



Executive Leadership Conference

November 6-8, 2018

Meeting Agenda

Tuesday, November 6, 2018

7-8 a.m. Breakfast

7 a.m.-5 p.m. **Registration Open**

8-8:15a.m. **Welcoming Remarks**
Jennifer Broderick, Managing Director, CHLM

8:15-9:15 a.m. **Healthcare Manager Leadership Competencies**
Anita Halvorsen, FACHE, Vice President, Professional Development Division, American College of Healthcare Executives

At the conclusion of this session, participants should be able to:

- Describe the Leadership Competency Model used by the industry to define key knowledge areas for Board Certification in Healthcare Management
- Self-identity competency gap and opportunity areas
- Seek available resources to fill the identified leadership competency gap areas

9:15-10:15 a.m. **The Road to Healthcare Executive, Not Always a Straight Path**
Maureen Regan, PA-C, MBA, DFAAPA, FACHE, Director Ambulatory Surgery, ProHEALTH Care

At the conclusion of this session, participants should be able to:

- Understand the non-clinical career paths available for PAs
- Know the organizations and credentials to create an appropriate network
- Understand the educational and time commitment necessary to succeed

10:15-10:30 a.m. Break/Networking

10:30-11:45 a.m. **Leadership Pathways: What Are They and How Do I Get There?**
Introduction – *Bianca Belcher, MPH, PA-C, Director, CHLM*
Administration – *Jonathan E. Sobel, PA-C, MBA, DFAAPA, FAPACVS, AAPA President and Chair of the Board*

At the conclusion of this session, participants should be able to:

- Identify different career paths in administration
- Understand the requirements of an administration position and what skills are required to be successful

Creating a Clinical Leader – Michele Elms, PA-C, Chief PA, Division of Primary Care, Brigham & Women's Hospital

At the conclusion of this session, participants should be able to:

- Define what a Clinical Leader is
- Describe one key method for becoming a leader in the Clinical setting
- Discuss 2 types of Clinical leaders

Education – L. Gail Curtis, MPAS, PA-C DFAAPA, Chair, PA Program, Wake Forest School of Medicine; AAPA Immediate Past President

At the conclusion of this session, participants should be able to:

- Identify different career paths in education
- Describe how the education path to leadership varies from traditional clinical or administrative paths

Trailblazing in Industry – Abigail Staible, PA-C, Clinical Science Liaison, AstraZeneca

At the conclusion of this session, participants should be able to:

- Understand the critical role that PAs play in industry
- Understand the opportunities that exist for PAs in industry
- Understand the steps to take to pursue a career path in industry

11:45 a.m.-12:30 p.m. **Breakout Session: Networking With Leadership Track Leaders**

12:30-1:45 p.m. Lunch

1:45-2:45 p.m. **Developing Leaders in a Changing Environment**

Andrea Lowe, PA-C, Vice President of Operations/Director of Advanced Practice Clinicians, TeamHealth

At the conclusion of this session, participants should be able to:

- Build effective leadership teams
- Have a checklist/outline of defined leadership deliverables/goals
- Understand the importance of soft skills (relationship building, networking, etc.)

2:45-3:45 p.m. **Developing a Narrative From Numbers**

Noel Smith, MA, Senior Director, PA and Industry Research and Analysis, AAPA; and Elaine Slaven, Research Associate, AAPA

At the conclusion of this session, participants should be able to:

- Identify resources for understanding the fundamentals of research
- Expand Excel skills and knowledge for data analysis
- Present research in a way that leadership will listen

3:45-4 p.m. Break/Networking

4-5 p.m. **Tracking PA/NP Productivity and Outcomes: Theory and Application**

Bianca Belcher, MPH, PA-C, Director, CHLM; and Tim Capstack, MD, FACP SFHM, Director of Clinical Integration, Adfinitas Health

At the conclusion of this session, participants should be able to:

