

Finding Your Voice and Making an Impact

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Learning Outcomes / Objectives

By the end of this workshop, participants will be able to: 1. Articulate why collective voice — grounded in relationship — is the foundation of professional influence, drawing on indigenous and cross-cultural frameworks including whanaungatanga. 2. Analyse NZHPA's strategic priorities (Advocate, Transform, Connect, Develop) as a vehicle for sector-level impact, learning from PSNZ's 'Unleashing Pharmacy's Potential' campaign. 3. Apply social capital principles (breadth, depth, and structure of networks) to identify practical steps for strengthening their own professional voice and influence. 4. Develop a personal action plan for making an impact — at both the organisational and sector level — that they can implement immediately.

Content

Across cultures and centuries, the same truth emerges: voice and impact are not individual achievements — they are relational ones. From the Māori concept of whanaungatanga (belonging and connection built through shared experience) to Ubuntu ('I am because we are'), Vā (the Pacific 'space that connects'), Kapwa (Filipino shared identity), Guanxi (Chinese reciprocal networks), and Japanese Wa and Amae (collective harmony and interdependence), every culture has understood that influence flows through relationships, not around them. This workshop brings that insight into the hospital pharmacy context — at two levels. At the macro level, participants will explore how NZHPA's 2025–29 strategy (Advocate, Transform, Connect, Develop) and its position statements on pharmacy scope and technician registration represent a clear, coordinated sector voice — and what hospital pharmacy professionals can do to amplify and embody that voice. Drawing on lessons from PSNZ's 'Unleashing Pharmacy's Potential' campaign, we examine what it takes to shift a narrative, engage stakeholders, and make a profession visible to the decision-makers who shape its future. At the micro level, participants will engage with INSEAD's social capital framework to map and strengthen their own professional networks. Who are you connected to? Where are the gaps? How do you build the relationships — across hierarchy, sector, and culture — that give your voice reach and credibility? Facilitated by Helen Morgan Banda, Chief Executive of PSNZ, with nearly 15 years of experience transforming organisations and a career advising prime ministers, CEOs, and boards across the public and private sectors, this session offers both strategic insight and practical tools.

Format of Activities

This is a highly interactive 90-minute workshop designed for table groups of 6–8 participants. Segment 1 (15 min) — Provocation and framing: A short facilitated opening exploring the universal concept of relational voice across cultures, anchored in whanaungatanga and its global parallels. Participants reflect individually on a prompt before brief table sharing. Segment 2 (25 min) — The macro lens: Table groups work through a structured case analysis of NZHPA's strategy and the PSNZ campaign, identifying where hospital pharmacy's collective voice is strong and where the gaps are. Groups report back key insights. Segment 3 (30 min) — The micro lens: Participants complete a condensed social capital mapping exercise (adapted from INSEAD's approach), assessing the breadth, depth, and structure of their own professional networks. Facilitated table discussion follows. Segment 4 (20 min) — Action and commitment: Each participant drafts one macro action (how they

will contribute to NZHPA's collective voice) and one micro action (a specific relationship they will invest in). Tables share and hold each other accountable. Plenary close.

Target Audience

Hospital pharmacists, pharmacy technicians, pharmacy managers, and clinical leaders at all career stages. Particularly relevant for those in or moving into leadership roles, those involved in NZHPA SIGs/SINs, and early career professionals seeking to understand how professional influence is built. No prior knowledge of social capital theory or strategic frameworks required.

References

1. Gargiulo, M. (2024). Social Capital Questionnaire: Personal Report on the Social Capital of Your Network. INSEAD.
2. NZHPA (2025). NZHPA Strategy 2025–2029: Advocate, Transform, Connect, Develop. New Zealand Hospital Pharmacy Association.
3. Pere, R. (1991). Te Wheke: A Celebration of Infinite Wisdom. Ao Ako Global Learning, Wairiki.

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