Work Different. Think Different.
Why Medical Specialties Need to Move Towards Team-Based Care

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Bill Wright, MD, MSPH
President & Executive Medical Director
Colorado Permanente Medical Group
Kaiser Permanente: An Integrated Care Delivery System

Permanente Medical Groups

Member/Patient

Kaiser Foundation Hospitals

Kaiser Foundation Health Plan
Preparing the next generation of physicians

- How is the health care world changing?
- What’s the future physician’s role?
- Impact of ACA and market forces
How is the health care world changing?

Expectations

- Purchasers
- Millennials
- Consumers buying directly

Data – more data and more data

- Translating to useful clinical information

Patient – centered

- Triple Aim
- Chronic conditions, patient reported outcomes, sample size of one.
Affordable Care Act & Market Forces

Individuals purchasing health care directly

- Public exchanges
- Private exchanges

Purchasing decisions based on

- Third-party Websites
- Patient Experience
- Price
Paradigm shifts:

- Encounter-based (visit) → information based
- Physician-centered → patient-centered
- Physician delivered → team delivered (patient part of team)
- Reactive care → proactive care
- Episode care → continuous care
- Population based care → personalized care
- Mass production → mass customization
- Rear-view analytics → predictive analytics ("Big Data")
- Silo care → coordinated/integrated care
Cultural Fit

• Talent Selection Process
  • Work upfront prevents years of downstream problems
• Cultural Values Assessment
  • Work preference style
• Hogan Assessment
  • Strengths, Derailers
  • “Hit the ground running”
• References
  • Scrutinize who they are
“It is not necessary to change, survival is not mandatory.”

- W. Edwards Deming
American Engineer & Statistician
How does the medical specialist’s role change?

Team based

- Interdisciplinary
- Allergy/Asthma
- Head/Neck
- Breast care
- Spine

- Consulting to team of RNs, APNs, PAs
- Working at highest scope of practice
- Individual and population care.