



Building Bridges

A GUIDE TO OPTIMIZING
PHYSICIAN-HOSPITAL
RELATIONSHIPS



TED HAMILTON, MD, MBA

Foreword by Harold G. Koenig, MD, Author of *The Healing Power of Faith*

Building Bridges A Guide To Optimizing Physician Hospital Relationships

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Building Bridges A Guide To Optimizing Physician Hospital Relationships:

Building Bridges Ted Hamilton,2019-06-10 Provides a stimulating glimpse at promising future directions in physician engagement and physician health using case studies from the AdventHealth hospital system Written by a medical doctor who is also a healthcare administrator Foreword by Harold G Koenig MD

How To Turn a Healthcare Crisis Into a Health

Care Opportunity Stephanie Lind,Susan Chase,2014-10-13 Today we are in a healthcare crisis All around the industrialized world people are struggling with declining health From childhood obesity to the multiple health related needs and concerns of an aging population millions need help understanding managing or even reversing their maladies Hospitals are essential of course but most are set up for episodic care not long term disease management or continuous health improvement So healthcare organizations civic leaders church leaders and philanthropic groups wonder what can be done to help In this timely publication authors Stephanie Lind of Florida Hospital and Dr Susan Chase of the University of Central Florida share important insights and ideas based on a three year pilot project involving Faith Community Nurses Conducted in five Central Florida churches the pilot sought to help congregations establish or grow an existing health ministry team The work was accomplished through a partnership between Florida Hospital and the Winter Park Health Foundation In these pages you ll discover the project goals the methodology and processes used and how others can take what was learned and do something similar or better The project described in this report was one among many of Florida Hospital s ongoing efforts to help people understand how practicing the fundamentals of whole person health aids in the prevention of disease and in recovery following an illness I believe the authors have done a remarkable job of demonstrating how hospitals churches and Faith Community Nurses can positively affect the health of entire communities playing a part in transforming our healthcare crisis into a health caring opportunity

Bibliography of Agriculture ,1996 Associations' Publications in Print ,1981

1981 in 2 v v 1 Subject index v 2 Title index Publisher title index Association name index Acronym index Key to publishers and distributors abbreviations

Consultants and Consulting Organizations Directory ,2006 Optimizing the Physician Advisor in Case Management Mark S. Michelman,Sharon Mass,Donna Ukanowicz,2008-11 Foster effective relationships between case management and physicians with a strong physician advisor program With increasing federal compliance regulations there has never been a greater need to have a physician advisor PA on staff to provide your case management team with more support to achieve your organizational goals Whether you re building a new PA program or want to revitalize an existing one the new HCPro book Optimizing the Physician Advisor in Case Management A Guide to Creating and Sustaining Measurable Program Results delivers the guidance you need to improve the chain of communication across the continuum of care Written by Mark Michelman MD MBA Sharon Mass PhD LCSW ACM and Donna Ukanowicz MS RN ACM the book combines the perspectives of a physician advisor nursing case manager and social work case manager The book is the industry s first resource that provides Easy to follow steps to create or revamp your program Tips to recruit and train PAs

Strategies for defining measurable goals and effective PA responsibilities Analysis methods for evaluating need and justifying resources Metrics to measure your success A CD ROM loaded with adaptable tools and forms

The Greeley Guide to Physician Employment and Contracting

William K. Cors, Richard A. Sheff, Greeley Company, 2010

The Greeley Guide to Physician Employment and Contracting William Cors MD MMM FACPE Richard A Sheff MD Build strong physician hospital relationships with the right employment model Attract high quality physicians and enhance physician hospital relations with the help of The Greeley Guide to Physician Employment and Contracting This book and online toolkit provide expert strategies for implementing a solid physician employment model and put theory into practice with real world tools and case studies This book and downloadable online materials will help you Design employment models that help you navigate evolving physician hospital relationships Determine and resolve the root cause of physician employment challenges at your organization Design and effectively communicate your vision for buy in and shared success Measure and manage physician performance with clear expectations and feedback Create a culture that attracts high quality physicians Draft solid contract language Put theory into practice with expertly planned physician employment strategies Order your copy today The table of contents covers these key topics Clearly defining roles Mastering management strategies Balancing physician success and hospital success Achieving patient staff and physician satisfaction Selecting the right players for the team Setting clear performance expectations Establishing the right incentive compensation plan Building a strong contract Measuring physician performance Mastering the art of providing feedback to employed physicians Managing problem physicians Terminating physician employment agreements Creating a vision and achieving buy in Developing and supporting physician leaders Working side by side to strengthen physician hospital relations and medical staff effectiveness The authors of The Greeley Guide to Physician Employment and Contracting are physician consultants who have worked in the trenches with hundreds of hospitals around the country to optimize physician hospital relationships Combined they have decades of experience helping hospital and physician leaders overcome their unique challenges and implement practical sustainable solutions Implement a physician employment model that promotes loyalty builds strong physician hospital relationships and motivates physicians to raise the bar with The Greeley Guide to Physician Employment and Contracting

