

Activity Announcement

ASHP Foundation Pharmacy Leadership Academy®:

Planned and developed by ASHP Foundation

Release Date: 07/01/2025

Expiration Date: 01/01/2029

Activity Type: Application

CE Credit Hours (no partial credit): 30 contact hours per course, no partial credit, 210 contact hours for the program total

Activity Fee: \$7,200 Members/ \$7,400 Non Members (7 course program)

Accreditation for Pharmacists and Pharmacy Technicians



The American Society of Health-System Pharmacists is accredited by the Accreditation Council for Pharmacy Education as a provider of continuing pharmacy education with Commendation.

Target Audience

This continuing pharmacy education activity is designed for aspiring and existing pharmacy leaders, pharmacists and pharmacy technicians to enhance their competence in leading themselves, teams, services, organizations, and systems.

Activity Overview

The Pharmacy Leadership Academy® (PLA) is comprised of seven courses – each led by an experienced, highly qualified faculty team. The courses offer a range of critical topics, incorporating self-learning and reading, presentations and case-based interactive components with an overriding aim to benefit patient care through enhanced leadership skills at every level of a health care organization. Learning methods include readings and other topical media, faculty experiences through recorded lectures and live calls, thought-provoking assignment prompts, peer discussions, and team case exercises. Curriculum consists of the following application-based CE activities.

Schedule of Educational Activities

ACPE Activity Numbers	Title and Activity Type	CE Credit
0204-9999-25-167-H04 P/T	Leadership Influence (<i>Application-based</i>)	30 contact hours
0204-9999-25-168-H04 P/T	Leading and Building the Pharmacy Enterprise (<i>Application-based</i>)	30 contact hours
0204-9999-25-169-H05 P/T	Leading System Reliability: Safety and Quality (<i>Application-based</i>)	30 contact hours
0204-9999-26-001-H04 P/T	Leading Effective Financial Management (<i>Application-based</i>)	30 contact hours
0204-9999-26-002-H04 P/T	Leading Transformational Change and Innovation (<i>Application-based</i>)	30 contact hours
0204-9999-26-003-H04 P/T	Strategic Clinical Leadership (<i>Application-based</i>)	30 contact hours
0204-9999-26-004-H04 P/T	Leading for Sustained Organizational and Individual Success (<i>Application-based</i>)	30 contact hours

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Course Descriptions, Learning Objectives, and Faculty

Leadership Influence (*Application-based*)

0204-9999-25-167-H04 P/T

7/1/2025 - 7/1/2028

30 contact hours

Description:

In this course you will learn how to be effective with people, and possibly even more important, how to lead yourself. A leader needs to work through others to maximize their leadership potential so being influential is critical to your success, and each module will address important aspects of your leadership effectiveness.

Learning Objectives:

After participating in this CPE activity, participants should be able to:

1. Evaluate the talent management imperative, including recruiting, interviewing/ hiring, training, developing, coaching, mentoring, and delegating.
2. Use tactics to engage people, handle difficult people and conflicts.
3. Analyze your personal DISC style and its implications for your situational leadership and communication styles.
4. Develop your personal leadership vision to maximize your leadership potential through leadership courage and your personal organization.
5. Compare and contrast the “art and reality” of leadership as compared to the science of pharmacy.
6. Design a personal strategy to continually perform under pressure as an effective leader.

Faculty:

Kate Farthing, Pharm.D., BCPS FASHP, Pharmacy Manager, Legacy Salmon Creek Medical

Jennifer Tryon, Pharm.D., M.S., FASHP, Chief Pharmacy Officer, Henry Ford Health System

Bob Carta, RPh, (Ret.) CPO/ Vice President of Pharmacy Services for Atrium Health

Ross Thompson, MS, RPh, FASHP, System Vice President, Chief Pharmacy Officer, UNC Health

Leading and Building the Pharmacy Enterprise (*Application-based*)

0204-9999-25-168-H04 P/T

7/1/2025 - 7/1/2028

30 contact hours

Description:

This course allows participants to explore and analyze the pharmacy enterprise and its key roles in supporting both the clinical and business functions of the larger healthcare organization. Participants will enhance their understanding of current issues in organizational design, and the effect of systems on the pharmacy enterprise. You will learn practical skills and analyze your own abilities in leading the pharmacy enterprise.

