As healthcare reimbursement transitions from volume to value-based, it becomes essential for physician compensation plans to evolve in order to ensure success under changing financial incentives. The objectives of this program are to:
1. Describe the current environment for physician and advanced practice clinician compensation
2. Identify key success factors for transitioning from volume to value-based provider incentive structures
3. Discuss lessons learned from other organizations in the US.

Target Audience: CEO, COO, CFO, CAO, CMO, Board Members, Business Development and Strategic Planning Leadership, Physician Services, and Financial Services

Faculty:
Leonard J. Henzke
Principal
ECG Management Consultants
Seattle, Washington

Len Henzke has consulted for 15 years to a variety of leading hospitals, health systems, and medical groups nationwide. He directs consulting engagements pertaining to a broad range of complex healthcare issues, including system and organizational strategic planning, hospital/medical group affiliations and transactions, physician organization development and design, and clinical service line planning. Throughout his career, he has advanced numerous engagements as a broker between hospital executives and physicians in designing creative and effective alignment vehicles to further mutual goals. In addition, he has designed dozens of physician compensation plans, including value-based plans that incorporate quality, efficiency, and other metrics, to help organizations succeed in the era of accountable care. Mr. Henzke possesses a bachelor of arts degree from The College of William & Mary and master of business administration and master of health administration degrees from the University of Washington.

Maria C. Hayduk
Senior Manager
ECG Management Consultants
St. Louis, Missouri

Maria Hayduk, ECG Senior Manager, leads ECG’s Proprietary Research and Custom Survey practice. She has more than 15 years of experience in physician compensation planning, medical practice development and operations, organizational performance improvement, and academic medicine. Previously, Maria worked for Swedish Health Services and Vanderbilt Medical Group. She has a master of business administration degree from the Owen Graduate School of Management at Vanderbilt University and a bachelor of science degree in biomedical engineering and mathematics from Vanderbilt University.

Program Topics:
- Current physician compensation environment
- Physician compensation methodological considerations
- Market trends in physician and advance practice clinical compensation and benefits
- Key success factors for making a timely transition to value-based compensation

Registration: There is a site fee of $185 for this course. Advance registration is required by February 20 to ensure delivery of instructional materials. Register online at http://secure.kyha.com/meetingregistration.asp or use the attached form and fax as indicated. For additional information contact Carol Walters at 502-992-4344 or cwalters@kyha.com
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