

Lambda Kappa Sigma

Strategic Plan 2020-2024

Lambda Kappa Sigma is the professional organization of choice for women in pharmacy.

In addition to the Code of Conduct, Lambda Kappa Sigma is guided by professionalism and the core values of:

Integrity Sisterhood Service Leadership Scholarship

Goals and Strategies

Growth and Sustainability

Growing and sustaining a network of chapters, the Educational Trust and a prospective foundation.

A. Membership Growth

-- Achieve a net annual growth of 10 percent per chapter and for the Fraternity as a whole, re-evaluate percentage annually.*

B. Expansion

1. Provide standard processes for chapter development.
2. Develop and implement a chapter expansion plan.
3. Expand by one chapter per year (new or reactivated chapter).
4. Maintain and enhance relations with all colleges of pharmacy.
5. Explore collegiate-at-large membership options.

C. Chapter Officers

--Implement and strengthen officer training and transition program.

D. Alumni Membership Growth

1. Improve the collegiate to alumni transition.
2. Increase number of dues-paid alumni.
3. Increase number of alumni initiates.
4. Expand the alumni initiate program.

E. Collaboration

1. Maximize service to members through joint endeavors with similar organizations.
2. Maintain relationships with similar organizations.

F. Educational Trust

-- Support the growth of the Trust in its mission.

G. Foundation

-- Develop a charitable [501(c)(3)] foundation to supplement funding of education initiatives of the Fraternity.

*Current benchmark of 2,000 members, 30 collegiate chapters, and 16 alumni chapters

Lambda Kappa Sigma provides lifelong opportunities for women in pharmacy through professional excellence and personal growth.



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Goals and Strategies

H. Communications and Technology

1. Maintain a comprehensive communications plan, including social media, to support growth and sustainability.
2. Enhance technology used to support membership growth.

Member Engagement

Providing opportunities for every member and pharmacist to excel.

A. Engagement

-- Identify opportunities for member engagement through leadership, education, publication, collaboration and service.

B. Member Needs

1. Determine member needs through various methods of feedback.
2. Respond to membership needs as appropriate.

C. Service

-- Highlight opportunities for members to contribute in service areas such as Project HOPE, the Women's Health Issue, Educational Trust, and other educational opportunities and awards.

D. Chapter Outreach

-- Enhance chapter support services through on-site visits (at least once per biennium), as well as telephone calls and use of technologies such as webinars and video conferences through the biennium.

E. Retention

-- Increase retention across all membership types.

F. Student Opportunities

1. Encourage (or mentor or solicit) students to hold leadership roles at the annual conference to increase visibility.
2. Increase participation in annual poster sessions through event promotion and clear presentation of award guidelines.
3. Increase individual member awards and leadership opportunities on Grand Council.

G. Communications and Technology

-- Improve member communications through utilization of clear and concise messaging, brand platform compliance, appropriate selection of communication channels, and the solicitation of member input regarding existing communications.

Fraternity Strength and Structure

Maintaining the governance, management and resources for a strong Fraternity.

A. Governance

1. Proactively, develop a succession plan for Grand Council.
2. Conduct annual performance evaluation of Grand Council and Fraternity leaders.
3. Provide Fraternity leaders with the resources and tools necessary for governance excellence.
4. Engage committees to advance Fraternity goals.

B. Finances

1. Be effective stewards of the finances of the Fraternity.
2. Conduct an audit every two bienniums.
3. Complete annual review of the Fraternity insurance coverage

Goals and Strategies

C. Operational Efficiencies

1. Review staffing needs to support the Fraternity's strategic goals and expansion plans.
2. Ensure that staff has the resources needed to maximize efficiency.
3. Complete annual performance review of the Fraternity's Management Company.

D. Strategic Plan

1. Utilize the strategic plan on an ongoing basis to guide Fraternity decision making.
2. Review the strategic plan with the membership annually.

E. Communication and Technology

- Maximize utilization of integrated Customer Relationship Management (CRM) software to support Fraternity objectives.

Knowledge and Education

Enhancing professional, personal and leadership development for members.

A. Knowledge of the Fraternity

1. Chapters-- Improve chapter understanding of the Fraternity and assess knowledge gaps. Maintain updated Fraternity documents to ensure clear information is available to all collegiate chapters.
2. Advisors-- Region Supervisors will contact advisors with a minimum of quarterly meetings (in person, by phone, or by video conference calls). Improve Advisor's knowledge through education. Develop online resources for advisors, including an advisor manual.
3. Campus Administrators-- Send written communication to campus administrators at least yearly to detail future events, provide recognition for chapter accomplishments and reinforce Fraternity responsibility for all chapter operations.
4. Alumni-- Improve member understanding of Fraternity operations and activities through appropriate communications, such as quarterly newsletters and electronic modalities.
5. New Members-- Develop best practices for new member orientation through use of new and existing resources such as alumni and collegiate leaders.

B. Annual Conference

- Plan an annual conference of relevance to the profession and the Fraternity. Consider partnership opportunities with organizations having similar mission and values. Take action based on information and suggestions gained through member surveys and program evaluations.

C. Awards Program

1. Continually evaluate Fraternity awards and recognitions for relevance, equitability and alignment with Fraternity mission and goals.
2. Increase recognition for individual chapter members by revising the LKS awards programs.

D. Educational Priorities

1. Women's Health Initiatives
 - a. When possible, align Women's Health Initiatives (WHI) with the interest of major sponsors.
 - b. Create curriculum kits for utilization by chapters to provide education.
 - c. Utilize grants and Foundations for funding of educational programs.

Goals and Strategies

2. Life Balance

- a. Provide job placement guidance, including curriculum vitae/resume writing and interviewing skills from experts in the field.
- b. Deliver educational programs on financial responsibility.
- c. Support the development of personal poise and etiquette through educational programs in a group setting; hold members to a high level of accountability for personal conduct.
- d. Provide guidance and resources to early practitioners and those transitioning careers.

3. Leadership Training

- a. Continue existing leadership training to ensure consistency and create a template for content and outcomes.
- b. Develop a leadership program with increased accessibility to leaders and mentors in multiple areas of Pharmacy.
- c. Promote pharmacy career tracks that utilize leadership skills of the Fraternity members.
- d. Nominate members for industry and professional awards.

E. Risk Management

1. Continually improve the risk management education program based on the Fraternity mission, core values, and Creed.
2. Deliver risk management education annually to membership.

F. Communications and Technology

-- Maximize the use of technology to enhance delivery of knowledge and education for members.