



ASHP Foundation News Release

ASHP Foundation to Launch Leadership Resource Center in Early 2010 *Vital tool to assist all health-system pharmacists in expanding leadership skills*

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Core News Facts

Driven by a call from both the National Quality Forum and from within the health-system pharmacy profession for pharmacists to exhibit their leadership and influence, the ASHP Foundation Center for Health-System Pharmacy Leadership is developing an online Leadership Resource Center. This vital project has been undertaken with generous support from Baxter Healthcare Corporation and will be available to all health-system pharmacists in early 2010.

Earlier this year, the National Quality Forum released its *Safe Practice for Better Healthcare – 2009 Update*, which included Best Practice 18, Pharmacist Leadership Structures and Systems. Best Practice 18 emphasizes the importance of pharmacist leadership to ensure a multidisciplinary focus and a streamlined operational approach to achieve organization-wide safe medication use. It also states that “Pharmacy leaders should have an active role on the administrative leadership team that reflects their authority and accountability for medication management systems performance across the organization.”

More recently, the ASHP Foundation’s own Student/New Practitioner Leadership Task Force expressed health-system pharmacists’ need for opportunities to develop leadership skills throughout every stage of their careers. The task force made eight recommendations for action in its report, *Leadership Is a Professional Obligation*, noting that students and new practitioners’ education lacks a focus on the leadership skills needed to participate effectively in decision-making for the organizations that will ultimately employ them.

Taking heed, the new Leadership Resource Center will address these calls to action through its three components. The components are:

- **The Leadership Self-Assessment**: This is a way for individual health-system pharmacists to evaluate their personal leadership capabilities, strengths and opportunities for building and strengthening their leadership skills, traits and behaviors based on core leadership competencies. The assessment includes a detailed survey that addresses basic concepts of leadership and provides pharmacists with a starting point for their personal and professional leadership development plans.
- **Core Leadership Self-Development Primer**: Certain core principles, which are often absent from the typical education and training of health-system pharmacists, are essential knowledge to

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achieve leadership momentum and initiatives. The Primer addresses critical principles that transcend individual leadership competencies, forming a conceptual framework for learning and application of leadership principles in contemporary health care environments.

- **Leadership Toolkit:** The toolkit provides comprehensive, skills-based resources for pharmacy leaders to employ in building leadership influence within the larger organization, prioritizing key leadership opportunities and executing persuasive change initiatives.

Suggested Persons to Interview and Attributable Quotes

Stephen J. Allen, M.S., Executive Vice President & Chief Executive Officer
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“The establishment of the Leadership Resource Center provides a fantastic opportunity to help every health-system pharmacist assess his or her leadership skill set and then to enhance knowledge and application of those principles,” said Stephen J. Allen, M.S., the ASHP Foundation Executive Vice President & Chief Executive Officer. “The Student/New Practitioner Leadership Task Force has challenged us to develop assessment tools that could be used to evaluate leadership progression, to increase exposure to leadership and to encourage leadership involvement, among other efforts. We believe that the Leadership Resource Center can be used in every environment – pharmacy schools, residency programs, departments of pharmacy – to help pharmacists at every stage of their careers to grow into capable, effective leaders.”

David Bonderud, President, Medication Delivery in the U.S. Region
Baxter Healthcare Corporation
Deerfield, Ill.
To interview, contact Christy Hummel, Corporate Communications, 847-948-4380,
christina_hummel@baxter.com

“Baxter has been pleased to partner with pharmacists since the inception of our company,” said David Bonderud, President of the U.S. Region of Baxter’s Medication Delivery business. “Like ASHP, we recognize the importance of advancing the practice of health-system pharmacy and the critical role pharmacists play in patient care. The Leadership Resource Center will greatly aid both existing and emerging leaders in the pharmacy discipline, and we are delighted to contribute to continued developments in this area.”

Related Resources

For more information about the Leadership Resource Center, visit
www.ashpfoundation.org/leadershipresourcecenter.

To read the Student/New Practitioner Leadership Task Force report, *Leadership Is a Professional Obligation*, visit www.ashpfoundation.org/snptaskforce.

About the Foundation

The ASHP Research and Education Foundation was established in 1968 by the American Society of Health-System Pharmacists as a nonprofit, tax-exempt organization. The mission of the Foundation is to improve the health and well-being of patients in hospitals and health systems through appropriate, safe and effective medication use. The Foundation provides leadership and conducts education and research activities that foster the coordination of interdisciplinary medication management leading to optimal patient outcomes. Emphasis is given to programs that will have a major impact on advancing pharmacy practice in hospitals and health systems, thereby improving public health.

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