

CPPE resources to support leadership development

Leadership is a key part of the work of pharmacy professionals in all sectors and effective leadership has been shown to lead to more engaged staff and better-quality patient care. CPPE's leadership programmes use the NHS Leadership Academy's [Healthcare Leadership Model](#) to support pharmacy professionals to develop their leadership skills to improve delivery of services and patient outcomes. Our leadership resources provide a range of learning options suitable for pharmacists, pharmacy technicians and trainee pharmacists from across the system and at all levels of practice. The programmes explore the challenges and rewards of leadership and offer the opportunity to develop skills and behaviours and apply them in the workplace.

Chief Pharmaceutical Officer's Pharmacy leaders development programme

<https://www.cppe.ac.uk/skills/pharmacy-leaders>

Developed in conjunction with senior leaders from across the pharmacy profession, the *Chief Pharmaceutical Officer's Pharmacy leaders development programme* is for experienced pharmacists and pharmacy technicians in any sector who aspire to lead large and complex NHS departments, services, teams or systems of care to benefit patients and local communities. It aims to develop the knowledge, skills, attitudes and behaviours to help experienced pharmacy professionals become outstanding, compassionate and inclusive leaders, and improve the performance of the teams and the people who work with them to deliver improved outcomes for patients and the public.

The programme aims to create a group of senior pharmacy professionals ready for challenging senior leadership roles and to develop professional networks to sustain their professional leadership practice. A key objective is to make a positive contribution to improving the diversity of those in senior pharmacy professional leadership positions in the NHS.

It offers a comprehensive mix of residential workshops, optional online specialist study days, and small group support to build capability, confidence and networks across the wider system.

Life skills – developing your potential

<https://www.cppe.ac.uk/programmes//life-e-01/>

Our *Life skills – developing your potential* tutor-led e-course helps pharmacy professionals to reflect on their personal skill set and identify how they can develop a range of life skills to help them reach their full potential. Through engaging fully and actively with the content, pharmacy professionals will build a greater self-awareness and develop a personal skill set that will help them in a variety of situations, both professional and personal.

Leadership and management guides

<https://www.cppe.ac.uk/skills/teams-and-staff>

CPPE has developed a range of learning resources to enhance leadership and management skills, including coaching, mentoring, managing performance, managing teams, delegating, giving feedback and resolving conflict. Our range of guides can provide pharmacy professionals with tools to support people, resolve conflict and get the best from their team.

Leading for change

<https://www.cppe.ac.uk/skills/leading>

Our fully funded leadership programme, *Leading for change*, is open to pharmacy professionals from any sector of practice who have responsibility for leading a team or leading services within their organisation and would like to develop their skills further. The programme aims to enable pharmacy professionals to develop the behaviours required to become an inspiring and effective pharmacy leader, equipping them with the knowledge and skills to take on challenges effectively and lead in medicines optimisation to deliver better outcomes for patients and service users.

The programme comprises four online modules delivered over six months:

1. Achieving your potential
2. Developing and managing services
3. Inspiring and achieving the best from your team
4. Pharmacy within the wider healthcare system

Each module is supported by a half-day online workshop, online discussion forums and a networking Zoom event to enable the learning to be put into practice and to allow networking between course participants. The programme is assessed by a written assignment which requires participants to demonstrate how their leadership skills have been used during the programme.

Leadership for Healthy Living Pharmacies

<https://www.cppe.ac.uk/skills/hlp>

Being a Healthy Living Pharmacy has been an essential service in the community pharmacy contractual framework since 2021. Our *Leadership for Healthy Living Pharmacies* self-directed e-course will help pharmacy professionals to collect evidence that they have undertaken leadership training that meets the contractual requirements. The Team Leadership section of the contract requires an individual from the pharmacy team to undergo leadership training that maps to the NHS Leadership Academy's Healthcare Leadership Model. Our self-directed e-course uses this model to help pharmacy professionals to develop the leadership skills needed to encourage their team to reach out to the local community and promote healthy lifestyles at every opportunity.

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