The Greeley Guide to New Medical Staff Models

Richard A. Sheff, William K. Cors, 2008

The Greeley Guide to New Medical Staff Models Solutions for Changing Physician Hospital Relations William Cors MD MMM FACPE Richard A Sheff MD Has your medical staff model evolved to address ever changing healthcare challenges The self governed medical staff is and will remain a requirement of CMS and The Joint Commission for the foreseeable future yet it is not up to the task of tackling today's patient safety cost effectiveness ED call and physician hospital competition challenges How can you restructure your medical staff to effectively tackle these evolving issues The Greeley Guide to New Medical Staff Models Solutions for Changing Physician Hospital Relations provides a road map for hospital and medical staff leaders to develop new medical staff models

that better meet today's challenges than medical staffs of the past. This book and CD ROM set identifies and explains the multiple evolving medical staff models confronting physicians and hospitals today and helps you determine the models that are best for your organization. Get practical approaches to deal with your medical staff challenges. Written by two of the top leaders in the field, this resource includes strategies, tools and step by step action plans to help you Deal with physician hospital and physician physician competition to build a collaborative culture. Understand the mixed model medical staff. Choose the medical staff models that are best for your organization. Create a physician hospital relations action plan for your hospital. Develop a comprehensive board driven physician relations recruitment and retention strategy. Manage multiple medical staff models within a single institution. Improve physician hospital relations. Define the roles of the board management and medical staff in achieving hospital and physician success. Renegotiate the physician hospital compact. Bring your medical staff models up to date with this practical guide. Take a look at the table of contents. Chapter 1 Do we need a new medical staff model. Chapter 2 From self governed medical staff to a broken social contract. How did we get here. Chapter 3 Physician hospital competition and collaboration. Chapter 4 Candidates for the new medical staff model. Chapter 5 Which medical staff model is right for you. Chapter 6 The Seven Rs of medical staff development planning. Chapter 7 Physician apathy. Is the medical staff still relevant to physicians. Chapter 8 A step by step roadmap to improve physician hospital relations. Who will benefit. Chief medical officer, medical director, vice president, medical affairs, quality director, manager, director, physician relations, chief executive officer, chief operations officer, director of physician recruitment, medical staff director. Get the latest medical staff models you can adapt for your own organization. Order this essential guide today. A

Guide to Re-engineering the Physician-hospital Relationship American Hospital Association, Ernst & Young, InterHealth, 1994 **Employed Physician Networks: A Guide to Building Strategic Advantage, Value, and Financial Sustainability** David W. Miller, Terrence R. McWilliams, Travis C. Ansel, 2018-12-11. A strong integrated physician group is essential for any healthcare organization looking to improve patient care within its health system and throughout its community. Equip yourself with the skills, knowledge and tools you need to turn your organization's employed physician network into a strategic asset. Employed Physician Networks: A Guide to Building Strategic Advantage, Value, and Financial Sustainability offers a clear framework for a network's growth from the Novice phase through the High Performing phase and it highlights the key elements that contribute to a successful evolution to high performance. With this book, healthcare leaders will be able to pinpoint their network's current phase and then apply practical advice and recommendations for priorities that will likely need to be addressed for the organization and network to progress through the more advanced phases. Case studies, best practices, concrete examples, sidebars and checklists help leaders put their plans into action. Ultimately, executives and organizations will be able to build employed physician networks that reliably manage quality, cost and access. The book is rounded out with valuable information about interactions with private physicians and the creation of

