A New Compact: Aligning Physician–Organization Expectations to Transform Patient Care

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Book Description

Forewords by James L. Reinertsen and Edgar H. Schein

Rewriting the Unwritten Rules to Change Patient Care for the Better!
With healthcare reform a priority and traditional physician roles shifting, mutually agreed-on expectations between physicians and organizations are essential to bring change and lasting results. Typically, these expectations have been unarticulated and merely assumed. A new, written compact—a set of explicit terms carefully negotiated by doctors and administrators to define their relationship through dialogue and respectful airing of different perspectives—is foundational to partnership and successful performance. This book provides an in-depth look at the background, development, and implementation of a new compact to strengthen and align expectations in today’s healthcare environment. Learn how organizations can use a physician–organization compact to integrate various entities brought together through mergers or acquisitions, to support clinical integration, and to engage physicians.

Practical applications throughout the book include:

- Seven case studies of organizations whose new compacts have changed relationships and furthered their success
- Lessons learned from these case studies that organizations can apply in their own environments
- A step-by-step process for developing and implementing a new compact, including who should be involved at each step

With the guidance presented in this book, senior executives, mid-level managers, and physician leaders alike can gain a comprehensive understanding of how to successfully develop and implement a new compact organization-wide or locally in a department, service line, or site.

"As the patient safety movement has matured, its focus has shifted from systems change to teamwork to culture. Healthcare organizations will be unable to create safe care for their patients without significant culture change. In A New Compact, Mary Jane Kornacki explains how the development of a compact aligns physicians and administrators behind the vision and the strategic plan necessary to bring about that culture change. A must-read guide for healthcare CEOs"
- Lucian L. Leape, MD, Harvard School of Public Health

"Compact building is a tested path to constructive conversations and positive outcomes by turning implicit assumptions into explicit agreements. This book shares the experiences of organizations that successfully developed compacts and will help those early on this path benefit from the learning of others."
- David C. Herman, MD, CEO, Essentia Health

"Kornacki summarizes over a decade of experience across a variety of organizations applying organizational behavior and management theory to create a new relationship between physicians and organizations. Vivid examples show how attention to alignment, focus on the journey rather than the destination, sharing ownership, trust, and accountability can create a new environment for success."
- Gregg S. Meyer, MD, MSc, chief clinical officer, Partners HealthCare Systems, Inc.
BOOKS

Developing Physician Leaders for Successful Clinical Integration

Carson F. Dye, FACHE, Jacque J. Sokolov, MD

Better Communication for Better Care: Mastering Physician-Administrator Collaboration

Kenneth H. Cohn, MD
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Redesign the Medical Staff Model: A Guide to Collaborative Change

Jonathan Burroughs, MD, FACHE

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An Insider’s Guide to Physician Engagement

Andrew C. Agwunobi
BOOKS
The New Hospital-Physician Enterprise: Meeting the Challenges of Value-Based Care
David A. Wofford, Stephen F. Messinger

As a member, you’ll join more than 48,000 healthcare leaders from across the country and around the world who are dedicated to improving health.
A New Compact: Aligning Physician–Organization Expectations to Transform Patient Care (ACHE Management Series).

by. Mary Jane Kornacki. It was amazing 5.00 · Rating details · 1 rating · 0 reviews. With healthcare reform a priority and traditional physician roles shifting, mutually agreed-on expectations between physicians and organizations are essential to bring change and lasting results. Typically, these expectations have been unarticulated and merely assumed. A new, written compact—a set of explicit terms carefully negotiated by doctors and administrators to define—with healthcare reform a p That said, the market increasingly supports new care models. Our view is that with the changing re-imbursement models, growing consumer demand, and advances in digital technologies, virtual care is a must-have for health systems, and they will now need to help physicians adopt virtual care capabilities. Virtual care typically requires an enterprise approach as part of organizations’ overall strategy. Physicians with experience of virtual care technologies tend to feel good about them: For each of the seven technologies available to them, large proportions of physicians (58–69 percent) expect to increase their use. Physician-to-physician electronic consultations Email/patient portal consultations Data from patient wearables Virtual/video visits Remote patient monitoring at home. The two physician-patient interactions that follow may help to illustrate how a physician’s interpersonal behavior toward and expectations for a patient can be communicated. These powerful messages can affect patients’ understanding of what they must do to care for themselves, as well as their willingness and sense of competence to take positive health actions. Recommend this book. Email your librarian or administrator to recommend adding this book to your organisation’s collection. Interpersonal Expectations. Edited by Peter David Blanck. A New Compact: Aligning Physician-Organization Expectations to Transform Patient Care (ACHE Management Series) Pdf Book is also available for Read Online, mobi, docx and mobile and kindle reading. Please use the link provided below to generate a unique download link which is valid for 24hrs. You must use the link before it will expire. Download Link. Book Description Typically, these expectations have been unarticulated and merely assumed. A new, written compact—a set of particular phrases rigorously negotiated by docs and administrators to define their relationship by way of dialogue and respectful airing of varied views—is foundational to partnership and worthwhile effectivity. Texas Children’s embarked on a journey to transform care, building a three-systems approach incorporating analytics, best practice, and adoption. Inter-disciplinary teams across the entire organization engage to standardize care delivery, creating a patient-centered experience of care, regardless of where in Texas Children’s that care is provided. Additionally, the hospital gathers physician input and establishes leadership in all levels of the organization. We are the leaders in a new era of advanced predictive analytics for population health and value-based care. with a suite of machine learning-driven solutions, decades of outcomes-improvement expertise, and an unparalleled ability to integrate data from across the healthcare ecosystem.