

Physician Executives Speak Out About Top 5 Employer Health Leadership Priorities

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Webinar

Moderators & Participating Panel



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Mike Thompson
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MDAC Members

- Andrew Baskin, MD
- Jan Berger, MD
- Faiyaz Bhojani, MD
- Jeffery Burtaine, MD
- Scott Conard, MD (Chair)
- Andrew Crighton, MD
- Mark Cunningham-Hill, MD
- Chuck Cutler, MD
- Sharon Eloranta, MD
- Ray Fabius, MD
- Ross Goldberg, MD
- Shawn Griffin, MD
- Ryan Jackson, MD
- Ron Kline, MD
- Ned Kusti, MD
- Justin Moore, MD
- Sarah Moyer, MD
- Suresh Mukherji, MD
- Wayne Rawlins, MD
- Stan Schwartz, MD
- Bruce Sherman, MD
- Christa-Marie Singleton, MD
- Mike Sokol, MD

Role of Physician Executive

One Benefit Leader's Perspective:

- Role of medical director likely includes occupational needs, along with non-occupational disability and lost work time
- Role of physician executive is broader and may include a collaborative partnership with corporate & benefit Leaders

Leadership:

Balance of strategic and tactical goals of the company around culture, safety, benefits, recruitment and retention

Benefits:

Building program designs and plan structures with benefits/HR team

Analysis:

Analyzing data from vendors & possibly the company to assess what is working/not working and opportunities

Depth:

Understands healthcare – how health plans, vendors, point solutions PBMs, and insurance companies have to come together to serve corporation and employees

Mentoring:

Serves as a mentor to other team members

Visionary:

Interested in new technology, drugs and innovation to inform and guide

Inquisitive:

Interested in understanding the ever-evolving delivery models in healthcare and how they may impact the organization

Engaged:

Comfortable being a leader, being visible and articulate on issues, reinforcing ideas and supporting cultural and change management

Key Trends That Will Shape Strategies for Corporate Culture, Health and Benefits

What are the key trends driving a reevaluation of our employer health and healthcare strategies going forward?

How well aligned are our current benefit plan design strategies with these trends and where are gaps that need to be considered?

Key Trends That Will Shape Strategies for Employer Health and Benefits Leaders

Five questions shaping benefit design strategies:

1

How does leading with passion and purpose improve trust, performance, and health and wellbeing?

2

How can we improve mental health and wellbeing for the long term?

3

How can value-based benefit design drive health equity through an understanding of social determinants?

4

How does innovation in healthcare delivery strategies improve health, equity and value (e.g., advanced primary care, centers of excellence, surgical solutions)?

5

How does overcoming benefits fragmentation (point solutions) improve employee engagement?

Key Trends That Will Shape Strategies for Employer Health and Benefits Leaders

Five questions shaping benefit design strategies:

1

How does leading with passion and purpose improve trust, performance, and health and wellbeing?

- A "Firms of Endearment" by Rajendra S. Sisodia, David B. Wolfe and Jagdish N. Sheth
- a) Core Values
 - b) Outperforming others
 - c) Embrace a Stakeholder Relationship Model, as Costco does
 - d) How companies such as Whole Foods and Google attract and retain employees who see their jobs as a calling
 - e) Unspoken contract that Firms of Endearment honors
 - f) Here is a [summary](#) of the book

Key Trends That Will Shape Strategies for Employer Health and Benefits Leaders

Five questions shaping benefit design strategies:

2

How can we
improve mental health
and wellbeing for the
long term?

- A** Total Person Health
- B** Physical, Emotional, Social, Financial, Spiritual and Cognitive aspects
- C** Critically assess access to the appropriate resources for mental and emotional health
- D** Take an active role in reducing stigma and telling success stories
- E** Identification and integration of mental health as a comorbidity with many physical health conditions
- F** Understand and evaluate the work environment's impact on health and wellbeing

Key Trends That Will Shape Strategies for Employer Health and Benefits Leaders

Five questions shaping benefit design strategies:

3

How can value-based benefit design drive health equity through an understanding of social determinants?

- A** [Leading By Example and Moving Upstream Together](#)
- B** [NorthEast Business Group on Health Toolkit](#)

Key Trends That Will Shape Strategies for Employer Health and Benefits Leaders

Five questions shaping benefit design strategies:

4

How does innovation in healthcare delivery strategies improve health, equity and value (e.g., advanced primary care, centers of excellence, surgical solutions)?

A

[APC Playbook](#)

B

[Immunizations and High Value Care](#)

Key Trends That Will Shape Strategies for Employer Health and Benefits Leaders

Five questions shaping benefit design strategies:

5

How does
overcoming benefits
fragmentation (point
solutions)
improve employee
engagement?

- A** Be sure you are solving for the root cause and not the problem that is evident
- B** Look for solutions that can be integrated into overall solution and not just standalone
- C** Don't confuse activity for advancement

Upcoming Events

2022 Leadership Summits

June 27-28, 2022, Detroit, MI
(Virtual and in-person options)



Register at nationalalliancehealth.org!

- **Fiduciary Check-in for Employers**
April 26, 2022, noon-12:30 p.m.
- **Mental Health Index U.S. Worker Edition: Q1 2022 Update**
April 29, 2022, noon-12:30 p.m.
- **Building for Health Equity**
May 19, 2022, 2 p.m.-3 p.m.