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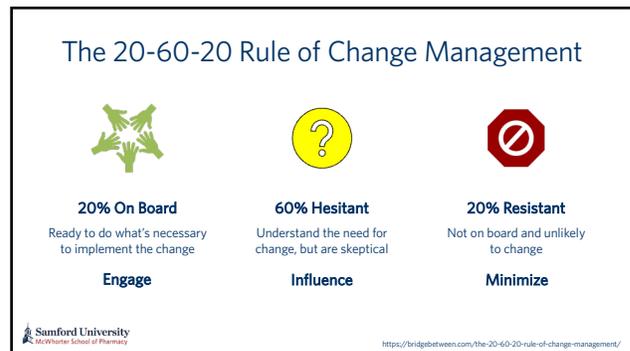
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### Learning Objectives

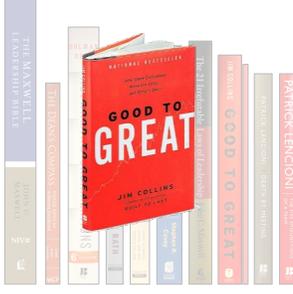


1. Describe the characteristics of a strong and durable organization.
2. Choose strategies to alleviate common fears associated with change.
3. Create methods for implementing effective change using Kotter's 8-step change model.

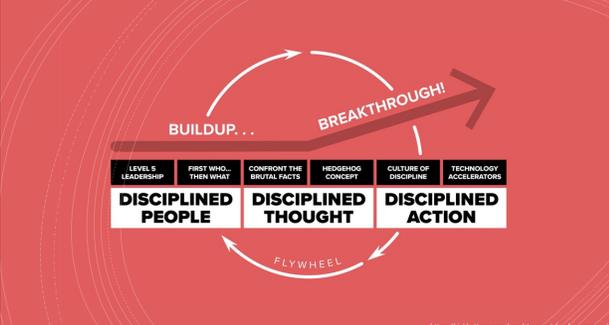


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### My Leadership Bookshelf



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<https://vickiethree.com/good-to-great-book-summary/>

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1. All of the following characteristics describe a strong and durable organization, **EXCEPT**
  - A. A culture of discipline
  - B. Avoids change
  - C. Holds true to the mission
  - D. Seeks progress



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### Learning Objectives



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→ Think

→ Pair

→ Share

What common fears are associated with change, and how can they be lessened?



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**Fear**

- The unknown
- Loss of control
- Past experiences
- Peer pressure
- Comfort zones

**Strategies**

- Educate yourself
- Reframe mindset
- Take small steps
- Seek support
- Embrace failure

<https://thespot.com/facing-your-fear-of-change/>  
<https://jay-proctor.com/2017/05/05/making-change-overcoming-your-fear-of-transformation-04d40c9b64c5>

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2. Each phrase below describes strategies to alleviate fear of change, **EXCEPT?**

- A. Good empathy
- B. Effective communication
- C. Quick transitions
- D. Strong support systems

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**Learning Objectives**

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**Popular Change Management Models**

Lewin's Change Management Model	The McKinsey 7-S Model	Nudge Theory	The ADKAR Change Management Model
The Kübler-Ross Change Curve	Bridges Transition Model	Satir Change Model	Kotter's 8-Step Theory
Maurer 3 Levels of Resistance and Change Model	Deming Cycle (PDCA)		

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<https://whetlix.com/blog/10-change-management-models/>

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**Kotter's 8-Step Model**

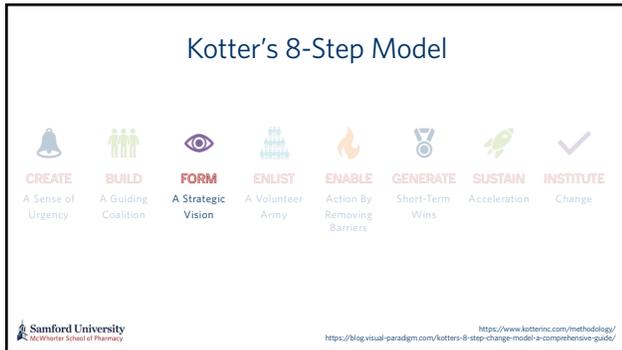
<b>CREATE</b>	<b>BUILD</b>	<b>FORM</b>	<b>ENLIST</b>	<b>ENABLE</b>	<b>GENERATE</b>	<b>SUSTAIN</b>	<b>INSTITUTE</b>
A Sense of Urgency	A Guiding Coalition	A Strategic Vision	A Volunteer Army	Action By Removing Barriers	Short-Term Wins	Acceleration	Change

