

## LAUREL

TO FOSTER AND RECOGNIZE LEADERS AND SUPPORT LEADERSHIP COMMITMENT

Edited by: Lisa M. Carpenter

## Lead Them

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I recently had the opportunity to induct a new Phi Lambda Sigma chapter at the University of Toledo College of Pharmacy. It was exciting to see students want to recognize their peers for their leadership skills. I shared with them a few thoughts on leadership from John Maxwell's book entitled *Developing the Leaders Around You*.

By inviting students to become a member of PLS you have already identified them as potential leaders. As PLS chapters, it is your job to build them into the best leaders they can become by believing in them, encouraging them, sharing with them, and trusting them.

- Believe In Them

If you believe in people, they will rise to fulfill that belief.

- Encourage Them

Don't expect people to encourage themselves, especially new leaders. Encouragement will give them the energy to continue leading even when they make mistakes. Thank them for their work and praise their improvement.

- Share With Them

I know as student leaders you are busy, but share your time with the potential leaders around you. Time spent with them is an investment. Giving of yourself not only benefits you, but it benefits your organization and the potential leader.

- Trust Them

People will not follow a leader they do not trust. It is your job to actively develop that trust.

But most importantly, you must be a model for them—model your leadership, strong work ethic, responsibility, character, consistency, and communication. You can do this best by finding a model or mentor of your own and emulating them to become a model or mentor to your own team. You and the others around you will not improve as leaders if you have no other models but yourselves.

Written by Lisa M. Carpenter, Member-at-Large



## PLS LEADERSHIP RECOGNITION

It's that time of year again to start recognizing the leaders around you.

Everyone from your members to your advisor have the opportunity to be recognized at the PLS Awards Banquet at APhA in Atlanta, March 16-19.

Please take the time to

review the available awards, their criteria, and submission dates on the PLS website, [www.philambdasigma.org](http://www.philambdasigma.org)

Chapter Member of the Year Award

Phi Lambda Sigma-Proctor

& Gamble National Leadership Award

Phi Lambda Sigma New Chapter Grant

Phi Lambda Sigma Founder's Award

Phi Lambda Sigma Outstanding Chapter Advisor Award

### Chapter Timeline

#### December:

- **Begin working on chapter reports and national awards**

- **If you have had Initiation, remember to submit your updated roster**

#### January:

- **Submit reports and award nominations to the National Office**
- **Make plans to attend APhA in Atlanta, March 16-19**

## PLS CHALLENGES YOU

PLS challenges you to submit a Leadership Challenge Grant. The Phi Lambda Sigma Charles Thomas Leadership Challenge Grant focuses on the mission of Phi Lambda Sigma, recognizing and promoting leadership in our profession. The PLS Executive Committee encourages all chapters to submit a proposal for a \$1000 grant to carry out a project promoting

pharmacy leadership. One grant will be awarded each year. Proposals must be submitted to the National office by January 31st annually.

Any active PLS chapter may apply for a Leadership Challenge Grant, but only one project per school may be submitted. A letter of support by the Dean of the school/college of pharmacy must

accompany the application.

Each chapter should design a poster describing their proposed project to be displayed in conjunction with the PLS House of Delegates at the APhA Annual Meeting. The winning chapter will be announced during the PLS Awards Banquet and must complete the challenge prior to the next annual meeting.

## ADVANTAGES OF DELEGATION

Sometimes it may seem easier to "just do it!" rather than delegate a job that must be explained in detail. In the long run, however, you will find delegation has the following advantages:

- It provides a mechanism on which to build trust.
- Your organization can

get more accomplished.

- It offers members a chance to develop talents, learn new skills, and gain experience by taking on new challenges.
- It can be a great vehicle for building a team.

- It helps you learn and develop supervisory skills such as: planning, building a team, scheduling, motivating, coaching, training, controlling results and coordinating efforts within and between organizations.

## 10 STEPS TO PROBLEM SOLVING

Effective problem solving is a process for creating practical solutions that are mutually understood, accepted, and satisfying to all parties.

Here are some steps you may wish to try when you or your group faces the challenge of solving a complex problem.

1. **Define the problem**—decide what the problem is and, in general terms, what you want to have happen.
2. **Take inventory**—list talents and resources available to you.
3. **Find the facts**—seek relevant facts and note external causes for problems and forces affecting the situation.
4. **Involve others**—include all members in problem solving.
5. **Brainstorm**—think of an list all possible solutions.
6. **Discuss alternatives**—debate pros and cons of each plan.
7. **Make a decision**—choose the most promising alternative.
8. **Implement**—develop a plan of action and do it!!
9. **Evaluate**—determine if you solved the problem and met the goal.
10. **Give credit**—recognize members and their contributions to your group.

### Helpful hints for problem solving:

- **People will support what they help to create.** Strive to establish a consensus.
- **Everyone needs the chance to contribute what they have to offer: interest, talent, experience.**
- **If the group does not agree on the problem, they will not agree on the solution.** Clarify the issue, what you agree on and what you want to happen.
- **Analyze the situation thoroughly before jumping to conclusions and solutions.** Make sure you have a handle on what resources are available.

## PLS CHAPTER SPOT-LIGHTS

### Beta Gamma

#### University of Washington

PLS members collaborated with other health sciences schools to improve health care access in medically-underserved areas. Students from pharmacy, medicine, nursing, the physician's assistant program and social work planned (including writing a successful grant application) an interprofessional student leadership conference. The purpose of the conference was to cultivate both individual

and team leadership skills, enhance interprofessional communication and partnerships, champion student goals to end health disparities, and encourage involvement in new and pre-existing community-based projects that support the Health People 2010 focus areas.

### Beta Lambda

#### University of Maryland

Every year, a coalition of Maryland pharmacy organizations descends on Annapolis to discuss issues and bills that affect

pharmacy practice in Maryland. Along with the Student Government Association, PLS co-sponsors the student portion of Legislative Day. This co-sponsorship entails hosting forums to prepare students to effectively discuss issues with legislators and educate them on current bills in the legislature. Active participation and advocacy contributed to approval of building planning funds by the Maryland Legislature in March 2006 for an addition to the pharmacy building.

We're on the Web!

[www.philambdasigma.org](http://www.philambdasigma.org)

2006-2007

PLS EXECUTIVE COMMITTEE

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### LAUREL SUBMISSION:

Please submit any articles to  
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### LEADERSHIP: *FINDING YOUR STYLE*

- Believe in yourself
- **Challenge yourself and others**
- Dream big
- Set short and long term goals
- *Have fun*
- **Laugh at yourself**
- Listen
- Lead by example
- **Stand up for what you believe in while openly listening to others view points**
- Celebrate victories, even the small ones
- **Follow through**
- Ask for help
- Be a good follower
- **Step out of your comfort zone**
- Have faith in your peers
- **Be organized and detail oriented**
- *Be on time*
- *Learn from your successes and mistakes*
- Be trustworthy
- **Publicly recognize people who helped you**
- Know your weaknesses