

# How to succeed in clinical pharmacy practice?

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# Introduction

- ▶ **Oppinion1:**
  - ▶ All pharmacists can do everything just because they're a pharmacist.”
- ▶ **Oppinion2:**
  - ▶ Most pharmacists are unwilling to engage with clinical and leadership training programmes as they “don't see it as a priority”.



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# Objectives

- ▶ Describe historical transition of pharmacy journey
- ▶ Describe the philosophy of pharmaceutical care
- ▶ Identify the professional skills for provision of pharmacy practice services
- ▶ Identify the need for strong leaders in the profession
- ▶ Discuss methods to develop leadership skills



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# Introduction

- ▶ Upon graduation based on pharmacy programs, student pharmacists are expected to be equipped for pharmacy practice with the necessary patient care skills and practice management skills.
- ▶ However, whether student pharmacists possess the necessary skills to provide patient care and advance the profession of pharmacy is now questioned.

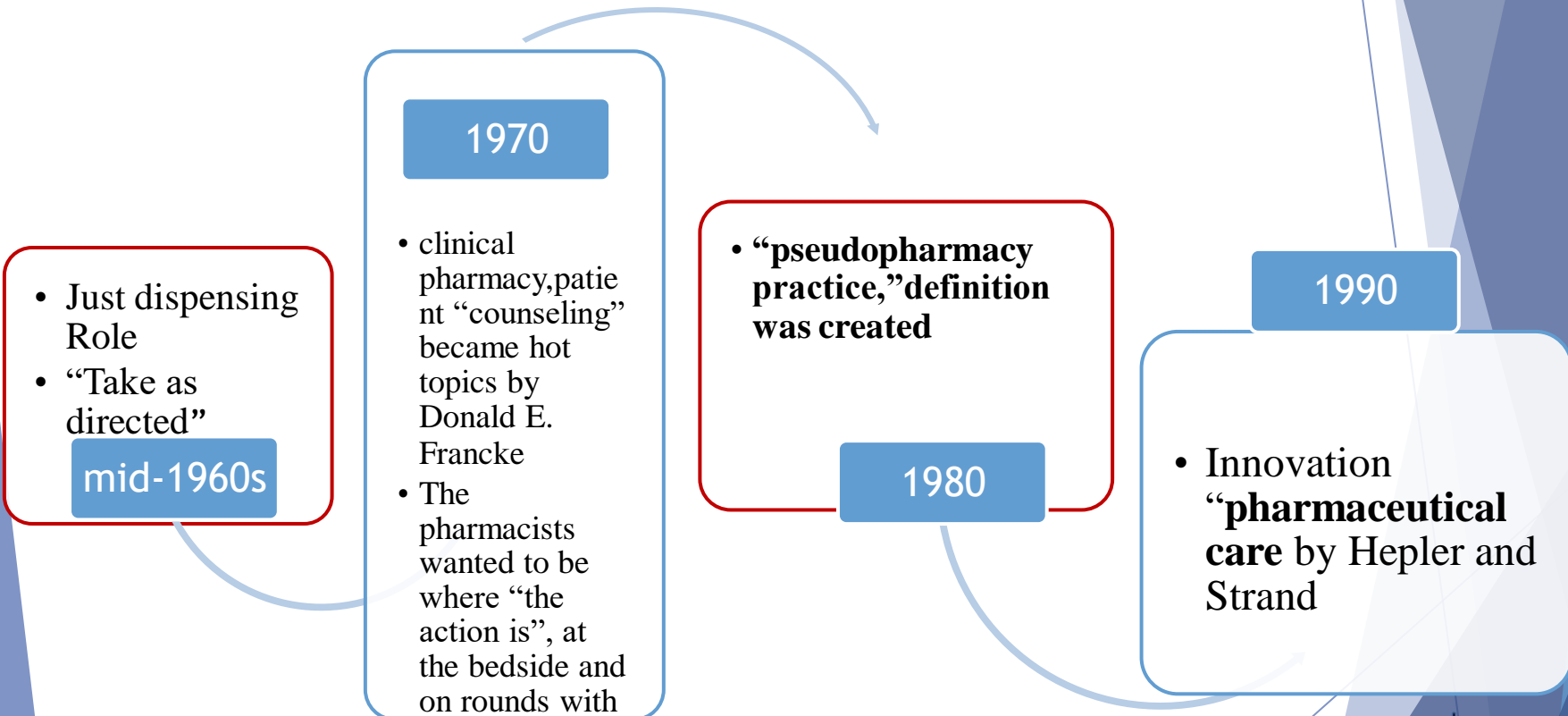


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# The historical transition of product -centered to patient-centered in pharmacy



