

CPD Cycle: Leadership Coaching Integration in Pharmacist Professional Development

Title:

Integrating Coaching Leadership into Pharmacist CPD: Achieving International Coaching Federation (ICF) Accreditation for Lead With Coaching Programmes

Introduction:

As the Director of Education at the Lead With Coaching Institute, my role involves developing and accrediting 'lead with coaching' programmes that align with the International Coaching Federation (ICF) standards. This CPD cycle focuses on enhancing my non-clinical competencies as a pharmacist, particularly in leadership, education, and professional development, by achieving ICF Level 1 Coach Education accreditation for the Lead With Coaching Foundation and Practitioner Programmes. By integrating coaching leadership into pharmacist professional development, I aim to contribute to the broader development of pharmacists' personal, professional, and organisational skills.

Self-Appraisal:

What I Intend to Learn and Why:

1. Programme Accreditation Process:

- **Learning Intention:** Gain in-depth knowledge of the ICF programme accreditation process to successfully lead the Lead With Coaching Programmes through Level 1 accreditation.
- **PSI Core Competency Framework Mapping:**
 - *Professional Practice:* Developing and maintaining professional competence, accountability, and leadership in coaching.
 - *Organisational and Management Skills:* Applying management principles to the accreditation process, ensuring quality assurance standards.

2. Leadership in CPD:

- **Learning Intention:** Enhance my skills in creating and leading leadership development programmes that integrate coaching principles into the pharmacist's role, focusing on personal, professional, team leadership, business innovation and stakeholder engagement.
- **PSI Core Competency Framework Mapping:**
 - *Personal Skills:* Developing effective communication, leadership, and reflective practice.
- *Professional Practice:* Innovating in the delivery of cross-professional, leadership development programmes, with a focus on personal, professional, team leadership, business innovation and stakeholder engagement.

3. ICF and PSI Core Competency Intersection:

- **Learning Intention:** Map where the ICF Core Competencies for coaching intersect with the PSI Pharmacist Core Competency Framework to create a cohesive educational approach.
 - **PSI Core Competency Framework Mapping:**
 - *Professional Practice:* Ensuring the programme content aligns with both pharmacy and coaching standards.
 - *Organisational and Management Skills:* Strategic planning and implementation of interdisciplinary leadership development programmes.
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Plan:

Steps to Achieve the Goal:

1. Research and Understanding:

- Study the ICF accreditation requirements and guidelines, focusing on Level 1 Coach Education criteria.
- Review the PSI Pharmacist Core Competency Framework to identify areas of overlap with ICF Core Competencies.

2. Curriculum Development:

- Collaborate with subject matter experts to design the Lead With Coaching Programmes, ensuring they meet both ICF and PSI standards.
- Develop modules that address the intersection of leadership coaching and pharmacy practice, particularly in areas like professional practice, personal skills, and public health.

3. Accreditation Application Preparation:

- Prepare and submit the ICF accreditation application, including all necessary documentation, evidence of programme quality, and alignment with core competencies.

4. Learning Management System:

- Choose a suitable online learning management system and collaborate with online instructional design experts to create a learning and development experience that create optimal transfer of learning into practice, sponsoring businesses value and participants love

5. Quality Assurance:

- Implement a continuous quality assurance process to monitor the effectiveness of the programmes and make adjustments as needed to ensure ongoing alignment with ICF and PSI standards.
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Action:**What I Actually Did:****1. Research and Analysis:**

- Conducted a thorough review of ICF Level 1 accreditation requirements, comparing them with the PSI Pharmacist Core Competency Framework.
- Identified key areas where coaching leadership principles could enhance the professional practice and personal development of pharmacists.

2. Curriculum Design and Development:

- Developed the Lead With Coaching Foundation and Practitioner Programmes, integrating coaching methodologies with pharmacy leadership education.
- Designed activities, assessments, and learning outcomes that align with both ICF Core Competencies and PSI requirements, focusing on leadership, management, and personal development.
- Reviewed contributions from 34 graduates of our pilot programme.

3. Accreditation Process:

- Completed and submitted the ICF accreditation application, including detailed mapping of the curriculum to ICF competencies and evidence of alignment with PSI standards.

4. Learning Management System:

- Chose a learning management system that optimises for engagement, different learning styles, accreditation requirements, quality assurance and is easy to use
- Hired a LMS consultant to support programme optimisation

5. Quality Assurance Implementation:

- Established a continuous feedback loop with participants, facilitators, and accrediting bodies to ensure the programmes meet the highest standards.
- Began collecting data on participant outcomes, including self-reported improvements in leadership skills, professional practice, and personal growth.

Documenting My Learning:**What I Learned in the Process:****1. Understanding Accreditation Nuances:**

- Gained a comprehensive understanding of the nuances involved in achieving accreditation from both the ICF and PSI, particularly how to align interdisciplinary standards.

2. Effective Curriculum Design:

- Learned how to design a curriculum that balances the rigours of pharmacy professional development with the dynamic and flexible nature of coaching, ensuring both disciplines enhance each other.

3. Leadership Development in Pharmacy:

- Articulated the value of integrating coaching principles into pharmacist professional development, particularly how these principles can significantly improve pharmacists' leadership, communication, and management skills now and as they respond to future opportunities and threats.
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Evaluation:

Impact on Practice as a Pharmacist Leader and Role-Model:

1. Immediate Impact:

- Successfully led the development of accredited coaching programmes that have already begun to influence the leadership practices of participating pharmacists, as evidenced by positive feedback and initial outcome data.

2. Ongoing Measures of Success:

- Continuous monitoring of participant outcomes, including leadership effectiveness, professional growth, and personal development.
- Regular updates to the curriculum based on feedback and new developments in both pharmacy practice and coaching.
- Tracking the broader impact on participating organisations, such as improvements in team dynamics, communication, and overall workplace culture.

3. Long-Term Success Indicators:

- Achieving and maintaining ICF Level 1 accreditation for the Lead With Coaching Programmes.
- Demonstrated improvement in the leadership capabilities of pharmacists who complete the programme, leading to measurable positive changes in their professional practice, careers and business endeavours.
- Expansion of the coaching culture within pharmacy organisations, contributing to improved patient care, public health outcomes and business prosperity.

As 'The Pharmacist Coach,' this CPD cycle demonstrates the integration of coaching leadership into pharmacist professional development and practice, reflecting my commitment to continuous professional development and excellence in both fields.