

THE THREE HORIZONS METHOD AS A TOOL FOR DEFINING THE HOSPITAL PHARMACY RESIDENT OF THE FUTURE (HPRF)

¹Elisa De Luca, ¹Chiara Botto, ¹Giulia Cancellieri, ¹Irene Mistretta, ¹Marco Santonocito, ¹Gabriele Cappello, ¹Roberto Spatola, ²Piera Polidori.

¹School of Specialization in Hospital Pharmacy - University of Palermo; ²Hospital Pharmacy AOR «Villa Sofia-Cervello» - UOC Pharmacy, Palermo (Italy).

BACKGROUND

Based on Bill Sharpe's theory, "Three Horizons" method serves as a forge for shaping future reality. Through creative discourse on future approaches/scenarios, in fact, a team, composed of a visionary (that paints the futuristic reality), a manager (who in the present ensures correct system management) and an entrepreneur (glue between the other two that invests in realization of innovation), defines strategies for an identifiable future.

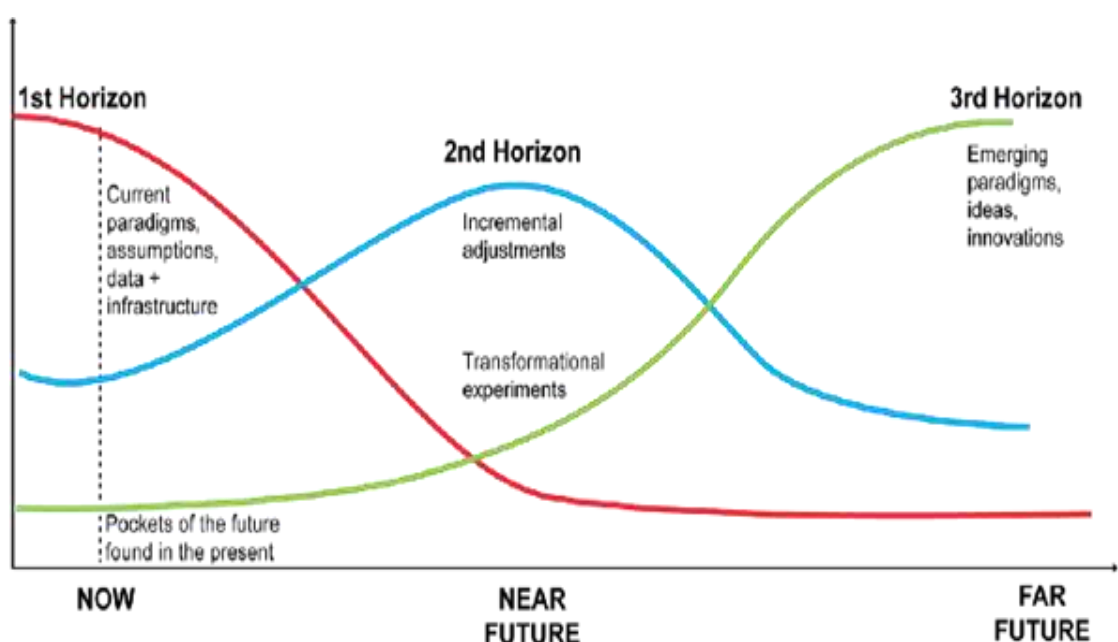
AIM OF THE STUDY

Through intersection of three different horizons(3H), from H1(present's reflection and starting point of discussion) to H3(projection of a dreamlike reality with respect to nowadays), by means of H2 (bridge for the realization of strategy), HPRF's figure has been painted, using the most vivid imagination as a means to wish for the affirmation of a "renewed" one.



MATERIAL AND METHODS

The exercise involved the definition of "Three Horizons" and was divided into two phases. On one hand team has mapped horizons (by putting different colored post-its for each one on a white wall), strictly following order H1-H3-H2. On the other hand, the team asked itself a series of questions to draw up the "action plan".



HPRF OPERATING IN THE YEAR 2038



The Three Horizons Framework

Source: Sharpe, Hodgson et al (2016).

RESULTS

From exercise emerged an image of current resident as "behind the scenes", not fully aware of his/her potential/educational role and not totally included in hospital tissue, without real possibility of gaining experience in all sectors, unpaid and therefore not incentivized to learn deeply from internship, dissatisfied.

Conversely HPRF will be fully paid/active on ward by questionnaires production for patients-medical team, raising awareness, supporting pharmacovigilance's importance and promoting fight against antimicrobial resistance, sharing knowledge/entertaining interactions with patients, especially in difficult areas (i.e. Clinical Trials). A bridge (H2) is represented by a Study Plain Organization finalized to catapult resident into wards from beginning to grasp needs of all healthcare system players.



CONCLUSIONS

"3H" has been a strategic framework useful to define actions to be taken for realizing future scenarios. It has been adapted to pharmaceutical practice that is evolving from simple medicines distribution to education especially in the perspective of patients that are increasingly active players that acquire knowledge from both disease experience and healthcare system, in a mutual exchange of information about pathophysiology/treatment/supply chain.