# The philosophy of pharmaceutical care

- ▶ In 1990, Hepler and Strand defined the new definition of pharmaceutical care: “the **responsible** provision of drug therapy for the purpose of achieving definite outcomes that improve a **patient’s quality of life**”
- ▶ The philosophy of pharmaceutical care means that pharmacist are responsible healthcare member to response to all patients medication related needs, so the pharmacist should collaborate appropriately with other health care members to provide direct patient care services.
- ▶ Within the scope of patient-centered care any pharmacist should have the ability to provide patient care so all pharmacist are recognized as a health care member to optimizes



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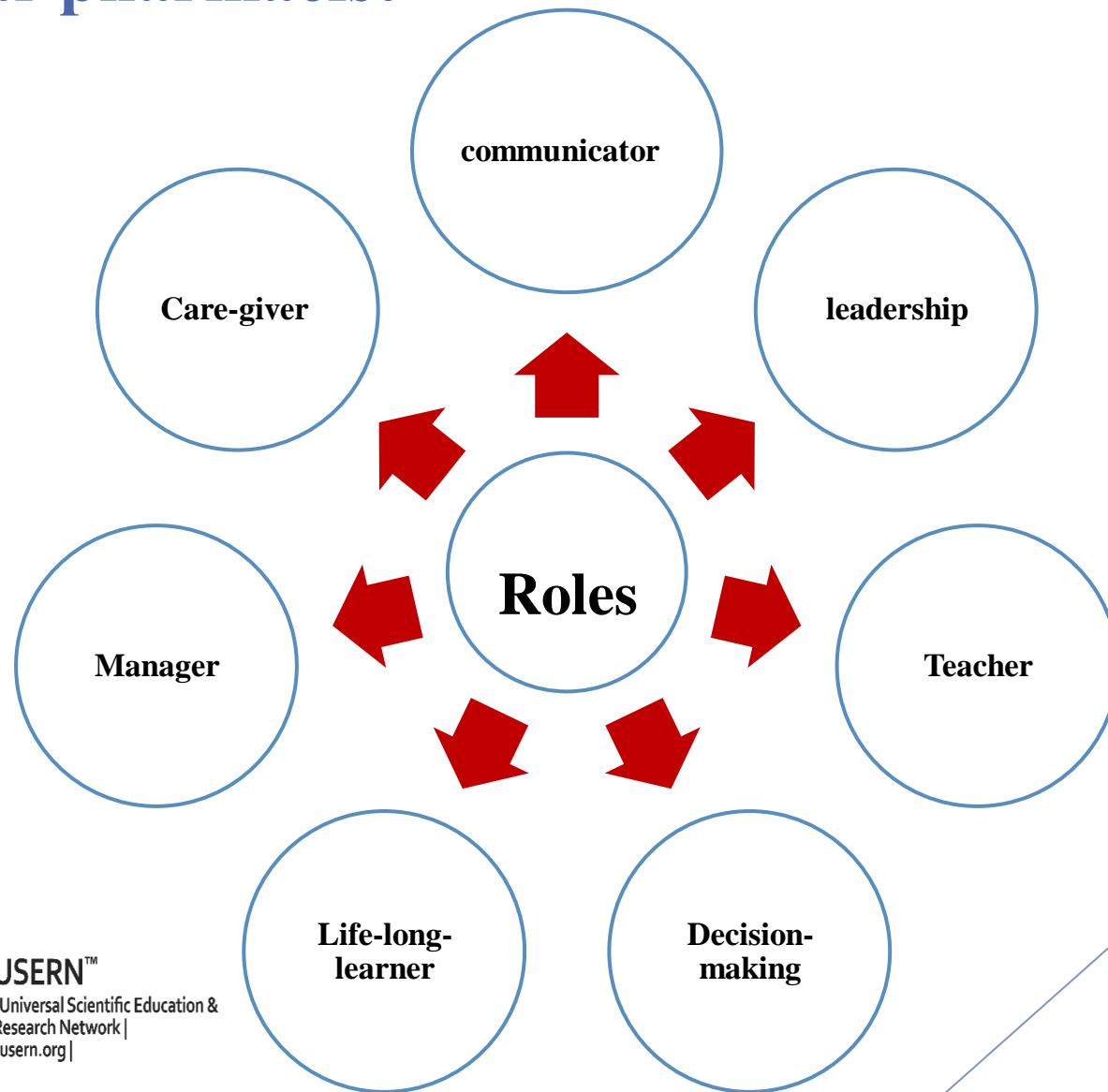
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Hepler CD, Strand LM. Opportunities and responsibilities in pharmaceutical care. Am J Hosp Pharm 1990;47:533-43



# The role of the pharmacist: “The seven-star pharmacist”



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# Thinking about change

pharmacology

Biology **Therapeutic**

Pharmacodynamics and Pharmacokinetic

**Chemistry** **TOXICOLOGY**



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# Thinking about changes

- ▶ There is a complex relationships between a wide range of organizations, professionals and patients.
- ▶ Making change is not easy.
- ▶ Change can take a long time; even small changes can have a positive impact.

