

# Physician Integration

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ASSOCIATION

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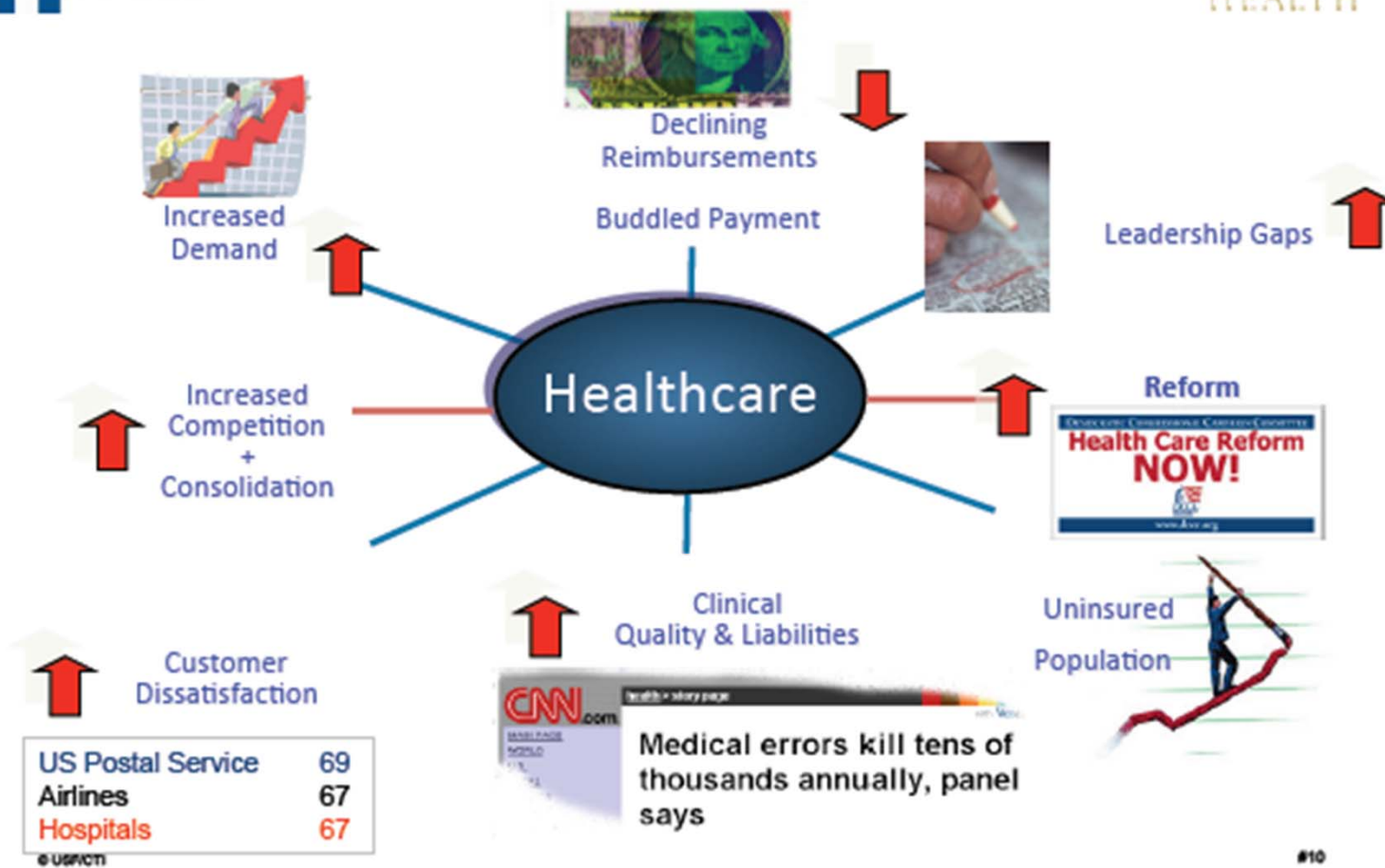
# Hospital-Physician Partnerships Now More Important Than Ever

- The following are areas where positive hospital/physician relationships are critical to ensure success under these programs and to avoid financial penalties.
  - Accountable Care Organization Concept
    - Requires hospital-physician partnerships to achieve shared savings incentives
  - Value Based Purchasing
    - Better links quality and health care delivery efficiency with reimbursement.
  - Delivery System Reforms
    - Readmissions - hospitals penalized for re-admissions. Physicians need to understand their role.
    - Payment bundling
  - Health IT
    - Hospitals making significant investments in technology infrastructure. Requires buy-in from physicians to ensure hospitals remain in compliance with EHR standards and continue to receive incentive payments.

