International Business School Pharmacy

Achieve greater leadership impact in your pharmacy — with less effort

Developed for Dutch pharmacy practice, relevant worldwide.
Proven wherever pharmacists lead people.



Accredited professional development programme (in the Netherlands)

02

Achieve greater leadership impact in your pharmacy — with less effort

This leadership programme was originally developed for pharmacists and pharmacy managers working in Dutch community pharmacy. It is based on decades of practical experience, extensive work with pharmacy teams, and a deep understanding of the challenges facing modern pharmacy practice.

While the programme reflects the realities of the Dutch healthcare system, the leadership principles, communication strategies and management tools are universally applicable. Pharmacists around the world face similar challenges: motivating teams, managing change, improving collaboration and creating a positive working culture while maintaining high standards of patient care.

For pharmacy organisations outside the Netherlands, the programme can be tailored to local regulations, healthcare systems, organisational structures and professional development objectives.



Customised versions are available for:
national pharmacy associations
pharmacy chains and pharmacy groups
healthcare organisations
country-specific regulations and practice environments
local implementation and leadership development needs
This allows participants to benefit from proven expertise while ensuring full relevance to their own professional context.

A six-day online leadership programme for pharmacists and pharmacy managers

Leadership is one of the most important—and often most challenging—aspects of pharmacy practice. Every day, pharmacists are expected to motivate employees, lead teams, manage conflicts, guide change and improve performance. Yet many have never received formal leadership training.
This intensive six-day online programme helps you become a more effective leader while reducing unnecessary effort and frustration.
You will gain practical insights, proven strategies and immediately applicable tools that can be implemented directly within your own pharmacy.

- **What will this programme deliver?**
- Fully online, interactive and personal
- Live sessions with group discussions, practical assignments, reflection exercises, assessments and presentations in a small-group learning environment.
- Built on science and practice
- Developed and delivered by Prof. Drs. Sybren Tijmstra and Peter Felen, combining academic expertise with more than 35 years of practical experience in pharmacy leadership and management.
- Immediate application.
- Every training day translates directly into improvements within your own pharmacy.
- Your personal leadership profile
- Discover your natural leadership style and learn how to use your strengths more effectively.

Programme overview

Day 1 – Your leadership style as the key to success



- Discover your natural leadership style, identify your strengths and learn how to maximise your effectiveness as a leader.

Day 2 – From pharmacy assistant to pharmaceutical advisor

- Learn how to develop team members into confident professionals with ownership, accountability and motimotivation.

Day 3 – Building engagement and stronger teams



- Strengthen communication, collaboration and shared responsibility within your pharmacy team.

Day 4 – Managing generational differences effectively

- How do you successfully lead baby boomers, generation X, millennials and generation Z within one team?
- Learn how to connect generations by understanding.

Day 5 – Turning cultural differences into strength

- Discover how cultural differences influence communication, collaboration and patient interactions.
- Learn how to prevent misunderstandings, build trust and create stronger relationships within your team and with patients.



Day 6 – Leading change successfully and stimulating creativity

- How do you implement change without creating resistance?
- How do you keep your team flexible, engaged and innovative in a rapidly changing healthcare environment?
- On the final day, participants present their personal leadership action plan based on the knowledge and skills developed throughout the programme.

05

Practical information

Start date

Scheduled in consultation with participants

Format

Fully online – live and interactive

Duration

6 course days

.

Investment

€1495,- per participant (excluding VAT)



Included

- ✓ Course materials
- ✓ Personal guidance
- ✓ Interactive sessions
- ✓ E-book: Leadership in the pharmacy
- ✓ Access to experienced healthcare innovation experts

Led by experienced healthcare innovators

The programme and implementation guidance are facilitated by:



Prof. Drs. Sybren Tijmstra

Emeritus Professor and internationally recognised expert in strategy, leadership, and change management.Throughout his distinguished career, he has advised and guided organisations across more than twenty countries, helping leaders and teams navigate complex transformations and achieve sustainable results. Drawing on a wide range of proven leadership and organisational assessment methodologies, he combines academic excellence with extensive international consulting experience to support meaningful and lasting change. Dean of IBS-P and UE (University of Europe for Applied Sciences, Amsterdam).



Drs. Peter Felen

International pharmacy leader, educator and management consultant with more than 35 years of experience in pharmacy practice and leadership development. Worldwide. Peter combines deep academic knowledge with a practical understanding of the daily realities facing pharmacists and pharmacy teams. His expertise spans pharmacy management, professional development, organisational leadership, and healthcare innovation, enabling professionals and organisations to translate strategy into measurable improvements and lasting success. CEO of IBS-P.

About IBS-P

IBS-P (International Business School Pharmacy) is dedicated to supporting the professional and personal development of everyone working within the pharmacy sector.

We offer a comprehensive range of training programmes, coaching, and consultancy services tailored to the needs of pharmacists, pharmacy managers, pharmacy owners, support staff, and healthcare leaders. Our programmes range from individual coaching and leadership development to specialised professional courses and fully integrated MBA-level programmes designed specifically for pharmacy professionals.
Our mission is to strengthen leadership, improve collaboration, enhance business performance, and support sustainable innovation within pharmacy practice. By combining practical experience, academic knowledge, and real-world implementation, we help professionals and organisations achieve measurable results while preparing for the future of healthcare.

Whether you are seeking personal growth, leadership development, team improvement, organisational change, or advanced management education, IBS-P provides the knowledge, tools, and guidance needed to succeed in an increasingly complex healthcare environment.



From individual coaching to executive-level pharmacy MBA programmes, IBS-P supports professionals at every stage of their career.

Email
Info@IBS-P.com

Phone
0031-850878581

Address
De nieuwe Erven 3
5431NV Cuijck
The Netherlands

