



Professional Development/Leadership

PGY1 - Pharmacy (42032)

Faculty: Burns, Kevin

Site:

Highpoint Health

Status: Active

Required

Description:

Professional Development Learning Experience Description

Professional Development is a 6-9 month learning experience at Dearborn County Hospital. The resident will explore and develop the skills needed for a pharmacist to be a leader in the advancement of pharmacy practice and improving patient care. This learning experience will focus not only on the role of Pharmacy Leadership within their department, but also their organization, the pharmacy profession, and the community. This experience will be comprised of a series of readings and discussions, coupled with hands on experiences, that allow the resident to develop their leadership skills and apply what they've learned.

The residents will develop and lead projects that improve organization performance and increase the visibility of the pharmacy profession. They will, with the guidance of the preceptor, also have the opportunity to explore career development, continuing professional development, and personal financial management.

Activities:

Readings/Discussion/Application:

Stress Management

Career Development

Continuing Professional Development

Project Management

Leadership Principles

Financial Planning/Personal Finance

Expectation of Learners:

The resident will be expected to read the selected materials and be prepared for discussion on the selected topics/principles, at which point they should be expected to apply those principles to evaluate their professional practice and develop a long-term and short-term plans.

Months 1-3

The preceptor will review the learning experience description and evaluation with the resident. Baseline self-assessment of the resident will be completed. The preceptor and the resident will discuss principles for stress management, career planning and development, as well as project management. Committee participation, potential projects and opportunities for improving processes will be explored. Planning and implementation of the project and education activities will begin.

Months 4-6

The preceptor and the resident will discuss the importance of continuing professional development and the resident will implement a plan for their professional development. There will be an ongoing process of self-examination and personal performance improvement. Changes to the project will be made when warranted.

Months 7-9

For those who choose to pursue the final 3 months block, the preceptor and the resident will review and discuss the principles for preparing a resume', and interviewing. There will be a discussion of leadership principles and identification of exemplary leadership and failures in leadership. The resident will actively apply these leadership principles in their practice. The preceptor and the resident will explore concepts for sound financial planning and practices.

		Activities	
Goal R2.1	Demonstrate ability to manage formulary and medication-use processes, as applicable to the organization		
OBJ R2.1.4	(Applying) Participate in medication event reporting and monitoring	Taught and Evaluated	Analyze medication event reports, apply medication safety principles, evaluate for potential actions and implementing corrective action as warranted. Prepare Adverse Reaction and Medication Error reports when discovered and identify opportunities for improvement of the medication safety system.

Goal R3.1	Demonstrate leadership skills		
OBJ R3.1.1	(Applying) Demonstrate personal, interpersonal, and teamwork skills critical for effective leadership	Taught and Evaluated	After assigned readings, the resident will evaluate the information and apply those leadership principles for effective communication with coworkers, other healthcare workers and the C-suite.
OBJ R3.1.2	(Applying) Apply a process of on-going self-evaluation and personal performance improvement	Taught and Evaluated	The resident will continually perform self-evaluation, applying the principles they have learned to create a plan for improving performance
Goal R3.2	Demonstrate management skills		
OBJ R3.2.3	(Applying) Contribute to departmental management	Taught and Evaluated	Participate in departmental and multidisciplinary committee meetings, demonstrating an effective understanding of principles of leading a team by applying them to situations that they encounter.
OBJ R3.2.4	(Applying) Manages one's own practice effectively	Taught and Evaluated	The resident will, after review and discussion of principles of continual professional development, will evaluate their current situation, identify goals for development and create a plan to move toward those goals.
Goal R4.2	Effectively employs appropriate preceptor roles when engaged in teaching students, pharmacy technicians or fellow health care professionals		
OBJ R4.2.2	(Applying) Effectively employ preceptor roles, as appropriate	Taught and Evaluated	Apply education principles in interactions with pharmacy students and other members of the healthcare team, evaluate effectiveness of teaching and creating a plan for remediation and/or re-education as necessary.

Evaluations:

	Evaluator	Evaluated	Timing
Summative Evaluation	All Preceptors	Each Resident Taking this Learning Experience	Ending and Quarterly if Needed
ASHP Preceptor Evaluation	Residents	All Preceptors of this Learning Experience	Ending and Quarterly if Needed
ASHP Learning Experience Evaluation	Residents	Learning Experience	Ending and Quarterly if Needed
Summative Evaluation	Residents	Each Resident Taking this Learning Experience	Beginning