# Why Engage?



## The Perfect Storm!!



# Physician Leadership Institute

- IHA has created in partnership with the University of South Florida (USF)
- Over the 12 months of the program, physicians:
  - Create personal development plans
  - Use mentorship, coaching, learning projects, networking and simulation-based learning to maximize leadership potential.
- The program provides customized, on-site training for physicians using a 360-degree assessment process to evaluate individual leadership surrounding:
  - Communication styles
  - Response to change
  - Teamwork and trust

# Physician Relationships More Important than Ever



## Our Line of Sight



- Engage the Iowa physicians and Administrators in leading the healthcare transformation**
- Grow the Iowa leaders systemically, locally, practically, and innovatively.**
- Create a culture of leadership at all levels of the organization where leaders connect mission, strategy, and actions to the organization mission, quality, patient satisfaction and to the bottom line.**
- Create a leadership bench to lead continued quality and service delivery.**
- Enable success of the leaders by giving them the necessary practical skills to succeed in their leadership role, with their team and in their environment.**

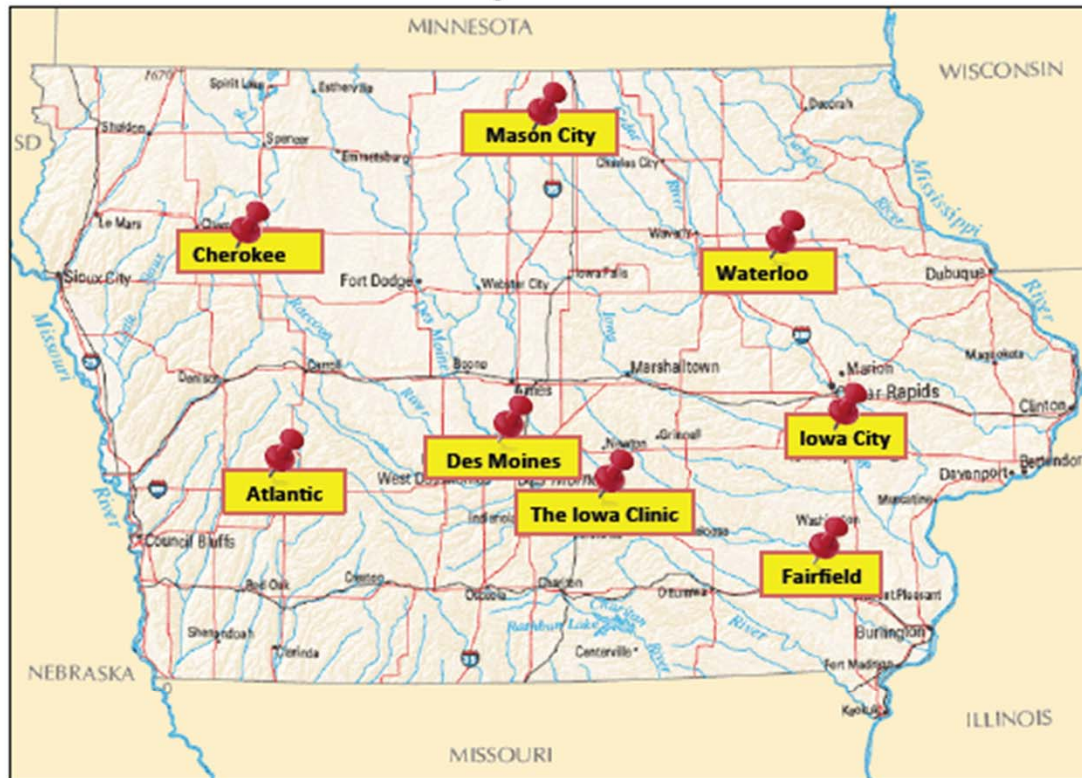
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## Locations for The Leadership Institutes in Iowa



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Or Customized on-site for an organization

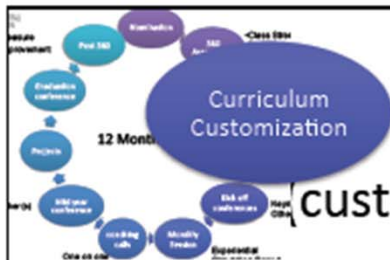
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## Comprehensive Curriculum customized based on 360° assessment results)



### Leading with Strategy

- Healthcare trends
- Healthcare Financial Acumen
- Business Acumen: Think like an Owner
- Strategic Planning and Execution
- Leading Change and Innovation
- Sales and Marketing
- Managing your Practice and Service Line

### Leading People

- Effective Conflict Resolution
- Effective Communication and Influence
- Crucial Conversations and Confrontations
- Creating and Sustaining High Performing Teams
- Coaching and Performance Development

### Leading with Results

- Planning and Resource Management
- Effective Idea Selling
- Productivity and Capacity Optimization
- Leading Quality and Safety Process (Lean Six Sigma)
- Effective Project Management
- Medical Staff Operations
- Running productive Meeting

### Leading Self

- Courage and Character
- Trust, Accountability, and Teamwork
- Emotional Intelligence
- Engaging Others
- Adaptability
- Stewardship

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## Call to Actions



- Nominate and sign up physicians, administrators and managers to the planned Institutes
- Next class is forming now for End of October 2011
- Engage your physicians and leaders
- Transform your leadership DNA
- Transform your culture

Ready, Set, Transform!

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# Additional Information on IHA Website

- About the Institute
- Informational Brochure
- Testimonials from Iowa Physicians
- FAQs
- Application Form
- IHA Annual Meeting
  - Dr. Clinton MacKinney
  - Dr. Elliot Fisher
  - Dr. Kenneth Cohn

