



## ADVANCING PHARMACY THROUGH EXECUTIVE COACHING

### CASE STUDY || UNIVERSITY OF FLORIDA COLLEGE OF PHARMACY (UFCOP)

Committed to being a world leader in pharmacy and pharmacy education, the Administration of the UFCOP knew they needed to **elevate the leadership capacity** of the administration and faculty. The development would increase their ability to lead, coach, strategize and move quickly – **staying ahead of the competition.**

#### CLIENT PROFILE & CHALLENGE

**UFCOP is the #9 ranked Pharmacy school in the United States.** Based in Gainesville, FL, the school has 3 degree programs and 1,200 students. They are a leader in Research with three active centers. Their reach through almost 1000 online students has paved the way for them to influence over 450,000 patients.

The five leaders selected to be coached were all coming with different leadership skills and challenges. With the evolution of higher education **there is a growing need for academics to truly lead people, not just projects and processes.** The goal was to help each participant maximize their strengths and overcome leadership gaps.

#### **Renogize Professional Coaching worked one-on-one with the leaders to transform how they lead and impact their college.**

Each leader was supported by a sponsor from the COP to assist in developing their coaching development plan and to provide accountability. Each participant went through different types of assessments to develop self-awareness. Three of the participants had 360 assessments to see what the perception of their leadership was by their colleagues. Seven months of coaching for the participants provided the time to learn, implement, evaluate and grow in their roles as leaders.

#### SOLUTION



- ⊕ A better understanding of the leader's **personal responsibility** to impact others at the school.
- ⊕ **Clarity around vision and strategic goals** that sets the tone for a culture of engagement and growth.
- ⊕ **Leadership growth** as measured by peers and colleagues. The 360 raters provided a mid-point and post assessment of growth. Measurable leadership growth was identified by all.
- ⊕ Improved **delegation skills** have freed time for the leader to lead and provided empowering experiences to the team members.
- ⊕ Organization and prioritization skills have **created efficiencies and focus**.
- ⊕ A **desire** by others **to be developed** through coaching.



- ⊕ Post program evaluation by peers and colleagues showed an overall **leadership skill increase** of **2.67** on a scale of 0-4.
- ⊕ The of participants **accomplished** their coaching development plan **goals**.
- ⊕ Each leader has **increased their impact** on the people of the COP.

