

Turn Your Team Into a Growth Engine

A practical action worksheet for independent pharmacy owners



1. Team Capacity Snapshot

List each team member, their top daily tasks, and estimate how much time is spent on repetitive work.

2. Role Reimagination Exercise

For each team member, define one expanded clinical or growth-focused responsibility they could own.

3. Workflow Capacity Builder

Identify workflow steps that can be automated or streamlined to free technician and pharmacist time.



4. Clinical Growth Opportunity Planner

Choose one service to expand (immunization, patient adherence, MTM, LTC) and assign clear ownership.

5. Team Incentive Design

Set one monthly shared goal, define baseline performance, and outline a team reward

6. 30 - Day Action Plan

Define one action for this week, one training goal in 2-weeks, and one measurable 30-day outcome.
