

# Achieving Practice Transformation & Taking Steps to Achieve Recognition

**F**or the 2021 APhA Foundation Pinnacle Awards Innovations in Pharmacy Lecture, Melissa Somma McGivney from Pennsylvania Pharmacists Care Network (PPCN) presented several lessons learned by her team in creating a network of pharmacists and entering into payor contracts.

Watch the full lecture here:

<https://www.aphafoundation.org/2021-innovations-pharmacy-lecture>

## 1. DOCUMENT

Documenting need and interest as expressed by stakeholders is important. Surveying pharmacists statewide supplied this group with data that supported their goal of creating a care network.

## 2. PARTNER

Working across pharmacy partners, including academia and health systems, amplifies reach. Leaders in varying areas of practice can promote ideas to their colleagues and garner interest.

## 3. GATHER INPUT

Gathering input nationwide will lead to innovation locally. Learning perspectives on how different organizations partnered with employers influenced the next steps of the care network.

## 4. CONSIDER GRANTS

State Department of Health & CDC grant opportunities can serve as connectors to funding and state leaders. These grants opened doors for the care network to partner with payors in PA, and take quick action during the pandemic to start vaccinating the public.

## 5. BRIDGE THE PROFESSION

Pharmacist-to-pharmacist connections across practice settings are critical to success. These connections created pivotal opportunities for the care network to involve additional partners.

## 6. EDUCATE

Creating educational opportunities, like residencies and fellowships, facilitates practice transformation. A resident helped show value in having a permanent manager of the network.

## 7. PREPARE

Evaluating documentation systems and practice designs should happen prior to securing pay or contracts. These steps will be necessary in demonstrating preparedness for the project.

## 8. SHARE SUCCESS

Learning together about successes will help advance pharmacy practice and patient care more quickly.

## 9. ENGAGE STUDENTS

Student-led teams are beneficial for maintaining communication channels due to students' connectivity with local pharmacies. This provides students with key learning experiences and opportunities to develop as leaders.

## 10. USE YOUR NETWORKS

A practice network can be additionally used to establish a research network. When data can cycle back to pharmacies in real time, it allows for quick turnaround in improving patient care.

## 11. WORK TOGETHER

Real change takes all of us: a common vision and a willingness to steadfastly work toward achieving that vision. Celebrate successes with each other along the way.



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