‘Change is not made without inconvenience, even from worse to better.’ Richard Hooker, 1554-1600



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# Leadership definition

- Leadership is **influence** – nothing more, nothing less.”

*(John C. Maxwell)*

- Developing a **vision** of a goal that is capable of capturing and sustaining the commitment of the followers.”

*(Ken Barker)*

- “Leadership is about making others better as a result of your presence and making sure that **impact** lasts in your absence.”

*(Sheryl Sandberg)*

• Leadership is a mix of ability, abilities to make decisions and influence others, make changes and inspire others to engage in professional development....

# Leadership Gap

- ▶ The current shortage of pharmacy leaders is more than 4 times the shortage of pharmacists. With an additional 70% to
- ▶ 80% of leaders expected to retire in the next decade,

“A lack of leadership will mean that health-system pharmacy will no longer be in a position to enhance patient safety, to optimize medication therapies across the continuum of care, to make a real difference in the lives of the patients that we serve.”



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White, S.J., Bright, S.M.; Is there still a pharmacy leadership crisis? A seven-year follow-up assessment  
2013

-Mick Hunt (2000 ASHP Presidential Address)



# Practical Tips to gain leadership skills

Step 1:  
Develop a  
plan

Step 2:  
Get  
involved

Step 3:  
Leverage a  
mentor

Step 4:  
Build your  
leadership  
skills



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# General Leadership Skills

- ▶ Effective communication
- ▶ Active listening
- ▶ Decision-making abilities
- ▶ Barrier recognition
- ▶ Team working
- ▶ Personnel Management
- ▶ Program Development

## Putting it all together



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# Transition history in pharmacy

**Unit Dose:** Change from bulk bottle of floor stock to unit dose to improve medication safety

**Clinical Pharmacy:** Transition from dispensing role to using pharmacist's knowledge to improve medication therapy

**Pharmaceutical Care:** Framework to evaluate and optimize medication therapy based on patient focus.

**What will happen in the next future ?**



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# Heroes of Pharmacy



Harvey A.K. Whitney  
(1894\_1957)

- Harvey A.K. Whitney was the first chairman of the American Society of Hospital Pharmacists.
- He introduced a number of innovative programs, including the first internship program in hospital pharmacy and an early formulary system.
- The highest honor in hospital pharmacy was
- named for him in recognition of his visionary leadership
- In 1950 the Michigan Society of Hospital Pharmacists established the Harvey A.K. Whitney Lecture Award in honor of the first chairman of ASHP.

<https://www.harveywhitney.org/>



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# Heroes of Pharmacy



Bruce E. Scott, M.S., FASHP

"My ask of the profession of pharmacy—as we consider the persistent and urgent question of “What are we doing for others?”—is that we place patients and population health at the center of our societal purpose."

He previously served in executive roles at Medco Health Solutions as the President of Accredo Infusion Services where he was responsible for the specialty pharmacy and home care infusion businesses. He also served as Medco’s Chief Pharmacist and Senior Vice President of Professional Practice responsible for leading the practice of more than 3,500 pharmacists, nurses, dietitians and other healthcare professionals.

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# Heroes of Pharmacy



**Mary Anne Koda-Kimble** earned her PharmD degree in 1969 from the UC San Francisco School of Pharmacy and joined the faculty in 1970. She was part of the movement, begun in the late 1960s at UCSF, to train pharmacists as drug therapy specialists and not simply drug dispensers. As a result, pharmacists began to work side-by-side with physicians and nurses to assure the best selection and administration of medicines and to advise patients and their families on the expected effects of their medicines and how to best take them. Pharmacists became active, clinical members of the health care team, particularly within hospitals

- she was one of the founding co-editors of the textbook, *Applied Therapeutics: The Clinical Use of Drugs*. This was the first clinical pharmacy textbook to be based on patient case histories.
- She was one of a very few pharmacists elected to the Institute of Medicine



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# Take Home Message

- ▶ Achieving a high-performance pharmacy practice requires leaders committed to a clear vision for excellent practice
- ▶ Educational programs provide a framework for improving leadership skills, those sources often lack the
- ▶ Pharmacists must be adequately prepared to take on the leadership roles that will help drive practice change and optimize patient care across the entire spectrum of care

**Answer to this question  
'What are you doing for others?'**



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