

## Do I need to go back to school?

A degree in administration is not always required to become a pharmacy manager. There may be opportunities for you to acquire and develop management and leadership skills within your clinical practice. For example, you may be able to take advantage of management courses offered through your organization. If you are interested in pursuing a degree in management, you can choose to study on a part-time or full-time basis, either in a classroom setting or via distance learning. Your decision about additional formal training should align with your personal and career goals.

## Who can support me on my journey?

- **Peers:** Network with peers who share your goals and interests.
- **Manager:** Discuss with your manager any opportunities for you to develop management and leadership skills in your current practice as part of your career plan.
- **Mentor:** Work with a mentor, who can help to support and guide you as you strive to achieve your career goals.

The **Canadian Society of Hospital Pharmacists (CSHP)** is the national voice of pharmacists committed to the advancement of safe, effective medication use and patient care in hospitals and related health care settings.



# HOSPITAL PHARMACY MANAGEMENT

TAKING THE NEXT STEP



- **CSHP:** Draw on CSHP's resources:
  - The Management Resource Centre, available through the CSHP website at [www.cshp.ca](http://www.cshp.ca), provides information, tools, and networking venues that you will find useful as you tackle the challenges of hospital pharmacy management.
  - Official Publications can help you to design and deliver progressive pharmacy services.
  - Conferences and volunteer opportunities will facilitate meeting and networking with pharmacists in many areas of practice.

For more information, please contact:

**Canadian Society of Hospital Pharmacists**  
30 Concourse Gate, Unit 3  
Ottawa, ON K2E 7V7  
Phone: 613.736.9733  
Fax: 613.736.5660  
[info@cshp.ca](mailto:info@cshp.ca)  
[www.cshp.ca](http://www.cshp.ca)



**A career in pharmacy management** is never routine or dull; it offers much stimulation, fascination, and job satisfaction. The pharmacy manager is called upon to develop and foster teams that will implement creative plans to improve patient care. The role of the pharmacy manager is broad and intellectually stimulating. It offers continuous learning, with many opportunities to make a difference in patient care through enhanced pharmacy services.

## What are the benefits of becoming a pharmacy manager?

### Advance the profession of pharmacy

Pharmacy managers have many opportunities to enhance the profession:

- Design a work culture and environment that are attractive to staff and that promote safe medication practices.
- Contribute to the decision-making process that directs pharmacy practice.

- Demonstrate initiative and encourage innovative thinking, while respecting diverse perspectives, to develop a healthcare system that is responsive to the needs of the patients it serves.
- Continuously learn and apply critical thinking and problem-solving skills to a wide variety of issues and situations.
- Invest in the future of pharmacy staff members and students by mentoring them and fostering a learning culture.

### Enhance your personal satisfaction

- Be recognized for your success and achievement.

## How can I become a pharmacy manager?

### Start small, but think big.

Sometimes the hardest part of change is taking the first step. If you envision that pharmacy management lies ahead in your career, begin preparing for it now by creating a plan to achieve your personal and professional goals.

Your plan should include:

- An assessment of your personal interests, values, knowledge, skills, and attitudes.

The key rewards and treasures of a career in pharmacy management lie in helping others to succeed.



“Be the change you want to see in the world.”

– Mahatma Gandhi

- Motivate and lead pharmacy staff to develop their expertise and to use that expertise to achieve a shared vision of pharmacy.
- Collaborate and network with other managers and leaders to improve the quality of patient care services.

- Increase your scope of influence through networks within and outside pharmacy.
- Discover opportunities for tremendous personal development.
  - Strive for a balance between work life and personal life.
  - Expand your knowledge and skills related to the healthcare system.
  - Advance your education about management and acquire new management skills.

- A list of your personal and professional goals and priorities.
- The steps needed to achieve your goals.
- A realistic and desirable timeframe.