

News

NACDS panel discusses importance of diverse leadership

DENVER — Diversity in a company's executive leadership ranks is good for business, research has shown. Those firms with diverse management teams, including more women in top leadership roles, perform better than their peers by a number of measures, including driving greater sales and delivering innovation.

But women are underrepresented in the top management of retail and health care companies in the United States, and a new organization called WE was launched at the National Association of Chain Drug Stores conference in April to help the industry develop and retain the women leadership talent it needs to succeed in the years ahead.

In a panel discussion at the NACDS Total Store Expo last month, WE board member Annie Walker, vice president of over-the-counter merchandising at Walmart, described the organization striving to create a community, rather than functioning as a group with paid membership. The aim is to support and strengthen women who have already risen to leadership roles within their organi-

zations, Walker explained, "but also to think about the next generation."

To find out how to do so, WE distributed a questionnaire to find out some of the concerns women in retail and health care have about how to advance their careers. The top issues identified were: How can women promote themselves and build an executive management presence within their organizations? How does one address the need for work/

life balance? And how should someone adjust her personal style in order to manage within an organization?

Panel participants shared their own stories about moving up within their organizations, which often meant changing directions or roles in sometimes unexpected ways.

Walker described starting her career with Walmart as an engineer and transitioning to merchandising roles that better suited her passions, if not

her original skill set. Heather Hughes, divisional vice president and general merchandise manager for seasonal and general merchandise at Walgreens, and Jocelyn Konrad, executive vice president of pharmacy at Rite Aid Corp., who both began their careers as pharmacists, described how their career paths shifted as the result of opportunities that presented themselves.

Also on the panel were Michele Muhammad, chief sales and marketing officer at DSE solutions, and Richelieu Dennis, founder and chief executive of-

ficer of Sundial Brands.

Dennis described how many women who work in corporate jobs end up running their own "side hustle" businesses to supplement their income because they are not being paid what their male counterparts are paid.

Dennis noted that the \$100 million New Voices Fund, established by Sundial Brands and Unilever, is meant to provide financing for businesses owned or managed by women of color, potentially turning some of those side hustles into successful firms.



Jocelyn Konrad of Rite Aid and Heather Hughes of Walgreens



Richelieu Dennis, Sundial Brands, and Annie Walker, Walmart

NACDS announces 2018 TSE Product Showcase winners

DENVER — Bringing new products to the attention of retail buyers was the goal of the Product Showcase at last month's National Association of Chain Drug Stores Total Store Expo here.

Retailer attendees were invited to vote to determine the most innovative offerings in 10 categories.

The winning products were:

- **Baby Care:** Baby Oral Pain Relief Tablet (Hyland's Inc.), a homeopathic remedy for soothing sore, swollen gums and relieving oral discomfort.

- **Consumables:** FITCRUNCH Snack Bars (FITCRUNCH Bar by Chef Robert Irvine), from recipes that deliver something good for you without compromising great taste and decadence.

- **Cosmetics and Fragrances:** Physicians Formula — Butter

Collection (Markwins Beauty Products Inc.), a cosmetics range featuring blushes, highlighters and bronzers infused with murumuru, tucuma and capacu butters for glowing skin.

Retailers voted on products in 10 categories.

- **General Merchandise:** Star Wars Greeting Cards by Papyrus (American Greetings Corp.), a collection of Star Wars mementos and characters bringing birthday greetings and thank-you messages from a galaxy far, far away.

- **Health Care/O-T-C:** Lumify Drops (Bausch + Lomb), a prod-

uct that addresses redness with a reduced risk of side effects, particularly the "rebound redness" that can occur when the effects of the treatment wear off.

- **Home Health Care:** Dexcom

G6 Continuous Glucose Monitoring System (Dexcom Inc.), featuring a one-touch auto-applier and a discreet transmitter that sends glucose readings to a smart device or the Dexcom

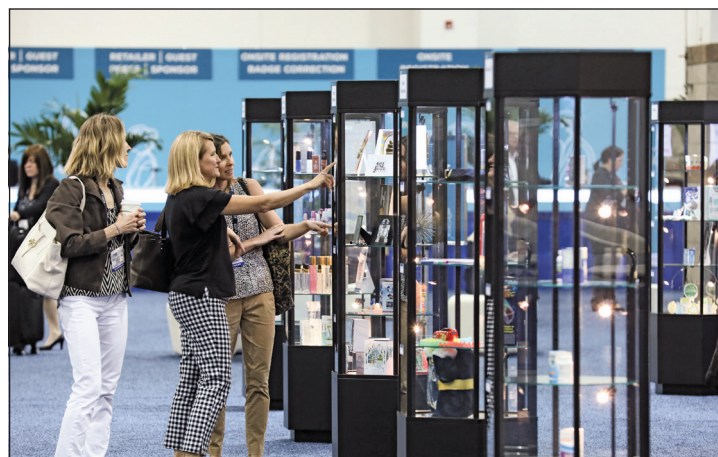
receiver once every five minutes.

- **Household Products/Non-Edible Consumables:** Aromatherapy Essential Oils and Diffusers (GuruNanda LLC), line of exquisite oils and diffusers designed to improve the health and well-being of consumers.

- **Personal Care:** Age Defense Moisturizer (Bulldog Skincare Inc.), an antiaging facial cream for men packed with essential oils, millet seed and oak apple tannins.

- **Pharmacy Operations Equipment and Services:** Opioid Control Pack (Legacy Pharmaceutical Packaging LLC), a metered dispensing system.

- **Pharmacy Products:** Contour NEXT ONE Smart Meter and App System (Ascensia Diabetes Care U.S. Inc.), a blood glucose monitoring system.



All the products were on display in the exhibit hall.

NACDS honors H-E-B at TSE

DENVER — Regional supermarket chain H-E-B was honored for its political engagement during the Political Involvement Reception at the National Association of Chain Drug Stores Total Store Expo here in late August.

The association's Politically Engaged Pharmacy award is presented to a company or individual who demonstrates "exceptional commitment to

the advancement of pharmacy through political engagement," according to NACDS.

This year's award recognizes San Antonio, Texas-based H-E-B for its leadership with the NACDS Political Action Committee, or NACDS-PAC. The bipartisan PAC was established to provide support to congressional candidates who advance pro-patient and pro-pharmacy policies.

Martin Otto, H-E-B's chief operating officer and a past chairman of NACDS, accepted the award on the company's behalf.

"Under Martin's leadership, H-E-B has demonstrated an unwavering commitment to advancing community pharmacy legislative priorities," said Chris Lane, NACDS vice chairman and executive vice president at Wakefern Food Corp./Shoprite.



Wakefern's Chris Lane presents award to H-E-B's Martin Otto.