

# How to Build Your Professional Network

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September 15, 2018

## INTRODUCTION

- Most jobs are discovered and achieved via “word of mouth”
- Networking is building relationships *with people who can help build you!*
- Benefits of networking
  - Enhance your reputation
  - Stay up-to-date on emerging trends
  - Find mentor(s), collaborators, sounding boards
  - Introduce you to others
  - Find opportunities

### Step 1: Identify Who You Want in Your Network

- What are you looking for?
- Diversify: mentor, coach, “trendsetter”, idealist, realist, visionary, “cheerleader”, “devil’s advocate”
- Expand outward (# of people in your network) and inward (quality of relationships with contacts)

### Step 2: Decide Where to Start

- Get involved with organizations
  - Volunteer for committees, leadership roles
  - Attend networking events, socials, grass roots campaigns
- Be Present on Social Media
  - Choose platform you are comfortable with
  - Don’t be a “passive” member
- Collaborate with new people on projects/research
- Grow your network up (supervisors or more experienced), down (supervisees or less experienced), and sideways (those with the same experience/job level as you)

### Step 3: Develop Your “Elevator Speech” for Face-to-Face Meetings

- 1 minute or less
- Clear, concise, and compelling
- Includes background, key achievements, and future plans
- Hint: avoid too much alcohol at in-person social/professional gatherings

### Step 4: Learn How to Talk to People

- Learn how to use “small talk” as a conversation opener
- Discuss common problems everyone is facing
- Discuss topics outside of pharmacy, too!
- Find a single person or small group

**Step 5: Build Your Reputation**

- Be PRESENT
  - Make meaningful contributions in your role
    - Voice your opinion, speak your mind (thoughtfully)
    - Volunteer for tasks and finish in a timely manner
- Find a mentor/sponsor
  - Helps keep you in the loop of potential opportunities
  - Helps promote your skills/abilities to others
- Let others know of your (potential) long-term plans
  - Succession planning usually starts years in advance

**Step 6: Pay it Forward**

- Identify a promising rising star and help guide them through steps 1-5!

**References**

Gumbus A, Lussier RN. Career development: enhancing your networking skills. *Clin Leadersh Manag Rev.* 2003;17(1):16-20.

## The Residency Showcase & Preparing for the Interview

Nora B Flint, Pharm.D., BCPS, FASHP  
Director, PGY1 Residency Program  
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September 2018



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## The Residency Showcase

- Do your homework, know what programs will be there and those that you want to talk to
- You have only one chance to make a good first impression
- Skip the busy programs and go to the back of the room to the less busy ones first; manage your time
  - Go to the in-state program showcases and skip them at the national showcases
  - Focus on out-of-state program showcases at the midyear
- Talk to preceptors/program directors AND residents



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## The Residency Showcase

- Don't monopolize anyone
- Don't schmooze
- Double check due dates for applications (ASHP directory may not be updated)
- Take notes afterwards so you will remember
  - Develop spreadsheet of programs, things you like/don't like
  - Be organized (great training for your residency)



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### What Do You Want To Know?

- Think about what information that will help you distinguish one program you would prefer over another one
- Think about how can you ask your questions professionally?
  - How many hours a day will I have to be at the hospital? ☹️ ....OR
  - What is a typical resident's day like? 😊



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### What Do You Want To Know?

- Do you have specific areas that you want to practice in?
  - Research the programs for rotations offered, inpatient vs outpatient opportunities
- Do you have specific skills that you want to become proficient in?
- Do you want a small or large residency class?
- Self-assess what you want/need for your career in order to best prepare for interactions with programs

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### Getting Ready for the Interview

*(it helps for the showcase, too)*

- Research the programs you interviewing with
  - Hospital websites
  - ASHP directory
  - Google
  - Your network
    - Talk to former students from your school that went onto residency programs you are interested in



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## What Do You Want To Do After The Residency?

- Be as specific as you can
  - You have the privilege of changing your mind during your residency; no one will judge you
- Being a "clinical pharmacist" is not an answer; what does that mean?
- Be ready to articulate what you see yourself doing and why it appeals to you
- Don't sound rehearsed – go over your answers beforehand with mentor or friend
- You have only one chance to make a good first impression (sound familiar?)



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## Questions to be ready for

- What was your best patient care intervention and why?
- When did you feel you had the best interaction with another healthcare provider and why?
- When did you fail making an intervention and what did you learn from it?
  - Develop a "story bank"
- Why should we pick you?
- Why are you looking at us?



