

Visante Consulting Services:

> **Executive Coaching & Strategic Advisors for Aspiring High Performing Pharmacy Organizations**



# A world-class pharmacy begins with excellent medication management leadership



Leading pharmacy operations and services in hospitals and health systems is an increasingly complex area of expertise. Many times, the best candidate for a leadership role in this critical function needs to quickly come up to speed on key pharmacy practice areas to round out their qualifications. In other instances, executive coaching is necessary to further develop an area of management expertise. Visante's executive coaching is individualized to provide whatever support best meets the needs of your organization and team.

## Strategic approach to executive development

Our methodology utilizes a comprehensive assessment that helps us to build a meaningful leadership growth plan that is challenging yet attainable. This plan allows you to measure growth against real-world agendas facing individual leaders and their teams, and provides a roadmap for both short and long term goals.

## Experts supporting experts

Visante Consulting is comprised of highly experienced leaders in medication management. We have been in the trenches of managing complex, high-performing pharmacies in the U.S. and abroad. Through our Executive Coaching & Strategic Advisors program, we bring our expertise to your organization to help support and develop your pharmacy leadership to bring greater success to your organization.

## Transformational leadership development process:

- **ENGAGE:** Develop Objectives & Approach
- **DISCOVER:** Conduct Assessment & Synthesize Feedback
- **PLAN & DEVELOP:** Build Personal Roadmap for Leadership Growth
- **DEBRIEF:** Review Progress & Develop Plan for Continued Growth

## Outstanding coaching

Professional coaching brings many benefits: fresh perspectives on personal challenges, enhanced decision-making, greater interpersonal skills and increased confidence. Those who undertake coaching also can expect appreciable improvement in productivity, satisfaction with life and work, and the attainment of relevant goals. We bring our expertise with leaders and teams to support leadership growth and foster potential across your organization.

## BUILDING A PERSONAL ROADMAP FOR LEADERSHIP GROWTH

### PHASE 1:

#### Our Team: Current Reality & Future Vision

- Current Reality
- Share Findings
- Future Vision/ Leadership Culture
- Measures of Success
- Barriers and Enablers/ Focus Areas

**PRACTICE & REINFORCE**

### PHASE 2:

#### Individual & Team Dynamics & Mechanics

- Personality/ Communication Preferences
- Mutual Expectations Discussion
- Operating Agreements
- Accountability & Commitment

**PRACTICE & REINFORCE**

### PHASE 3:

#### Path to Success—Align & Build

- Build our Capabilities
- Knowledge Sharing
- Change Leadership
- Leadership Culture Modeling the Way
- Navigating the Organization

## Our Executive Coaching & Strategic Advisors

**Ann Getz, PhD**



Ann is a management consultant and organizational psychologist specializing in areas of large-scale organizational change, culture assessment and alignment, leadership and team development, and executive coaching. Ann brings depth and breadth of knowledge and experience, working

with executives across various industries to bring best practices to the healthcare and pharmacy industries. Ann has more than 20 years of experience and is a frequent speaker to businesses, academic institutions and professional organizations on topics related to executive coaching. Prior to working with Visante, Ann held leadership roles with EY as part of their People and Organizational Change practice. Ann's clients have included CEOs, CMOs, CFOs, CAOs, VPs and Presidents and Directors of small and large hospitals and health systems.

**Ron Small, MBA, BS Pharm, ScD (Hon), FAPhA, FASHP, CEC**



Ron brings a passion for leadership development by creating and utilizing centers of knowledge and excellence in healthcare processes. In his capacity as a Certified Executive Coach and Strategic Advisor, he is dedicated to helping healthcare executives actualize transformative change within their

organizations. He specializes in areas of leadership coaching and delivering leadership development programs, facilitating strategic planning programs, designing organizational development initiatives and coaching leaders to better reach their potential. Ron brings more than 30 years of Executive Leadership experience as a Chief Pharmacy Officer, Chief Quality Officer, Chief Information Officer and Chief Procurement Officer. Ron's clients have included CMOs, Presidents, VPs and Directors of small and large hospitals and health systems.

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**Visante, Inc.**  
101 East Fifth Street,  
#2220  
St. Paul, MN 55101

[visanteinc.com](http://visanteinc.com)

**Visante UK Limited**  
5 Chancery Lane  
Clifford's Inn  
London EC4A 1BL

[visante.co.uk](http://visante.co.uk)

**Visante Canada Limited**  
245 Wycroft Road, Unit 4  
Oakville ON L6K 3Y6  
Canada

[visantecanada.ca](http://visantecanada.ca)

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