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<https://www.kotterinc.com/methodology/>  
<https://blog.visual-paradigm.com/kotters-8-step-change-model-a-comprehensive-guide/>

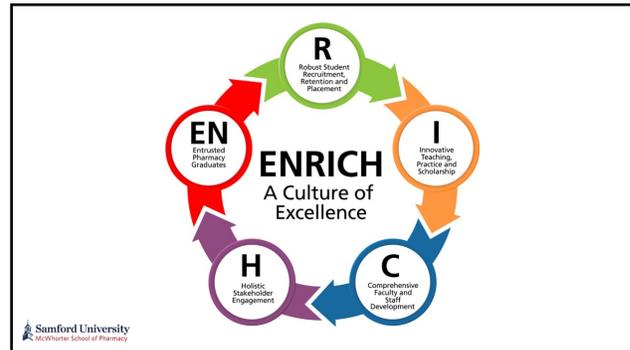
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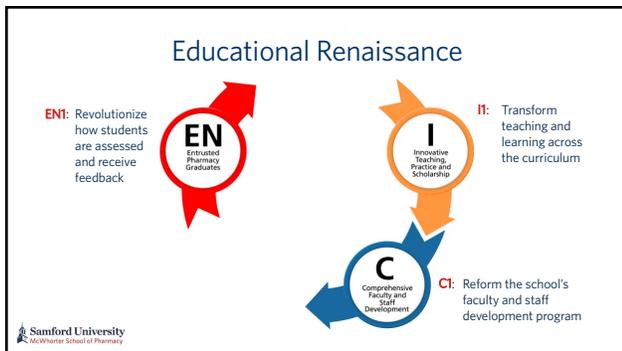
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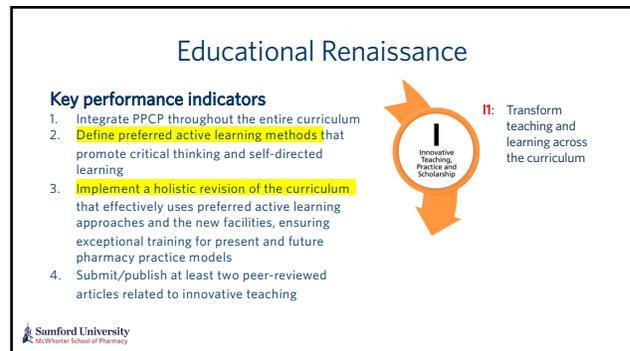
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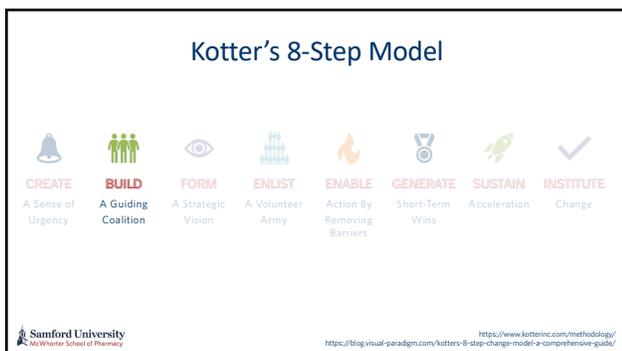
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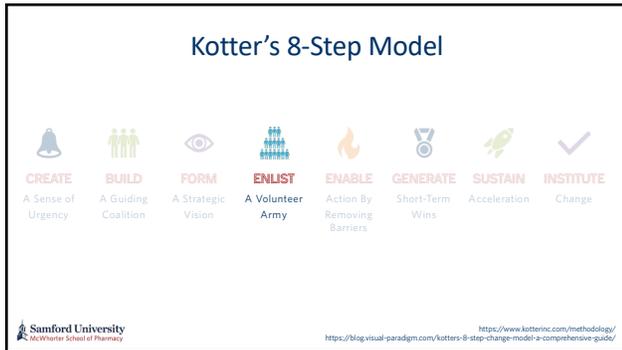
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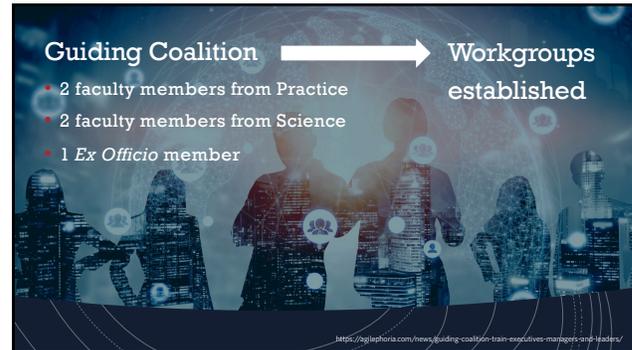
