



Hospital Pharmacy Journal Club

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Issues Facing Pharmacy Leaders in 2015: Suggestions for Pharmacy Strategic Planning

Hosp Pharm. 2015;50(2):167-172

Robert Weber, PharmD, MS, BCPS, FASHP

additional suggested reading:

Developing a Meaningful Strategic Plan

Sanborn M. *Hosp Pharm.* 2009;44(7):625-629

This Journal Club selection offers an excellent discussion for pharmacy leadership within a pharmacy department as well as an educational tool for teaching pharmacy residents and new management members. The Weber article provides specific goals for possible inclusion and discussion: (1) advances in the practice model and the role of pharmacy students; (2) the current thinking on clinical privileges for pharmacists in health systems; (3) prevention of harmful medication errors; and (4) the impact of specialty pharmacy services. The sample template in this article may be used as a guide for leading a discussion regarding other specific goals for a pharmacy department. The Sanborn article (additional suggested reading) describes the infrastructure of a strategic plan.

Proposed Question Set:

1. What is a strategic plan and how does it contribute toward achieving pharmacy goals within a health care system?
2. What are the fundamental steps in developing a strategic plan?
3. Choose a departmental goal or priority and as a team perform a SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis for your department that is congruent with your health care system's mission/goals.

The following sections identify certain issues that may be a priority for pharmacy leadership in 2015. Your Journal Club group may use these examples in discussion as a template to explore strategic planning in these areas or other areas of interest

MEDICATION SAFETY

1. Why is preventing “harm” so important in developing a medication safety program?

SPECIALTY DRUGS

1. What are specialty drugs and how are they impacting provision of services and budgetary considerations in your health care system? What are plans for managing this dynamic area?

CHANGES IN THE HEALTHCARE SYSTEM: GLOBAL IMPACT

1. Describe how changes in health care will affect the pharmacy department.

PHARMACY STAFF SATISFACTION

1. Having a satisfied staff is probably the most important goal of a pharmacy director. Why is that?

PHARMACY STUDENTS

1. Where and how do pharmacy students “fit” as part of your strategic plan?
2. Describe the layered learner model for training students.

CREDENTIALING/PRIVILEGING

1. Describe the differences between credentialing and privileging.
2. Is the profession ready to assume the accountability associated with clinical privileging?
3. Discuss how credentialing and privileging are recognized or required within your health care system. Are there planned changes for the future?

Answers will be posted at www.thomasland.com/HPJ_journalclub.html after 6 months. Prior to this time, answers are available to only Preceptors, Faculty, and Residency Directors by addressing such requests to: jgeneral@thomasland.com