

Executive Physician Leadership: Critical Success Factors in Value-Based Care

Thursday, May 16, 2019
Bluethorn 2

Round Table Facilitators

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Topic/Question	Groups Comments/Discussion
Current physician leadership challenges	<ul style="list-style-type: none"> • Competing priorities between administrative time and clinical time requirements <ul style="list-style-type: none"> - Physician leaders feel like they are doing everything - How do you simplify and focus on most important items? • No traditional training program for MD leadership training • Variation of size and scope • Physician engagement is crucial because then physicians aren't aligned and feel like administrators are dictating to them what to do <ul style="list-style-type: none"> - Physician alignment is crucial factor for success • There is lack of financial incentive alignment for providers and organizations will not get to where they need to be without alignment • Physicians needs to be educated on bigger picture and rules of contracting • CMOs might feel like being blown off by administrators • Need to consider burnout issues • How do you train the next generation of providers to be ready for the healthcare environment we live in today?
Transition from FFS to value based model	<ul style="list-style-type: none"> • Moving from FFS to value based model, must engage physicians and empower them <ul style="list-style-type: none"> - Can't force to see patients every 15 min and have same productivity - Need to better understand where providers spend more time to get quality results

Round Table Discussion Notes

	<ul style="list-style-type: none"> • Population health requires multi-disciplinary approach with individuals aligned along entire path • Need to engage providers and tell them what they will be empowered to do at end of the day
<p>Addressing physician leadership challenges</p>	<ul style="list-style-type: none"> • For physician leadership - look for people with realistic view of colleagues <ul style="list-style-type: none"> - Need leaders that can honestly evaluate physicians and what their goals are - When can you teach? When do you need to let go? What to/not tolerate? - Need someone who is very honest and courageous • Need to create a team together and be aligned on value goals • Need to provide big data and admin support to providers to understand where to focus • Partnered physician with non-MD leader <ul style="list-style-type: none"> - Administrative support helps success of physician leaders - Bonuses of admin and med directors were the same criteria - If doc didn't get the bonus, neither did administration and vice versa - Non-physicians extremely involved in clinical decisions and vice-versa - Incentivize on business and clinical metrics • Send medical directors to leadership programs along with administrator counterparts
<p>"Era of the new physician"</p>	<ul style="list-style-type: none"> • Providers are not being trained for value-based care, SDH, etc. • More focus on work/life balance • EMR has killed the practice of medicine, and everything feels like "cut and paste"