relevant metrics and dashboards Fully informed about success factors barriers and the predictable phases of evolution and growth healthcare leaders can initiate a plan of action that will have a significant impact on a health system's long term success while at the same time improving patient care in their communities *The Complete Guide to Physician Relationships* Kriss Barlow, 2011-06 The Complete Guide to Physician Relationships Kriss Barlow RN MBA What Physicians Want Research based insights into the best physician communications strategies In the wake of healthcare reform and a growing emphasis on accountable care healthcare organizations are looking for ways to align more closely with physicians Given the highly competitive physician recruiting and referral market having an effective physician communication strategy has never been more vital Based on extensive research and an in depth survey of nearly 200 physicians The Complete Guide to Physician Relationships outlines exactly what information physicians want and how they want to receive it from healthcare leaders peers marketing executives and physician relations representatives Get the critical data that you need to succeed with your physician relations referral and communication efforts Get powerful researched strategies and insight to Communicate the information physicians want in the manner they want to receive it Engage physicians in quality and patient satisfaction improvement efforts Determine the most effective way to promote services Strengthen your relationship with specialists primary care doctors and new recruits Improve the effectiveness of physician sales Take a look at the table of contentsIntroduction Chapter 1 What Do Physicians Want to Hear from Leadership Medical staff support Beyond doing communicating Business models Real involvement Summary Chapter 2 How Does Your Hospital Compete Conversations about cost technology Patient satisfaction Recruitment and retention Understand first Aligning for the future Summary Chapter 3 ACOs PHOs Industry Change and Physicians Priorities in the Relationship ACO aware Shared savings and quality incentives Physician performance measurement Summary Chapter 4 What Do Physicians Want to Hear from Their Peers Who gets picked Demonstrating quality in a peer to peer setting Consistent communication Making it easy for patients Tangled twine of priorities Summary Chapter 5 Do Physicians on the Medical Staff Know Each Other Knowing and referring Ease of referral Elements that impact referral decisions Summary Chapter 6 Communication When a Referral Is Sent Care delivery post discharge Managing expectations Messages show value Summary Chapter 7 What Do Physicians Want to Hear from Marketing How do physicians like to receive marketing information What this means for you Opportunity for action Summary Chapter 8 Promoting Services Managing our we know best attitude Active support of physician to physician connections Social media and web innovations Summary Chapter 9 Supporting Specialists Talk is not cheap Avoid only one option Education beyond CME Summary Chapter 10 What Do Physicians Want to Hear from Physicians Relations Measuring the value Resource role Managing concerns Helping them grow their practice Leveraging education On boarding What's happening at the hospital Summary Chapter 11 Physician Relations Attributes That Matter The relationship is about physicians Personal development for this role What's in it for me Managing internal perception Summary Chapter 12

Physician Relations Voice Expanding the role Gather data use data show your impact with data Listen to differentiate Knowledge is an obligation Internal coordination collaboration integration Summary Appendix Who will benefit from this book VPs of advertising VPs of marketing VPs of communications VPs of public relations Chief marketing officers Advertising directors Directors of marketing Directors of communications Marketing managers Advertising managers Chief medical officers CEOs CNOs COOs Medical staff coordinators Practice administrators Physicians Physician relations representatives

Transforming Leadership, Improving the Patient Experience Alan Belasen Phd, Barry Eisenberg, Jill Borgos, 2024-02-27

This book focuses on the patient experience as a leadership strategy. It explores the relationships between coordinated care expert leadership provider patient communications and the patient experience. When clinical and nonclinical staff collaborate effectively, health care teams can improve patient outcomes, prevent medical errors, improve efficiency and increase patient satisfaction. Surprisingly, however, healthcare leaders tend to prioritize specific metrics to improve hospital performance and patient satisfaction, even though patient experience and provider patient communications are intertwined. Determining the most effective strategy for achieving higher levels of service quality and patient satisfaction can prove elusive for providers. Consider the evidence. A survey in 2012 of more than 17 000 healthcare leaders in North America, for example, found that leaders' perceptions did not always match the data and many hospital leaders overestimate the performance of their hospitals. Over 75% of the hospital leaders reported quality of care was something their hospital did well while their patients on average rated them lower on perceived service quality. Ten years later in 2022, only a few providers integrated best practices to achieve high patient satisfaction, which severely impacted CMS Hospital Star Rating. This has significant effects on profit margins since patients consider the Star Rating differentials in their choices of hospitals and are willing to pay upward 17% extra for treatments in 5 Star hospitals, a revenue generating source of income at times when hospitals have seen falling revenues down 4-8% and rising labor up 37% from pre COVID 19 pandemic levels. To reduce the gap between perception and reality, hospital leaders can consider the link between communication goals e.g. responsiveness of hospital staff, pain management communication about medicines and outcomes e.g. increased adherence and compliance, readmission, healthcare delivery costs, hospital overall ratings as well as improve the patient experience. When intentions and outcomes are aligned, they create a powerful medium by which healthcare leaders can evaluate the gaps that exist between patient care measures and best practices and mitigate organizational or technological factors relevant for improving the patient experience. When the alignment is optimal, care teams develop a better sense of shared purpose, become more committed and accountable and work together to improve the patient experience. When accomplished, patients participate more fully and actively in the exchange and are discharged with an enhanced commitment to carry out care management requirements. Key topics in this practical guide include provider patient communications demonstrating the value of patient focused care, how physician and nurse executives use synergy as a strategy, engaging board members in promoting quality and safety goals and in developing

