Thank you for attending the Zada Cooper Leadership Symposium

#IAmZada
#UIPharmacyLeads

Let’s get social! Join the conversation on:

@UIPharmacy
A Conversation on Pathways to Leadership

Lucinda Maine – AACP

Jenelle Sobotka – Ohio Northern University
Zada Mary Cooper
AACP Secretary, 1922-1942

Lucinda Maine
AACP EVP, 2002-present
Univ. of Iowa College of Pharmacy
- Zada Cooper, PhG - 1897
- Jenelle Sobotka, BS, Pharm.D
  1987, 1989
Define Leadership......?
Leadership is NOT Management!
On Becoming a Leader by Warren Bennis (1989)

<table>
<thead>
<tr>
<th>Managers</th>
<th>Leaders</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrate</td>
<td>Innovate</td>
</tr>
<tr>
<td>Ask how &amp; when (processes)</td>
<td>Ask what &amp; why (vision/mission)</td>
</tr>
<tr>
<td>Focus on systems</td>
<td>Focus on People</td>
</tr>
<tr>
<td>Maintain current services</td>
<td>Develop new services</td>
</tr>
<tr>
<td>Rely on controls (checks &amp; balances)</td>
<td>Inspire trust &amp; engage people</td>
</tr>
<tr>
<td>Short term Perspective</td>
<td>Long term Perspective</td>
</tr>
<tr>
<td>Accepts status quo</td>
<td>Challenges status quo</td>
</tr>
<tr>
<td>Keeps eye on bottom line</td>
<td>Keeps eye on Horizon</td>
</tr>
<tr>
<td>Classic “good soldiers”</td>
<td>Are their “own” people</td>
</tr>
<tr>
<td>Are a copy</td>
<td>Are original</td>
</tr>
<tr>
<td>Play it safe</td>
<td>Take calculated risks</td>
</tr>
<tr>
<td>Schedule Staff</td>
<td>Develop staff</td>
</tr>
</tbody>
</table>
Leadership

...influencing and inspiring others to see and follow our collective vision.
A leader is.....

“anyone who is trying to close the gap between the way something is and the way it could be”.

Harles Cone
Leadership Consultant
What is Big L and Little L Leadership?

- **Sara J. White M.S., FASHP** - Every pharmacist must be a leader in their practice or on their shift. Each must connect with their inner drive, their passion for what they do and for making things better. “

- Leadership is a Professional Obligation

- Oath of a pharmacist: “embrace and advocate changes that improve patient care”

  All pharmacists must be change-agents!
Describe your Leadership Journey?
Leading from the Top or Leading Up?
Lucinda’s Career Planning???

Minnesota Pharmacists Association, Director, Task force on Women in Pharmacy

Associate Dean, Samford University

Senior Vice President, APhA

Executive Vice President AACP
Jenelle’s Career Planning???
Have Courage, Take Risks

• Peek Through Open Doors
• Follow uncharted paths
• Take Flying Leaps!
Leadership Development in Jenelle’s Career

- Influencing and Motivating
  - VAMC – Iowa City

- Entrepreneurship and Innovation
  - Iowa Pharmacists Association

- Business Strategy and Discipline to Results
  - Proctor & Gamble

- Developing Leadership in Others
  - Ohio Northern University
### Tools for Self-Assessment

**The Four Domains of Leadership Strength**

<table>
<thead>
<tr>
<th>Executing</th>
<th>Influencing</th>
<th>Relationship Building</th>
<th>Strategic Thinking</th>
</tr>
</thead>
<tbody>
<tr>
<td>Achiever</td>
<td>Activator</td>
<td>Adaptability</td>
<td>Analytical</td>
</tr>
<tr>
<td>Arranger</td>
<td>Command</td>
<td>Developer</td>
<td>Context</td>
</tr>
<tr>
<td>Belief</td>
<td>Communication</td>
<td>Connectedness</td>
<td>Futuristic</td>
</tr>
<tr>
<td>Consistency</td>
<td>Competition</td>
<td>Empathy</td>
<td>Ideation</td>
</tr>
<tr>
<td>Deliberative</td>
<td>Maximizer</td>
<td>Harmony</td>
<td>Input</td>
</tr>
<tr>
<td>Discipline</td>
<td>Self-Assurance</td>
<td>Includer</td>
<td>Intellection</td>
</tr>
<tr>
<td>Focus</td>
<td>Significance</td>
<td>Individualization</td>
<td>Learner</td>
</tr>
<tr>
<td>Focus</td>
<td>Woo</td>
<td>Restorative</td>
<td>Strategic</td>
</tr>
<tr>
<td>Responsibility</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Restorative</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

---

**Strenghts Finder 2.0**

*The #1 WALL STREET JOURNAL BESTSELLER*

*I New York Times Bestselling Author*  
TOM RATH
# Tools for Self-Assessment

**Emotional Intelligence framework:**

4 essential skills

<table>
<thead>
<tr>
<th>Personal Competence</th>
<th>1 Self-Awareness</th>
<th>2 Self-Management</th>
</tr>
</thead>
<tbody>
<tr>
<td>Social competence</td>
<td>3 Social Awareness</td>
<td>4 Relationship Management</td>
</tr>
</tbody>
</table>

---

*Image: Emotional Intelligence 2.0*
Find Mentors Early!

Find a role model pharmacist to help set your professional core values.
Continue to Add Mentors…..
To help Find your Patient Care Compass
“If it is good for the patient, it is good for pharmacy” - Bob Osterhaus
Continue to Add Mentors .....  
...who help you discover Innovation, Entrepreneurship, and Vision...., and also Professional Etiquette!
Lucinda’s Mentors

Albert Wertheimer

Tim Burelle

Paul Batalden
Lucinda’s Mentors

APhA’s New CEO
An Interview with John A. Gans

Gloria Niemeyer Francke Leadership Mentor Award

American Pharmacists Association Headquarters
Mary Louise Anderson  
APhA’s 1st Female House Speaker

Leaders are called to stand in that lonely place  
Between the no longer and the not yet  
And intentionally make decisions  
That will bind, forge, move and create history.

We are not called to be popular, we are not called to be safe,  
we are not called to follow, we are the ones called to take risks,  
we are the ones called to change attitudes; to risk displeasures,  
we are the ones called to gamble our lives  
for a better world.
Choose your Life Partner Carefully!

- Tolerant & Patient
- Supportive & Humbling!
How do you Manage Work-Life Integration?

never get so busy making a living that you forget to make a life.
What are the Qualities of a Leader?
Leaders Have Passion!

• Mary Noel, nurse – VAMC, Iowa City

  • *If you are not doing it with passion – maybe it is something just not worth doing.*
Leaders have Authenticity & Integrity
Your Future Leadership Development

Iowa Pharmacists Association
Leadership Pharmacy Conference

Academic Leadership Fellows Program
The 12th Cohort: 2015–2016
LOVE THIS TAGLINE – YOUR FUTURE AS LEADERS!!
Thank you for attending the Zada Cooper Leadership Symposium

#IAMZada
#UIPharmacyLeads

Let’s get social! Join the conversation on:

@UIPharmacy