Surgical Leadership

“If you don't like change, you are really going to hate being irrelevant.”

Surgeons and Health Care Reform

The surgical community strongly supports efforts that ensure that individuals have consistent access to patient-centered, timely, unencumbered, affordable and appropriate health care and universal coverage while maintaining that physicians are an integral component of providing the highest quality treatment.

Professional Transformation

Organizations must address how to change culture before significant change of any type can be implemented.

Why, because culture eats -strategy for breakfast
-process for lunch
-good people for dinner everyday
Surgery Redefined 2010

• Molecular Basis of Disease
• New Competing Technology and Molecular Advances
• Personal Medicine and Molecular Profile
• Long Term Outcomes
• Comparative Effectiveness
• Patient Satisfaction
• Changing Indications for Surgery
• Prevention and Wellness
• Disease Management

Newer Leadership Skills

• Thinking holistically
  – System as a whole determines importantly how the parts behave
  – Most people’s focus is local and one dimensional
  – Need to also think politically, systemically, and historically

Organizational Balance

Impact of Comprehensive Health Care Reform on Surgeons

• HR 3962  220-215  11/7/09
• HR 3590  Senate 60-39
• House Votes on Senate Bill  219-212  3/21/10
• Final House Clearance 220-207  3/25/10
• Obama signs Patient Protection and Affordable Act  3/30/10
Comprehensive HCR for Surgeons

- Workforce
- Payment Reform
- Quality Improvement (PQRI)
- Physician Ownership of Facilities
- TORT Reform
- Health Information Technology

Workforce

- National Healthcare Workforce Commission 9/30/10
- GME Slots – Reallocation
- Primary Care
- Rural and Underserved Areas
- Loan Repayment

Physician Payment Reform

- Global Payment Demonstration Project 2010
- Medicaid and CHIP Payment and Access Committee (MACPAC)
- Independent Payment Advisory Board (IPAB)
- Value Purchasing
- Hospital Acquired Conditions - ?Payment
- Readmission to Hospital - ?Payment

Quality Improvement Initiatives (PQRI)

- Measure and Report – Bonus Pay
- Medical Home and Accountable Care Organizations
- Comparative Effectiveness – Institute
- Physician Compare Website
- Prevention and Wellness
What is needed from us to achieve Patient Centered Care!

- Leadership
- Involvement in political process where we can make a difference
- Collective and collaborative thinking to resolve issues
- Workforce studies to prepare and train students

Leadership In Health Care Reform

- Groupthink in sector-based silos
- Momentarily important
- Resisting long-term enterprise-wide reforms
- Politician beholden to special interest sector
- Medicine power across industry

Conclusion

- Take control of profession
- Political activity
- Contribute to efforts to improve quality of care
- Be vocal in health reform
- Pull together and focus on joy of providing surgical care