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The U.S. healthcare system is in the early stages of transition from a volume-based to a value-based reimbursement methodology that will take many years. Although no one can predict the ultimate outcome, most experts agree that providers will need to make major changes to accommodate the impending transition. Therefore, physician compensation systems will need to modify physician behaviors and realize value-based goals. Transitioning compensation plans will be extremely difficult, as most physicians are currently paid on a productivity basis, providers generally lack the systems to effectively measure nonproductivity measures, and physicians are wary of indexing compensation to data they do not believe in. **The purpose of this presentation will be to address the critical success factors for integrating nonproductivity incentives into a market-based compensation plan.**

**Program Topics:**

- Identifying value-based compensation trends
- Utilizing data from national compensation surveys
- Selecting measures
- Advantages and disadvantages of these measures, with a focus on clinical quality, patient satisfaction, access, teamwork/citizenship, and expense reduction
- Barriers to implementation
- Setting targets
- Methodologies for setting targets
- Advantages and disadvantages of the methodologies
- Integrating incentives into compensation plans
- Example methodologies for funding the plan

**Objectives:**

At the completion of this program, the participants will be able to:

1. Discuss the major trends in nonproductivity-based compensation, including the percentage of compensation that high-performing groups are allocating to these incentives (relative to productivity incentives or fixed components).
2. Recognize the relative strengths and weaknesses of the various nonproductivity performance metrics that are utilized in physician compensation plans.
3. Identify the various methods for integrating nonproductivity incentives into a market-based compensation plan.
4. Describe the best practices related to this topic from one of the nation's high-performing medical groups.

**Target Audience:** CEO, COO, CAO, CFO, CMO, Board Members, HR Directors, Managed Care Directors, Business Development Directors, Physician Services, and Financial Services

**Faculty:**

**Leonard J. Henzke, Principal, Northwest Practice ECG Management Consultants, Seattle, Washington**

Leonard J. Henzke has multiple years of experience as a healthcare consultant. His experience has focused on hospital/physician relationships, financial analysis, business development, and physician compensation planning. Mr. Henzke is a frequent speaker to state hospital associations and physician organizations on issues related to call coverage and hospital/medical staff relationships. Also, he has co-authored articles on topics such as physician call coverage.

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

Maria C. Hayduk has assisted several hospitals and physician organizations with physician compensation planning, business development, and medical group operations. Ms. Hayduk leads ECG's custom compensation and production surveys in the Northwest, Midwest, and Southeast, in addition to ECG's National Pediatric Subspecialty Physician Compensation, Production, and Benefits Survey.



**WEBINAR:**

**BREAKING NEW GROUND: VALUE-BASED PHYSICIAN  
COMPENSATION [W12.03.20]**

**Tuesday, March 20, 2012 / 1:00PM-2:00PM EST**

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Prior to the event, you will receive a file with the link to the webinar, call-in phone number, and link to the handout. You are encouraged to make enough copies of the handout for all the participants at your hospital. If you have not received an e-mail with instructions via the e-mail you provided on the registration form or if you are unable to download or open presentation materials, at least three (3) business days prior to the event, please contact Jena Lindenbaum at 410.796.6239 or via e-mail to [jlindenbaum@mhei.org](mailto:jlindenbaum@mhei.org)

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One (1) webinar connection & a CD recording of the webinar (\$250/MHEI members; \$375/non-members)

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