

Know the Way, Go the Way, Show the Way

How Pharmacy Leadership Academy participants are using new-found skills to effect positive changes in their hospitals and health systems

In 2008, the ASHP Foundation's Center for Health-System Pharmacy Leadership launched a unique, innovative leadership program: The Pharmacy Leadership Academy. The mission of the Center is to enhance the effectiveness of pharmacists as leaders across the entire spectrum of their careers, and the Academy plays an important part in achieving this mission by stimulating and enhancing the effectiveness of emerging and existing pharmacy leaders.

In this issue of *Impact*, Pharmacy Leadership Academy participants share their personal stories about how their Academy experience has begun to shape their careers and helped them to make significant contributions to their hospitals and health systems.

Relationship Building Is Key

"Just last week, I had the opportunity to speak to our provider group on a significant issue facing our practice. We have been dealing with this issue for several months, but somehow still seem to be playing catch up. For change in practice to occur, we need a real culture change, starting with the providers. During the module on change and innovation, we learned about why transformation efforts fail. The first reason is because there is a lack of a sense of urgency. Then it hit me – we as a leadership team have not effectively communicated the sense of urgency needed to get their attention and instigate change. I am the youngest member of our leadership team, but I was able to share what I am learning from the Pharmacy Leadership Academy at our Wednesday operations meeting and was tasked with communicating the sense of urgency by Friday. Without the articles and Webinar to back me up, I might not have had the confidence to share my viewpoint or to speak candidly with our providers."



— Annie Lambert, Pharm.D., Oncology Pharmacy Supervisor,
MultiCare Regional Cancer Center, Tacoma, WA

[Read more from Annie Lambert and other Pharmacy Leadership Academy participants.](#)

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