

A Decade of Growth: Celebrating 10 Years with Tracy Larsen



For Tracy Larsen, the past decade at Medication Management Partners has been defined by growth, resilience, and a strong sense of teamwork.

When reflecting on her journey, one theme stands out: continuous evolution.

“There has never been a single day where I’ve been bored,” Tracy says. “Things are always changing—and that’s what keeps it interesting.”

Over the past ten years, Tracy has grown alongside MMP, evolving through multiple roles including Staff Pharmacist, Lead Pharmacist, and now Pharmacist Supervisor—each step building on the last and shaping her into the leader she is today.



Where It All Began

Tracy’s journey at MMP started with a role that quickly grew into much more.

Over time, she stepped into new opportunities, taking on additional responsibilities and leadership roles that allowed her to expand both professionally and personally.

“I’ve grown as a person and as a pharmacist,” she shares. “And I think others who have been here just as long would say the same.”

Through each transition, Tracy embraced change—something that would become a defining theme of her career at MMP.

Growing with MMP

Throughout her time at MMP, Tracy has taken on a wide range of responsibilities, but one area stands out in particular: onboarding.

“I’ve been primarily responsible for onboarding new communities,” she explains. “Last year, almost every

single onboarding we did—I was part of it.” This work has not only been a major responsibility, but also a point of pride.

“What we do is very different,” Tracy says. “It’s not something you can learn overnight.”

Over the years, she has become a trusted resource for both team members and communities navigating the onboarding process. Her experience has helped create smoother transitions and stronger long-term relationships, while also reinforcing the collaborative culture that defines MMP.

Guided by Experience

Through her onboarding work, Tracy has also become a mentor to many new team members—helping them navigate the complexity of long-term care pharmacy.

Her advice is rooted in empathy and realism. “You have to show yourself some grace,” she says. “There are so many moving parts to what we do—it’s not a reflection of you if it takes time to learn.”

She reminds new pharmacists that growth doesn’t happen instantly—but with time, everything starts to click. “One day, that light bulb goes off,” she explains. “And then you’re fine.”

A Culture of Collaboration

One of the biggest reasons Tracy has remained at MMP for ten years is the people.

“I could not ask for a better group of people to work with,” she says.

She describes MMP’s culture as a “family atmosphere with corporate goals,” where team members genuinely support one another both inside and outside of work.

“If someone needs help or needs to switch a shift because of something going on at home, someone always steps in,” she explains.

Even during challenging times—long hours, staffing shortages, and high workloads—the team remains committed to each other.

Driven by Change and Growth

If Tracy had to describe her journey in one phrase, it would reflect the constant cycle of challenge and success she’s experienced over the years.

“There are always challenges,” she explains. “But we adapt, we rise, and we succeed—over and over again.”

She compares the experience to a roller coaster—filled with moments of challenge and growth, but always moving forward.

“There are always ups and downs,” she says. “But those moments are what help you grow—and you know you’re going to come back stronger each time.”

Meaningful Moments

For Tracy, work doesn’t have to be serious all the time.

She brings humor and personality into the workplace—whether it’s participating in Halloween costume contests or showing up in an ugly Christmas sweater, or finding small ways to make her team laugh throughout the day.

“I don’t think everything has to be dry,” she says. “We can work hard and still have fun doing it.”

Those moments of lightheartedness help create an environment where people feel comfortable, connected, and supported. Even during busy or demanding days, they serve as a reminder that enjoying the work—and the people around you—is just as important as getting the job done.

For Tracy, it’s that balance of hard work and genuine connection that makes the experience meaningful. It’s not just about the tasks at hand, but about the relationships built along the way and the shared moments that make each day a little more enjoyable.

Looking Ahead

After ten years with MMP, Tracy remains energized by the future. **Having seen firsthand how the company adapts and evolves, she’s confident that the team will continue to meet challenges head-on.**

“With the right people and the right leadership, we always find a way,” she says.

For Tracy, the future is about continuing that cycle—adapting, growing, and succeeding together.

■ A Meaningful Journey

Looking back, Tracy sees her time at MMP as a journey defined by growth, opportunity, and connection. “MMP has given me opportunities and coaching that helped me grow—not just as a pharmacist, but as a person,” she says.

Through years of change, challenge, and success, Tracy has remained committed to her team and her work.

And after ten years, her impact continues to shape the people, processes, and culture that make MMP what it is today.

It’s a journey that reflects not only professional development, but also the relationships and experiences that make the work truly rewarding.

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