Mountain States Health Alliance
Physician Leadership Academy
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Who Is Mountain States Health Alliance?

1) Largest Regional Integrated Health Care Delivery System (29 County, Four State Region)
2) 14 Hospitals (UCMHH Pending)
3) Approximately 9,000 Team Members, as well as 1,220 physician medical staff, 3,500 volunteers, and 3,290 students
Who Is Mountain States Health Alliance?
Why the Physician Leadership Academy?

1) To develop future physician executives and physician bench strength for Mountain States Health Alliance
   a) Collaborative physician team leaders
   b) Help provide the vision and engage others to be part of the solution

2) To drive evidence-base practice

3) To educate physicians about the current issues in healthcare

4) Better understanding of our accountable care organization/population health management strategy and communicate to other physicians across the system

5) Help to deploy information technology
Structure

1) 7-8 courses over 21-24 month period
2) In-person presentations with online make-up options available from ACPE
3) Nomination of physician attendees identified by hospital CEOs and CMOs
4) Signed physician commitment letter
5) Physician Leadership Academy physicians are either employed, independent, or faculty from the East Tennessee State University Medical School
6) Health system executives attend the Physician Leadership Academy sessions
7). Involvement of previous cohort members
8). SharePoint site
9). Graduation with formal diploma
10). System board members involvement at graduation
Partners

1) American College of Physician Executives
2) Great support staff at Mountain States Health Alliance
3) System board endorsement of the Physician Leadership Academy
Outcomes

1) Five of the graduates have become physician executives at Mountain States Health Alliance
   a). Four of the graduates have become VP/CMOs
   b). One of the graduates has become our AVP/Medical Director for Quality and Patient Safety

2) Greater physician leadership engagement

3) Better understanding of the healthcare challenges

4) Large group of physician champions to draw upon for various health system initiatives
Uniqueness to the Program

1) Social/networking events
2) Board involvement/support
3) SharePoint site
4) Formal diploma
Replication

1) The Physician Leadership Academy Program is not unique to Mountain States Health Alliance
2) The program could be replicated at any hospital or health system
   a). Takes commitment
   b). Financial resources
Lessons Learned

1) Course work better received when presentations include Physician Leadership Academy participants in the presentations (i.e., more interactive)
2) Inviting all past and present cohorts to the social events
3) Inviting all cohorts to new presentations
4) More executive involvement improves physician commitment and interest
Maintaining/Evaluating

Maintaining

1) Organizational commitment (Senior Management, Board of Directors)
2) Dedicated physician leaders to drive the program
3) Need great support/commitment
4) Financial resources
5) Physicians willing to participate

Evaluating

1) Continued interest of the physicians
2) Several physicians have become full-time physician executives
3) Increased participation in each cohort
4) Decision on multiple cohorts was decided early in cohort one
5) Physician participants evaluations have been very good to excellent
6) Physician willing to spend the time
7) Physicians keep asking for more education
Future Changes

1) Curriculum changes/forming a curriculum committee
2) Further work and evaluation of emotional intelligence of the Physician Leadership Academy participants
3) Adding more online options
4) Shortening the length of the program
5) Get more background information on our Physician Leadership Academy participants
6) Develop project work around our LEAN activities
Questions?