

Step Progression Plan

2020 - 2022

Revised: 11/19/19

2022
OUR VOICE IN NYS:
RULES, REGS &
RAPPORT

2021
PROJECTING
FORWARD TO A
NEW COMMUNITY

2020
OPTIMIZING
LEADERSHIP &
GOVERNANCE

4Q 2019
Preparation &
Kick-Off Phase

- Review and approve Step Progression and Strategic Plans.
- Appoint Focus Group

We will focus on the future of the Council's governance in order to make the most of volunteer service and structure, in service of our members and profession. This includes an honest assessment of the current mode and looking at options.

- Focus Group to study options.
- Ongoing leadership training & development.

This year's theme will focus the Council's efforts at reaching out to and connecting with ALL H-sPs across NYS. We want to show our colleagues the value and power of membership!

- Develop annual messaging and outreach plan.
- Target all on NYSCHP list.
- Tie all events w/ call to join.

In the third year of the plan, we will focus on the Council as the "go-to" and trusted source on legislative and regulatory affairs in NYS. These efforts will include building greater connections and rapport with government agencies officials, and other allies.

- Create an online resource for members in relating to state government.
- Bring state officials to present at NYSCHP and Chapter functions.
- Be "at the legislative table."

ONGOING OPERATIONAL GOALS: ENGAGE/LEAD/ADVOCATE

- To continue to strengthen the value proposition of NYSCHP membership—including greater collaboration with the Chapters.
- To actively seek new members and retain current members.
- To develop, package and promote top-notch professional development, educational, and networking programming.
- To proactively implement a leadership development program that provides the necessary resources and succession planning.
- To continue wise financial management to reap the largest benefits.
- To effectively advocate and promote the work of our members and the profession.

NOTES

- We will always position NYSCHP as the leader and "go-to" source for New York State Health-system Pharmacists.
- We are building on the foundation set in the 2017-19 Strategic Plan.



New York State Council of
Health-system Pharmacists

Strategic Plan 2020 – 2022 WORK PLAN

Revised
11/19/19

For Board of Directors Review

GOAL #1 ENGAGE

Strategy	Action Item(s)	Responsible Position(s)	Deadline	Notes/Status
Continue strengthening value proposition of NYSCHP membership through effective programs, services and initiatives to all NYS health-system pharmacists.	<ol style="list-style-type: none">1. Develop innovative and attractive programming and networking opportunities for all members.2. Continue surveying members & potential members to identify needs, trends, and effectiveness of current offerings.3. Increase greater awareness and participation in NYSCHP programming.	Membership Committee Education/Programming EPD Board of Directors Executive Director Treasurer		
Develop formal membership recruitment and retention plan—with outreach to all NYS health-system pharmacists to grow membership.	<ol style="list-style-type: none">1. Craft targeted messages for all prospective member types/groups.2. Continue refining “hit lists”/contact lists for all possible membership pools.3. Expand outreach campaign across all platforms—including mailings, e-blasts, social media and “grassroots” campaigns.	Membership Committee Communications Committee Executive Director Treasurer		
Tout the achievements of NYSCHP, its leaders and members!	<ol style="list-style-type: none">1. Create a “pipeline” for submitting news/updates from across the NYS and use this information across the full spectrum of the association.	Communications Committee Executive Director Staff President Chapter Presidents Members		