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## What Not To Ask

- Don't ask questions that are easily found on a program's website, or in printed material
- Don't ask a program to change what they can offer just for your interests – it's not that easy!
- Never ask about salary/stipend/pay
- Never ask about vacation; it sends the wrong message



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## Follow up

- Thank you notes
  - If you can add specifics from the interview dialogue to the note, that hits home
- Hand-written is special
- If email is necessary, take note that your font is consistent; if it's not, that's a sure sign of cut & paste and now I'm not feeling so special.....



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## PGY-1 Residency Training Programs: What are my options?

Susan R. Winkler, PharmD, BCPS, FCCP  
Professor and Chair, Department of Pharmacy Practice  
PGY-1 College Liaison, Jewel-Osco Pharmacy  
Midwestern University  
Chicago College of Pharmacy

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## PGY-1 Programs

- Separate accreditation standards for:
  - Pharmacy
    - Most common
  - Community
  - Managed Care
- Even programs following the same accreditation standard can have a different look, feel

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## PGY-1 Programs

- Different Settings
  - Academic Medical Centers
  - Community Hospitals
  - Acute Care vs. Ambulatory Care
  - College-based
- Different Patient Populations
  - Ambulatory Care
  - Pediatric Hospital
  - Veterans Affairs Medical Center

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### PGY-1 Pharmacy: Two Different Programs

#### Academic Health-Center Based

- Orientation
- Cardiology
- Internal Medicine
- Administration
- Drug Information
- Transplant
- Infectious Diseases
- Research/Project Month
- Internal Medicine II
- Ambulatory Care
- Pediatrics
- Longitudinal: Service/Staffing

#### College-based: Teaching & Ambulatory Care

- Amb Care I: Anticoagulation
  - Underserved Population
- Internal Medicine Inpatient
- Amb Care II: Diabetes
- Amb Care III: Medical Home
- Amb Care IV: Pulmonary
  - VA Setting
  - Community
- Community Practice
  - Service/Staffing/Management
- Longitudinal: Teaching/Precepting, Academia, Project

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### PGY-1 Program: Day in the Life

#### Patient Care

- Morning Rounds
  - Work rounds
  - Teaching rounds
- Patient Appointments
- Medication Reconciliation
- Antibiotic Stewardship

#### Other

- Medication Safety Meeting
- Topic Discussions with Students
- Project Meeting with Mentor
  - Data collection
- Staffing

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### PGY-1 Community

- Accredited by ASHP in partnership with APhA
- Various models for operation of residencies:
  - College of pharmacy and community pharmacy partnerships
  - Independent programs through colleges of pharmacy with their own pharmacies
  - Independent programs through community pharmacies or chain corporations

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### PGY-1 Community: Day in the Life

- Corporate experiences in leadership, practice management
- Development of business plan and implementation of pharmacy service
- Community Pharmacy Operations
- Community Pharmacy Clinical Services
- Ambulatory Clinic experiences
- Work within collaborative practice models
- Academic experiences
  - Didactic teaching
  - Practice-based research project
  - Grand Rounds

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### All PGY-1 Programs

- Service Commitment
  - Staffing
    - Responsibilities
    - Time: How much? When? (i.e., weekends, evenings, on-call)
- Teaching Commitment
  - Is this something you want?
  - Is there teaching-related training?
- Program Size

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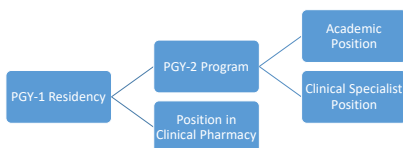
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### What next?




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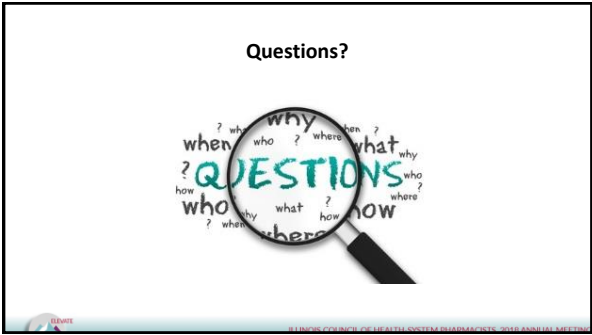
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