International Business School Pharmacy

Strategic leadership for pharmacists

Strengthen your leadership, increase your pharmacy's impact, and build a future-proof practice

Accredited professional development programme



Creating immediate impact in your pharmacy

Community pharmacy is changing rapidly.

Technological innovation, workforce shortages, increasing workload, changing patient expectations, and evolving healthcare demands re uire a new generation of pharmacy leaders.

Operational excellence alone is no longer enough.

Successful pharmacy leaders combine strategic insight with decisive leadership. They create direction, strengthen teams, improve performance, and translate change into measurable results.

or pharmacists, this creates both a challenge and an opportunity.

Those who actively develop their leadership capabilities today will be better positioned to lead successful pharmacies tomorrow.



A programme designed for today's pharmacy leaders

This four-day programme equips pharmacists with the practical tools, leadership skills, and strategic insights required to actively participate in regional healthcare development and strengthen their professional position.

This is not a theoretical course.

It is a practical and highly interactive programme designed to create immediate impact within your pharmacy, organisation, and region.

What you will achieve

After completing this programme, participants will be able to:

Lead with greater confidence and effectiveness
Strengthen your strategic role
Increase focus and direction
Successfully manage change
Improve team performance
Develop a practical 90-day implementation plan

Lead change with confidence

Strengthen leadership capabilities required to guide teams and organisations through complex healthcare developments.

Develop an actionable implementation plan

Create a practical roadmap tailored to your own organisation.

Programme overview

Day 1 — Personal leadership in pharmacy

Strong leadership starts with self-awareness (online)

- Topics include:
- • Personal leadership profile
- • Authentic and inspiring leadership
- • Communication and influence
- • Leading under pressure
- • Using AI as a smart management support tool
- Outcome: A personal leadership framework for daily pharmacy practice.
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Day 2 — Driving team performance and results *Learn how to build teams that take ownership and consistently deliver results (Online)*

Topics include:

- Team development and motivation
- Increasing ownership and accountability
- Managing resistance
- KPI-driven performance management
- Balancing workload and performance

Outcome: A practical improvement plan for your team.

Day 3:-Strategic thinking and change management *Develop the strategic mindset needed to lead future pharmacy development (Online)*

- • Trends and developments in pharmacy
- • Positioning the modern pharmacy

Topics include:

- • Practical change management
- • Cultural transformation
- • Strengthening innovation capacity
- Outcome: A strategic roadmap for your pharmacy.
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Programme overview

- **Day 4 — Implementation and executive closing session (live) • Transform insights into action.**

Topics include:

- Participants present their implementation plans, receive expert feedback, and refine their strategy for successful execution.

- Presentation of the 90-day implementation plan
- Executive feedback sessions

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Practical information

Start date

In the Netherlands 7 october 2026, other countries in consultation

Format

3 days online plus one day live

Duration

4 course days

Additional dates will be scheduled in consultation with participants.

Investment

€1950,- 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.

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