



## Gambling or Golden Nuggets?

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## Establish Credibility

- In order for your pharmacy team to look up to you, you must know what you are talking about. If your subject knowledge is weak, your team will pick up on that and you will lose their respect and position as a mentor to

**THEM**

## Be Available

- Always be available to help your Pharmacy team when they need help. Help them **learn** to get the job done; don't do it for them.

## Monitor Performance

- After goals and performance targets are set, be sure to monitor your team's performance. This is the only way your team will take **their** goals seriously.

## Have FREQUENT Meetings

- Having frequent regular meetings to encourage communication from **them** to you and you to **them**.

## Coach From the Pharmacy

- Do not be afraid to go to your people. **Get out from that desk**. This will build team spirit and show them that you truly care about their progress.

### Run The Numbers

- Know what actions produce the highest targets/goals and focus your team's efforts on those activities.



### Stay Focused

- Be sure that everyone is focused on priorities. Encourage your team members to set priorities early in the day and create a "to-do" list to help them stay on track with projects.



### Motivate Your Team

- Figure out what motivates each of your team members and do what you can to use that to encourage them to perform at their peak level.
- Be sure to offer plenty of praise and recognition for achievements and goals met.



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**GO FOR THE GOLD**

**Don't be a management gambler!**