hospital community partnerships building bridges between physicians administrators trustees and hospital staff and developing a leadership pipeline **Communication the Cleveland Clinic Way: How to Drive a Relationship-Centered Strategy for Exceptional Patient Experience** Adrienne Boissy,Timothy Gilligan,2016-05-04 Put relationship centered communication at the forefront of care Today physicians face a hypercompetitive marketplace in which they must meet unique and complex patient needs as efficiently as possible But in a culture prioritizing clinical outcomes above all there can be a tendency to lose sight of one of the most critical aspects of providing effective care the communication skills that build and foster physician patient relationships Studies have shown that good communication between doctors and patients and among all caregivers who interface with patients directly results in better clinical outcomes reduced costs greater patient satisfaction and lower rates of physician burnout In Communication the Cleveland Clinic Way Dr Adrienne Boissy and her team tell the story of how Cleveland Clinic created and applied the R E D E to Communicate Foundations of Healthcare program making the world renowned hospital system a leader in relationship centered care They provide a step by step guide for healthcare leaders and decision makers to design develop and implement communication skills training in their own institutions Learn how to Craft an effective colleague supported communication skills program to include veteran physicians residents and medical students Leverage creative program design and data transparency to engage and facilitate staff physicians and advanced care providers Identify common misperceptions and myths in healthcare communication and respond to them successfully Cultivate a true sense of empathy with patients and fellow caregivers alike while maintaining professionalism In a field where difficult conversations and stressful relationships are commonplace clinicians need a structured approach to enable them to deliver the best care possible Communication the Cleveland Clinic Way is the blueprint for establishing a relationship centered program that will improve patient experience reinvigorate doctors passion for their work and elevate any organization *Building Bridges* ,2014 Caring is an important part of curing Ones perceptions culture and values all influence an attitude that may help or hinder the development of effective relationships In this program your staff will learn to engage each patient in a kind and caring manner **Holistic Negotiations for Physicians** Rita Kosnik,Daniel McCormick,2018-07 With changing regulations and economic pressures driving physicians towards medical practices hospital alliances and integrated health care organizations negotiations skills have become a key component for a physician s professional and financial success This book provides physicians with a coherent framework and proven strategies for successful negotiations This practical how to guide is built around a core model of holistic negotiations characterized by three main principles 1 creating value for all parties involved 2 preserving and building relationships and 3 balancing short term and long term gains Long and short cases anecdotes and physician specific examples illustrate and help readers apply the concepts and strategies that embody the holistic approach **Healer, Leader, Partner** Jack Cochran M D,2018-11-08 Physicians undertake a noble demanding profession improving patients lives But the rapidly changing world of

healthcare and the complex knowledge and technology involved challenges this calling Physicians need to be healers confidants and caregivers while developing skills as leaders and partners This indispensable guide provides practical actionable learning to help physicians become effective compassionate and confident leaders transforming healthcare into what patients want need and deserve Says Dr Cochran When I became a surgeon I had four years of medical school six years of residency training and a rigorous certification process to verify my competence When I became a leader in the business of medicine most of my training was on the job just in time and trial and error which is a very different journey In this book Dr Cochran draws on his own path focusing on essential skills for effective leadership to provide in depth examinations of critical topics including communication leading change managing performance through culture and relentless personal development Dr Jack Cochran is a Stanford trained surgeon and served as executive director CEO of the Permanente Federation at Kaiser Permanente from 2007 until 2015 He is also the coauthor with Charles Kenney of The Doctor Crisis How Physicians Can and Must Lead the Way to Better Health Care

Building Bridges A Guide To Optimizing Physician Hospital Relationships Book Review: Unveiling the Power of Words

In a world driven by information and connectivity, the power of words has been much more evident than ever. They have the ability to inspire, provoke, and ignite change. Such is the essence of the book **Building Bridges A Guide To Optimizing Physician Hospital Relationships**, a literary masterpiece that delves deep into the significance of words and their impact on our lives. Published by a renowned author, this captivating work takes readers on a transformative journey, unraveling the secrets and potential behind every word. In this review, we shall explore the book's key themes, examine its writing style, and analyze its overall impact on readers.

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Building Bridges A Guide To Optimizing Physician Hospital Relationships Introduction

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