



Healthcare CEO Forum

7:30 am Tuesday, October 2nd , 2018

Meeting at Scottsdale Place
5635 N. Scottsdale Road, Ste 170

Overview

- Introductions/Housekeeping
 - Introductions/Update
 - Forum, personal goals
- 2018 Fall Schedule
 - Tue, Oct 2: Atul Gawande intro
 - Review Pat Lencioni
 - "Being Mortal" discussion
 - Tue, Oct 23—Inpatient Care Trends
 - Hospital financial patterns
 - "Hospital in a home" intro
 - "Pre-Acute Care" model
 - Tue, Nov 20—Forum host?
 - Medicare—APMs/MIPS—Bundles—PAC—MA Plans
 - Tue, Dec 18—guest speaker TBD

Pat Lencioni: Lessons from "The Advantage"

- Four key disciplines:
 - 1) Cohesive leadership team
 - 2) Create clarity
 - 3) Over-communicate clarity
 - 4) Reinforce clarity

Pat Lencioni: Lessons from "The Advantage"

- Building a cohesive leadership team requires
 - 1) Trust
 - 2) Conflict
 - 3) Commitment
 - 4) Accountability
 - 5) Results

Pat Lencioni: Lessons from “The Advantage”

- Hiring for fit—key characteristics to look for
 - 1) Humble
 - 2) Hungry
 - 3) Smart
- Take 2 out of 3, but don't leave out humility

Atul Gawande: Key themes in “Being Mortal”

- Modern experience of mortality
 - People fail “randomly and gradually”
 - Most die from long medical struggle—death certain, timing isn't
 - Just 17% die at home—used to be 85%
 - About half use Hospice, many fewer use Palliative Care
 - Families often not local—“intimacy at a distance”
 - Caregiver demands increasing as diagnoses shift
 - Too few geriatricians
 - Expanding institutional alternatives, but “just not home”

Atul Gawande: Key themes in "Being Mortal"

- Biggest challenge: Despair
 - 1) Boredom
 - 2) Loneliness
 - 3) Helplessness
- Biggest risk: Falling –88% more likely if
 - 1) Poor balance
 - 2) 4+ meds routinely
 - 3) Muscle weakness

Atul Gawande: Key themes in "Being Mortal"

- Alternatives for improving care and quality of life
 - Objective: "Job is not to confine choices in name of safety, but to expand them in name of a worthwhile life...NOW"
 - More payor flexibility:
 - Patients reluctant to early adopt Hospice
 - Curative AND Palliative Care needed
 - Non-medical services
 - Payor risk limits interest: MA Plans
 - More support for staying at home
 - Hospital in a home—PHS, Marshfield Clinic
 - Pre-Acute Care vs Post Acute Care
 - Telehealth and related technology

Forum Approach

- **Goals**
 - Become a stronger leader...with others you respect
 - Learn new leadership skills, tools...validate existing ones
 - Reinforce commitment to work/life balance
- **Meetings**
 - Presentation/Discussion format
 - MITs
 - Occasional speakers
 - Handouts, books, homework
 - Blueberry muffins