Learning Objectives:

After participating in this CPE activity, participants should be able to:

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1. Evaluate your pharmacy enterprise, including at least three leadership opportunities for pharmacy not currently being pursued in your organization.
2. Prioritize elements of a mission and vision statement that would be necessary to reflect an appropriate direction for your pharmacy enterprise, taking into account the culture of the organization.
3. Evaluate your current pharmacy brand and strategies to improve it.
4. Create a pharmacy strategic plan that complements the key strategic initiatives and directions of your organization.
5. Evaluate the organizational structure for pharmacy in your practice setting, including which elements of the pharmacy enterprise should be changed to best advance the clinical and business components of your pharmacy enterprise.
6. Design an executive summary related to a pharmacy project or program.

Faculty:

Lisa M. Gersema, Pharm.D., M.H.A., BCPS, DPLA, FASHP, System Director, Clinical Pharmacy Services, Allina Health System

Tricia Killingsworth, R.Ph., Founder/CEO, Healthcare Innovation & Integration Consulting, LLC

Susan Teil Boyer, M.S., R.Ph., FASHP, Senior Consultant, ASHP Consulting

Katharine Reisbig, PharmD, BCPS, Director of Pharmacy Operations, Nebraska Medicine

Leading System Reliability: Safety and Quality (*Application-based*)

0204-9999-25-169-H05 P/T

7/1/2025 - 7/1/2028

30 contact hours

Description:

Healthcare is becoming increasingly complex through automation, advanced technology and an environment that is volatile, uncertain, complex and ambiguous (VUCA). In order to enhance the quality of patient care, health care organizations must become high reliability organizations. During this course, participants will be given a primer for an assessment of organizational quality and a roadmap to move their departments and organizations towards more consistent high-quality care for their patients.

Learning Objectives:

After participating in this CPE activity, participants should be able to:

1. Design the steps to achieve patient safety and high reliability in your practice environment.
2. Create a framework for the skills required for leading a Pharmacy Strategic Plan for safety and quality.
3. Evaluate the roles of wisdom, intelligence, and creativity in a model of leadership for safety and quality.
4. Evaluate the steps to implement a robust process improvement process.
5. Apply a Patient Safety Assertion Model and the role of culture and communication barriers to quality and safety.
6. Analyze the impact of behavioral choices on culture of safety.
7. Apply leadership accountability in a culture of safety.

Faculty:

Jason D. Chou, Pharm.D., M.S., VP Chief Pharmacy Operations Officer, Oshner Health System

James R. Rinehart, Principal (Consultant), Winovation Associates LLC

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Nicole Mollenkopf, Pharm.D., M.B.A, BCPS, Assistant Professor, Johns Hopkins School of Nursing
Elizabeth Rebo, PharmD, MBA, CPPS, Executive Director, Medication Safety, Kaiser Permanente

Leading Effective Financial Management (*Application-based*)

0204-9999-26-001-H04 P/T

01/01/2026 - 01/01/2029

30 contact hours

Description:

Pharmacy leaders who possess a strong core of fiscal knowledge and speak the financial language are much more likely to be successful partners in leading their health systems to success. This course is content driven with real-life applications and case studies focused on applied knowledge and skills that you will need to lead effective strategic financial management in an increasingly challenging fiscal environment

Learning Objectives:

After participating in this CPE activity, participants should be able to:

1. Evaluate major issues influencing health care financing today and their impact on your health system.
2. Develop a departmental strategic plan linked to the organization's strategic objectives to create responsible operating and capital budgets.
3. Summarize the importance of organizational awareness, including: the culture of decision-making, financial management process and function, and the current state of the financial environment.
4. Apply strategic financial management competencies that are required of health system pharmacy leaders.
5. Develop key metrics and performance projections to track the success of strategic action plans.
6. Apply four (4) parameters to assess the financial stability of a hospital or health system; apply the assessment to your personal situation and development plan.

