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5 Take-Aways
on the Physician Enterprise



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01

A High Performing Physician Enterprise is Critical for Success in Value Based Care



Produces **physician engagement, physician empowerment and physician enablement**



Aligns physicians and other providers around the **patient's clinical journey**



Creates a patient-centered, evidence-based **system of care**



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02

The Problems We're Trying to Solve...

- ✘ Providers working alone together
- ✘ Lack of effective governance and management structures to engage, empower, and enable physicians
- ✘ Ill defined roles, responsibilities and rules of engagement between primary care and specialty physicians
- ✘ Misaligned incentives

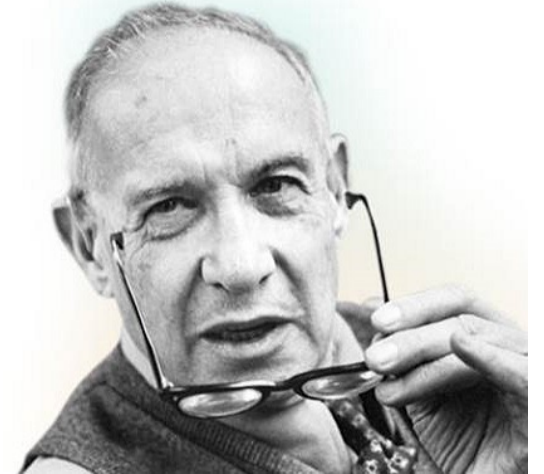
A Foundation of Core Purpose, Underlying Values and Desired Culture Must Be Set

➤ Core Purpose/Underlying Values

- What is the purpose of the Physician Enterprise?
- What are the shared and aligned behavioral values that the Physician Enterprise will live by?

➤ Create the Desired Culture

- What does it mean to be a Physician Enterprise? What are the Expectations?
- What is the value proposition for physicians?
- What is the best approach to culturally engage – and energize - the physicians?



Peter Drucker

“The chief objective of leadership is the creation of a human community held together by the work bond for a common purpose.”



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05

Best Practice Governance and Management

- + Laser focus on value-based clinical and operational performance
- + Engaged clinical leaders, physicians and APPs
- + APPs treated as principles and physician partners
- + Separation of management and governance
- + Clear roles, responsibilities and rules of engagement
- + Proactive building of the desired culture
- + Diversity in leadership that leads to better solutions and outcomes
- + Speed to making good decisions
- + Flattened organizational structure with minimal bureaucracy
- + Network of empowered, dynamic teams
- + Effective development of clinical leaders



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