



UnityPoint Health

# Strategic Physician Leadership Development

**Alan Kaplan MD**

President/CEO, UnityPoint Clinic

SVP/Chief Clinical Officer, UnityPoint Health

1776 West Lakes Pkwy, Suite 400 / West Des Moines, IA 50266

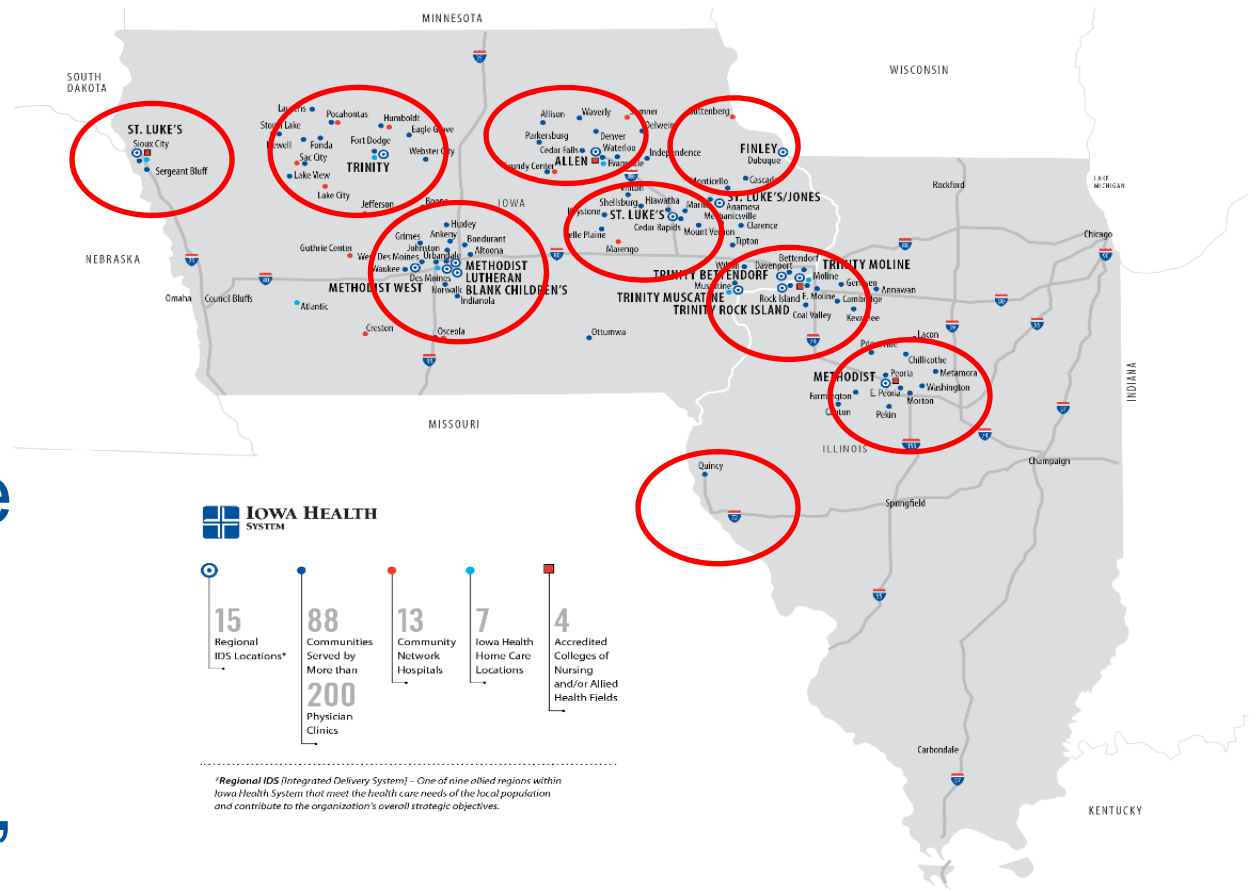
[alan.kaplan@unitypoint.org](mailto:alan.kaplan@unitypoint.org)

[unitypoint.org](http://unitypoint.org)



# UnityPoint Health

- Iowa & Illinois
- \$2.7B
- 9 Regions
- 29 Hospitals
- 900+ Employees
- Physicians
- Home Health
- ACO with 230, attributed lives



# ACO Road Map (2009)

*Physician Alignment*



*Create Value*



*Demonstrate Value*



*Value-Based Contracting*



# *Physician Alignment*

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1. Become physician-driven
2. Develop physician leaders
3. Strategically align 900+ employed providers
4. Develop a clinically integrated network to align with independent physicians

# Physician Leadership Academy

- Formal program
  - Online application
  - Expectation setting
  - Dedicated staff
  - Graduation ceremony
- Physician-friendly
  - Online courses
  - Onsite courses
  - CME credit (114 hours)
  - Graduate degree credit
- Strategically aligned class projects
- Post-graduation talent management program



<http://www.unitypoint.org/physician-leadership-academy.aspx>



# Physician Leadership Academy



# **Third Class in Session**

## **100 Graduates**

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Chief Medical Officer

Chief Medical Information Officer

Vice President

Medical Director (e.g. ACO)

Clinical Program Development (e.g. PCMH)

Quality Improvement

Medical Education

Full-Time Clinical Practice