Faculty:

Steven B. Cano, M.S., R.Ph., FASHP, Chief Pharmacy Officer, Cambridge Health Alliance

Patrick E. Parker, M.S., R.Ph., (Retired) Director of Pharmacy - Lawrence Memorial Hospital

Wendy R. Gaudet, Pharm. D., R.Ph., DPLA, Chief Operations Officer Baton Rouge Orthopedic Clinic

Indrani Kar, PharmD, DPLA, System Pharmacy Manager, Formulary and Drug Policy, University Hospitals Health System

Leading Transformational Change and Innovation (*Application-based*)

0204-9999-26-002-H04 P/T

01/01/2026 - 01/01/2029

30 contact hours

Description:

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To achieve safer, high-quality care, intensive efforts are needed at all organizational levels to fundamentally redesign systems of care. Those who can successfully manage change, navigate industry convergence, and envision and capitalize on disruption will emerge as winners, with valuable competitive advantage. In this course, you will deepen your knowledge of how organizations move from short-term performance improvements to sustained, organization-wide patient care improvements and apply key elements critical to successful transformation to specific practice examples.

Learning Objectives:

After participating in this CPE activity, participants should be able to:

1. Create organizational capability and personal capacity for innovation and creativity to advance all aspects of transactional, transformational change, and requisite transformative learning.
2. Apply pitfalls and key elements in making successful organizational transformations.
3. Analyze various change models, including commonalities and differences.
4. Evaluate critical elements to garner organizational support and influence for advocacy of system-wide transformational change initiatives, including the essential need for risk-mitigating processes and metrics for change effectiveness.
5. Develop a personal strategy for building “killer” teams for effective transformation, including assessment of key competencies for cohesive teams.
6. Evaluate your personal skill set and development opportunities relative to change leadership and team cohesiveness for results in a changing environment.

Faculty:

Jennifer Reiter, Pharm.D., MBA, BCPS, BCACP, BCADM, Pharmacy Director-Ambulatory Care and Population Health, Indiana University Health

Christy Ciccarello, Pharm.D., M.H.A., Healthcare Executive

Tim Cutler, Pharm.D., DPLA, Asst Chief of Pharmacy, Ambulatory Clinical Services, UC Davis Health

Strategic Clinical Leadership (*Application-based*)

0204-9999-26-003-H04 P/T

01/01/2026 - 01/01/2029

30 contact hours

Description:

Clinical and system leaders will increasingly play a significant role in defining and redesigning services and in the transformation of practice roles to have a more significant impact on patient outcomes of care in evolving systems of care. In this course participants will address the critical role of the clinical leader in assuring that the patient's views and needs are a primary focus during departmental and organizational decision making.

Learning Objectives:

After participating in this CPE activity, participants should be able to:

1. Develop a point of view for transforming clinical leadership, taking into account the changing demands facing healthcare organizations and the pharmacy enterprise.
2. Evaluate personal qualities, skills, competencies and self-awareness aspects essential to clinical leader's effectiveness.

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3. Summarize the factors of personal and team skills for effective collaboration, stronger partnerships and nimble teaming integration.
4. Develop a strategy for influencing clinical pharmacy culture and capacity that clearly defines ownership and accountability for patient care within the overall span of pharmacy enterprise service offerings.
5. Apply clinical leadership awareness and ownership to broader organizational and enterprise strategies and goals.

Faculty:

Susan Bear, Pharm.D., BCPS, Asst. VP, Clinical Pharmacy Svcs., Atrium Health

Timothy Pasquale, Pharm.D., M.B.A., DPLA, FIDSA, Enterprise Clinical Director - ID/AMS, Advocate Health

Tom Dilworth, Pharm.D., AVP, Clinical Pharmacy Services, Advocate Health Midwest

Jorge J. Garcia, PharmD, MS, MHA, MBA, FACHE, Assistant Vice President - System Oncology Pharmacy Service Line · Baptist Health South Florida

Cole Wilson, Pharm.D., DPLA, Vice President of Pharmacy, Atrium Health

Leading for Sustained Organizational and Individual Success (*Application-based*)

0204-9999-26-004-H04 P/T

01/01/2026 - 01/01/2029

30 contact hours

Description:

This course addresses basic practical realities necessary to execute, implement and sustain transformational organizational change successfully. The focus will be on personal leadership behaviors, awareness, critical thinking and decision making, as you lead individuals and teams to success. The goal is to culminate the year-long learning experience with succinct and specific take-away messages combined with an individualized plan for continued growth.