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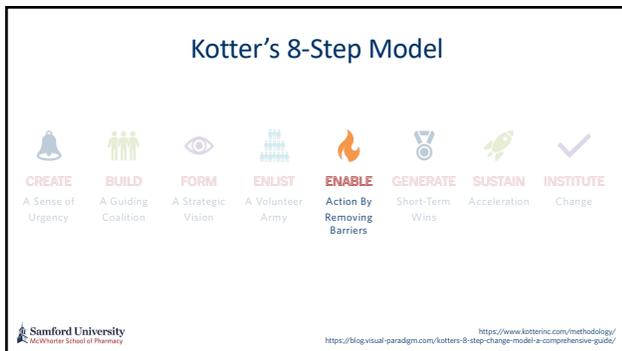
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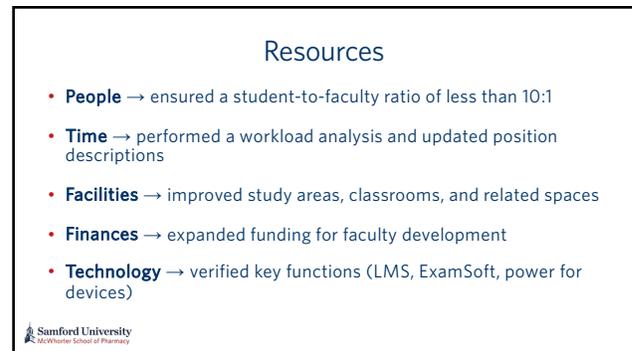
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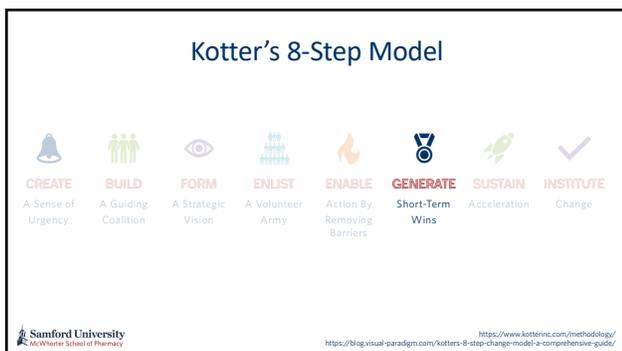
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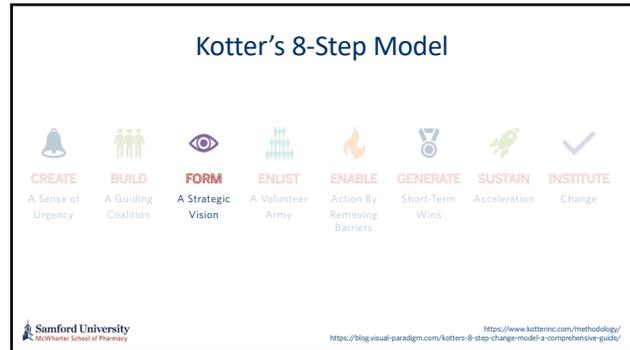
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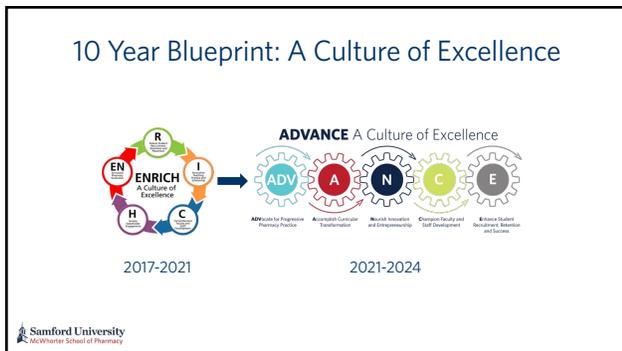
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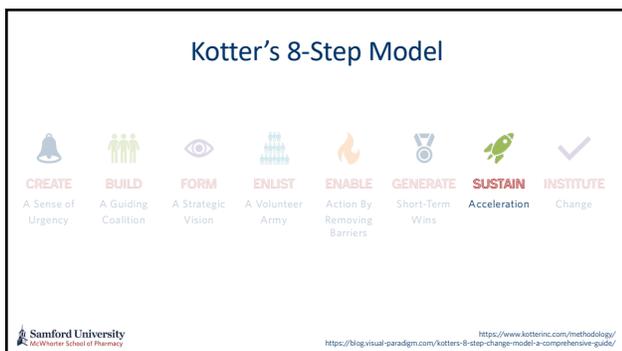
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### A-1: Implement the “Practice and Team Ready” curriculum

