

I am honoured to be the recipient of the 2025 CPhO Awards Committee's Wildcard Learning Grant. As I continue to advance my career in hematology oncology, I have recognized the growing importance of strong leadership within health-system pharmacy, as well as my own leadership learning gap in navigating a volatile, uncertain, complex, and ambiguous healthcare environment. The Healthcare Leadership program I completed through the Rotman School of Management at the University of Toronto played a key role in addressing these gaps and supporting my professional development.

Through this program, I learned that leadership takes many forms and that leadership and management, while distinct, are complementary in modern healthcare systems. Leadership does not require a formal title; rather, it is demonstrated through everyday actions such as mentoring learners, leading collaborative initiatives, and supporting pharmacy and interprofessional teams. Effective leaders articulate a clear vision, align values with those of their teams, and foster shared purpose to achieve meaningful outcomes.

A key outcome of this experience was learning how to develop a values-driven, realistic, and future-oriented leadership development plan. Equally important was recognizing that leadership success depends on trust, engagement, and the support of colleagues and mentors. This reinforced the importance of collaboration, relationship-building, and self-awareness in effective leadership.

The program also prompted reflection on essential leadership qualities. I identified honesty, compassion, and confidence as core characteristics of effective leaders. Honesty builds trust during challenging conversations, compassion fosters team resilience and morale, and confidence, when paired with humility, enables leaders to empower others while demonstrating expertise.

In parallel with this Program, my role as Team Lead of the Standards Task Force for the International Society of Oncology Pharmacy Practitioners (ISOPP) further strengthened my leadership skills. Collaborating with pharmacists from diverse countries and practice settings enhanced my communication skills, deepened my understanding of team dynamics, and increased my confidence in leading complex initiatives.

Overall, this learning experience has had a meaningful and lasting impact on my leadership development and oncology pharmacy practice. The skills gained have directly enhanced my ability to organize, plan, and execute initiatives within professional organizations, enabling me to contribute more effectively to the advancement of oncology pharmacy practice.