to effectively guide and inspire a team

Steps to transition from self-leadership to leading others



1

DEVELOP CLEAR VISION

Articulate a compelling vision for the team that aligns with the organization's goals and values

2

COMMUNICATION

Practise active and empathetic listening to understand the perspectives of team members and provide clear direction and feedback



LEAD BY EXAMPLE

Demonstrate the behaviors and work ethic you expect from your team which reflect the values and standards you set for the team

3

4

BUILD RELATIONSHIP

Cultivate genuine interest in others and build strong relationships with team members based on trust, respect, and empathy



COACH AND DEVELOP

Support the growth and development of your team members by creating platforms for exposure
Encourage participation in inter-disciplinary committees and activities organised by Professional Bodies
Provide mentorship, coaching, and opportunities for learning and skills enhancement

5



6

EMPOWER OTHERS

Delegate responsibilities and authority to team members, allowing them to take ownership of their work



FOSTER CULTURE

Create a collaborative and inclusive work environment where diversity is valued and psychological safety is emphasized
Ensure appropriate amount of support, reward and recognition for growth and development of team

7

8

ADAPTABILITY AND RESILIENCE

Model a growth mindset and demonstrate the ability to navigate change and challenges effectively



Six Key Focus Areas for Pharmacy Leaders

Medication
Safety &
Pharma-
cogvigilance

Innovation &
Transformation

Education

Medication
Supply

Workforce
Development

Pharmacy
Practice



MINISTRY OF HEALTH
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To learn more about the Pharmacy Leadership Development Strategy, scan the QR code or visit go.gov.sg/pharmacyleadership



Empowering Leadership, Delivering Excellence.



PHARMACY LEADERSHIP
DEVELOPMENT STRATEGY

Chart your leadership journey using the Pharmacy Leadership Development Strategy



Leadership is important because it empowers you to inspire, guide, and positively influence others whilst driving personal and collective growth.



Read further on how kickstart your leadership development journey

Self- Leadership

Cornerstone for effective leadership development for personal excellence and leading others

Self-Awareness

- Purpose in life
- Values and belief
- Strengths and weaknesses
- Goals-setting

Self-Reflection

- Sense making of one's experiences
- Identify any underlying beliefs or assumptions that needs to be challenged.
- Affirm self, areas for improvement
- Make adjustment to goals

Self-Regulation

- Managing one's emotions, stress, anger, anxiety
- Self-care
- Maintaining constructive thought pattern
- Keeping oneself motivated
- Develop greater persistence in the face of challenges and difficulty

Targeted Approach

Adopt a targeted approach to achieve leadership goals, specific to the unique needs and challenges faced at each level

Level	Foundational	Emerging	Evolving	Established & Exemplary (Merged)
Theme	Self Development	Leadership Fundamentals	Leadership for Performance	Leadership for success
Approach	Focus on self-awareness and building skills for leadership	Early Identification: Train to quantify potential New Manager: Equip to extend leadership skills	Leadership Development & Organizational Leadership: Develop advanced leadership skills	Focus on inspiration and role-modeling
Goals	<ul style="list-style-type: none">➢ Develop self-awareness➢ Demonstrate professionalism➢ Hone interpersonal skills	<ul style="list-style-type: none">➢ Foster healthcare collaborations➢ Equip workforce for future needs➢ Cultivate a learning culture	<ul style="list-style-type: none">➢ Develop systems thinking➢ Practice self-reflection➢ Strengthen organizational commitment	<ul style="list-style-type: none">➢ Lead strategic change➢ Foster organizational learning➢ Drive healthcare innovation
skills	<ul style="list-style-type: none">➢ Self-Leadership➢ Courageous Communication	<ul style="list-style-type: none">➢ Collaborative Working➢ Developing Others➢ Collective Leadership	<ul style="list-style-type: none">➢ Holistic Systems Thinking➢ Brave Decision Making	<ul style="list-style-type: none">➢ Visionary Leadership➢ Driving Transformation

Refer to the Pharmacy Leadership Development Strategy for more details



Create a feedback loop

Tailor an individualized action plan according to your specific strengths, highlight areas for improvement and resources for developmental planning

70:20:10

Leadership development activities should follow the 70:20:10 model, in which most of the learning (70%) occurs through practical experiences



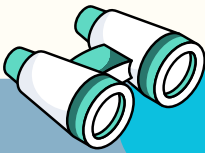
70% On-the-job Experience



20% Informal Learning



10% Formal Learning



Look out for opportunities to assume leadership roles in KEY FOCUS AREAS



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