GOAL #2	LEAD
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Strategy	Action Item(s)	Responsible Position(s)	Timeline	Notes/Status
Continue strengthening Council's governance, administration, and operations paradigm.	<ol style="list-style-type: none"> 1. Design and implement annual leadership development cycle, including recruitment, orientation, and key governance documents and resources. 2. Continue to develop Committees, ensuring structure and goals meet Council's needs. 3. Continue to build greater collaboration with and training of Chapter leaders. 	Board of Directors Officers Executive Director Staff Chapter Presidents/Leaders		
Take a fresh and honest look at Council governance in order to assess/design a streamlined model for efficiency and growth.	<ol style="list-style-type: none"> 1. Inaugurate a Focus Group that will study Council's leadership and governance needs—and make recommendations to the Board. 2. Provide Council leadership with ongoing training and development in nonprofit association governance and management best practices. 	Board of Directors Officers Executive Director Staff Past Presidents CHMS Management Team – in consulting role		<i>See enclosed Focus Group outline.</i>
Continue wise financial management to garner the biggest benefit for NYSCHP.	<ol style="list-style-type: none"> 1. Provide regular financial updates and reporting to leadership. 2. Work with CHMS Finance Department for fuller budget and financial trends analysis. 3. Identify long-range financial needs in order to prepare beyond annual cycle. 	Treasurer Executive Director CHMS Finance Team Audit Committee		

GOAL #3	ADVOCATE
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Strategy	Action Item(s)	Responsible Position(s)	Deadline	Notes/Status
Monitor and influence legislation; educate members about legal and regulatory issues.	<ol style="list-style-type: none"> 1. Review bills, NYS government actions, court actions, etc. and determine which NYSCHP will support/oppose. 2. Provide routine reporting methodology for all government affairs issues and updates. 3. Increase interest and participation in Lobby Day. 	Lobbyist: ESP Public Policy Committee President Executive Director VP of Public Policy	Ongoing	
Promote NYSCHP's role in pharmacy and health care to policy makers and decision makers; increase visibility and influence of NYSCHP leadership and members.	<ol style="list-style-type: none"> 1. Develop and distribute updates to policy makers and decision makers; across NYSCHP's communications platform—especially social media. 2. Increase the visibility and influence of NYSCHP. 	Lobbyist: Jim Lytle Public Policy Committee Communications Committee Executive Director President	Ongoing	

NYSCHP – Our Values

Believe in a strong Health-system organization in NYS

Provide a framework for advocacy, legislation, and education to support and enhance our profession in order to optimize patient care.

Member Focus

Meet the needs and exceed the expectation of members.

Integrity

Act ethically with accountability for life-long professional development and commitment to excellence.

Collegiality/Networking

Helping each other through the collective wisdom and experience of our membership.

Innovation

Embrace change with creativity and strategic thinking.

NYSCHP Governance Focus Group – Outline & Plan

Commission: To engage a diverse and dedicated group of NYSCHP volunteers to study the Council's governance structure and mode of operation and to offer recommendations to the Board of Directors for the future success of the association.

Timeline: Inaugurate the Focus Group (1Q), conduct its proceedings (2Q & 3Q), and present its conclusions to the Board (4Q) during the 2020 Membership Year. The Focus Group's final report/recommendation can coincide with the Council's 2020 Strategic Plan review session.

Composition:

The ideal Focus Group should be comprised of 8-10 members.

The group should breakdown along these lines:

3-4 Council Past Presidents

1-2 Current Chapter Presidents/Leaders

2-3 Current Active Members (can be from variety of membership classes)

+

1 Current Board Member (to serve as Liaison to the Focus Group; a resource; does not chair/lead the group)

Executive Director (Advisory)

CHMS Management Team Member (Consultant)

Materials: Focus Group will be provided with Council key governance documents, including: articles of incorporation, by-laws, organizational chart, current policies & procedures, strategic plan, committee list, as well as association governance models, etc.

Activity Flow:

- Inform membership of the creation of the Focus Group and its purpose; call for volunteers; online form to complete; member representatives chosen.
- Board President identifies and appoints Past President & Chapter President/Leader representatives.
- Focus Group members' schedules; complete Doodle Poll in order to lay out schedule.
- Orientation to be conducted; Focus Group chair selected.
- Focus Group meets according to its schedule; may choose to meet at 2020 Annual Assembly.
- Regular updates will be presented to the Board.
- By late summer, Focus Group should have a Preliminary Report drafted.
- Final Report with recommendations to be completed ahead of Fall Board Meeting.
- Board reviews report and recommendations and makes determination.