- Curricular Mission: “To inspire students in an **active, competency-based, interprofessional, and layered learning** environment to be exemplary pharmacists who transform lives.”
- Key performance indicators
  - Initiate the first year of the new curriculum
  - Implement re-envisioned didactic elective courses as concentration tracks
  - Initiate the second year of the new curriculum
  - Initiate the third and fourth year of the new curriculum
  - Revise APPEs to reflect a higher level of learning of the new didactic program

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### The "Why" - We seek excellence!

We dedicate ourselves to graduating exemplary pharmacists

We strive to be a leader in pharmacy education attracting the best & brightest students

We commit to interprofessional education and full use of our facilities

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### Competency-based Education

**CAPE (ACPE Standards)**

- Foundational knowledge
- Essentials for practice & care
- Approach to practice & care
- Personal & professional development

**IPE**

- Communication
- Values & ethics
- Teams & teamwork
- Roles & responsibilities
- Faith & calling
- Quality & safety

**EPA**

- Patient care
- Interprofessional team member
- Population health promoter
- Information master
- Practice manager
- Self-developer

**Future Pharmacist**

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### Kotter's 8-Step Model

<b>CREATE</b>	<b>BUILD</b>	<b>FORM</b>	<b>ENLIST</b>	<b>ENABLE</b>	<b>GENERATE</b>	<b>SUSTAIN</b>	<b>INSTITUTE</b>
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<https://blog.visual-paradigm.com/kotters-8-step-change-model-a-comprehensive-guide/>

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### Curricular Transformation

**Fall 2021**

*Let us run with perseverance the race marked out for us. (Hebrews 12:1)*

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### Kotter's 8-Step Model

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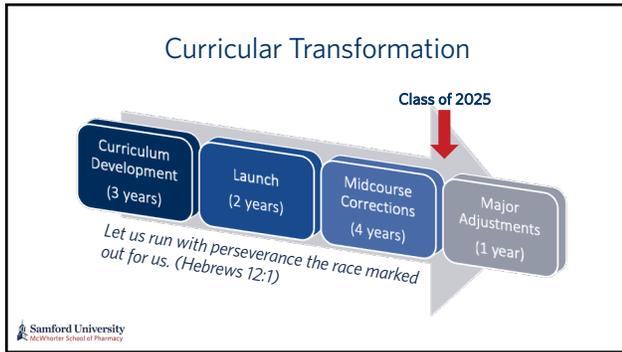
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### Applied Science and Pharmacotherapy

- Applied Science and Pharmacotherapy introduction and I to VII
  - Integrates medicinal chemistry, pharmacology, and pharmacotherapy
  - Students apply their understanding to make rational decisions in the medication management of patients

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McWorter School of Pharmacy [https://www.samford.edu/pharmacy/files/PHAR-Course-Descriptions\\_2024-May.pdf](https://www.samford.edu/pharmacy/files/PHAR-Course-Descriptions_2024-May.pdf)

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3. According to Kotter's 8-step change model, which of the following steps is the **MOST** important to leading change?

- A. Create a sense of urgency
- B. Enlist a volunteer army
- C. Sustain acceleration
- D. Institute change

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