Learning Objectives:

After participating in this CPE activity, participants should be able to:

1. Integrate personal leadership philosophy with key concepts for sustaining personal leadership strength and vitality in a challenging and increasingly complex environment.
2. Formulate a personalized plan through applied decision-making frameworks, taking into account complex scenarios.
3. Develop shared, mutual, results-driven objectives for personal and team accountability, including remediation where performance does not meet expectations.
4. Identify key characteristics of team members and team dynamics that foster optimal workplace cultures.
5. Identify strategies that cultivate joy at work to enhance team resilience and overall workplace well-being.
6. Create a personal leadership development plan for continued professional development using knowledge, skills, and competencies learned from the Pharmacy Leadership Academy®.

Faculty:

Katherine A. Miller, Pharm.D., M.H.A, DPLA, Senior Director - Acute Care Pharmacy & Clinical Nutrition

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University of Kansas Health System

John S. Clark, Pharm.D., M.S., BCPS, FASHP, Associate Chief Pharmacy Officer, University of Michigan Health

Lindsey Amerine, Pharm.D., M.S., BCPS, Senior Vice President and Chief Pharmacy Officer, Cleveland Clinic

Leila Tibi-Scherl, Pharm.D., MBA, R.Ph., DPLA, Senior Director, Pharmacy Portfolio Advisor
Premier, Inc.

Faculty Disclosures

In accordance with the ACPE's and ACCME's Standards for Commercial Support, anyone in a position to control the content of an educational activity is required to disclose to the accredited provider their relevant financial relationships. In accordance with these Standards, all potential conflicts of interest have been resolved. *An individual has a **relevant financial relationship** if he or she (or spouse/domestic partner) has a financial relationship in any amount occurring in the last 12 months with a commercial interest whose products or services are discussed in the activity content over which the individual has control.*

As defined by ACCME, a **commercial interest** is any entity producing, marketing, re-selling, or distributing health care goods or services consumed by, or used on, patients. The Standards for Commercial Support do not consider providers of clinical service directly to patients to be commercial interests. The existence or non-existence of relevant financial relationships will be disclosed to the activity audience. All identified conflicts of interest must be resolved prior to the activity.

All planners, presenters, reviewers, and ASHP staff of this session report no financial relationships relevant to this activity.

Methods and CE Requirements

This program consists of 6 weekly courses in a fully asynchronous Learning Management System. There is a minimum of one optional LIVE discussion for each course and other opportunities to engage with faculty and peers. A structured mentoring framework to enhance the learning experience and application of key concepts to the organization and individual. An integrated case is utilized to highlight and amplify critical thinking, integration of ideas and perspectives and enhance the overall learning experience. A capstone at the end of the program requires participants to create an individual development plan using the content from the year of courses. Participants must complete all projects and graded assignments for each course. This includes narrated PowerPoints and readings, threaded discussions, reflective journals, and group projects that are graded by the course faculty.

Participants must participate in the entire activity, complete the evaluation and all required components to claim continuing pharmacy education credit online at ASHP eLearning Portal. Participants must receive a grade of 80% or higher to be eligible to collect CE for each course. Follow the prompts to claim credit and view your statement of credit within 60 days after completing the activity.

Important Note – ACPE 60 Day Deadline:

Per ACPE requirements, CPE credit must be claimed within 60 days of being earned – no exceptions! To verify that you have completed the required steps and to ensure your credits have been reported to CPE Monitor, we encourage you to check your NABP eProfile account to validate your credits were transferred successfully before the ACPE 60-day deadline. After the 60 day deadline, ASHP will no longer be able to award credit for this activity.



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System Technical Requirements

System Requirements Courses and learning activities are delivered via your Web browser and Acrobat PDF. Users should have a basic comfort level using a computer and navigating web sites.

View the [minimum technical and system requirements](#) for learning activities.

Acknowledgements of Commercial Support

Planned and conducted by ASHP Foundation