- List potential areas of PA/NP assessments

- Explain the importance of metric collection for PAs and NPs
- Summarize the findings of the peer-reviewed study discussed
- Discuss the impact of study findings on PA/NP utilization

5-6:30 p.m. **Welcome Reception**

Wednesday, November 7, 2018

7-8 a.m. Breakfast

7 a.m.-5:45 p.m. **Registration Open**

8-9 a.m. **Negotiation Strategies**

Kevin Hickman, MHA, Director, Advanced Practice Providers: PA Services, Allegheny Health Network

At the conclusion of this session, participants should be able to:

- Describe the key elements of negotiating from a position of influence
- Plan strategies to implementing an effective BATNA
- Determine when advocacy can create a bias in when negotiating

9-10 a.m. **10 Employment Laws That Every Supervisor Needs to Know**

Jena S. Cottreau, Partner, Constangy, Brooks, Smith & Prophete LLP

At the conclusion of this session, participants should be able to:

- Identify critical employment laws that impact companies
- Understand supervisor obligations under employment laws
- Identify protected classes under employment laws

10-10:30 a.m. Break/Networking

10:30 a.m.-12 p.m. **Making Innovation Stick: Moving from Bright Idea to Standard Practice**

Led by Jenna Dorn, CEO, AAPA with panelists:

- *Jamie Silkey, PA-C, MPAS, MHA, Assistant Director, Office of Advance Practice Providers, Medical College of Wisconsin*
- *Meredith Wold, PA-C, APC Supervisor, Hospital and Critical Care Medicine, HealthPartners Regions Hospital*
- *Karishma Patel, PA-C, PA and Clinical Informatics Leader, Health Services of North Texas*
- *Bree Dallinga, PA-C, MS, Co-lead for Provider Engagement, General Surgery Physician Assistant, Cambridge Health Alliance*

12-1:30 p.m. Lunch and **2018-19 Employers of Excellence Panel Discussion**

1:30-2:30 p.m. **PAs and the Calendar Test**

Robert Graboyes, PhD, MSHA, Senior Research Fellow, Mercatus Center

At the conclusion of this session, participants should be able to:

- Understand a number of popularly held myths about American health care
- Discuss technological and managerial innovations that are reshaping health care
- Understand some of the ethical conundrums that changes are causing
- Understand how the PA fits into these changes

2:30-3:30 p.m.

There's No I in Team: Yeah, It's Always Better When We're Together

Puja Mody, PA-C, Lead PA, Vituity at St. Agnes Hospital; and Marrison Baker, MD, Physician, Liaison for Advanced Providers, Vituity at St. Agnes Hospital

At the conclusion of this session, participants should be able to:

- Invest in your young team members to improve satisfaction and retention
- Include the whole team when implementing process changes to ensure success
- Play nice in the sandbox

3:30-3:45 p.m.

Break/Networking

3:45-4:45 p.m.

Thinking Big: Considerations in Developing a System Level Provider Management Strategy

Benjamin R. Reynolds, PA-C, DFAAPA, Chief Advanced Practice Officer, UPMC

At the conclusion of this session, participants should be able to:

- Understand the economic drivers behind consolidations and mergers in the health care market
- Articulate the barriers and road blocks which can interfere with a successful system wide policy development
- Prioritize elements of policy development based on unique system needs

4:45-5:45 p.m.

Top 5 Compliance Concerns You Need to Understand

Michael Powe, Vice President, Reimbursement and Professional Advocacy, AAPA; and Sondra DePalma, DHSc, PA-C, DFAAPA, Director, Regulatory and Professional Practice, AAPA

At the conclusion of this session, participants should be able to:

- Understand PA billing and claim submission requirements
- Describe the importance of compliance with Medicare Conditions of Participation, hospital accreditation standards, and billing policies
- Identify common pitfalls and emerging issues in compliance

Thursday, November 8

7-8 a.m.

Breakfast

7-11:30 a.m.

Registration Open

8-10 a.m.

Knowing Yourself: Your Leadership Style

Mary Davis Holt, MBA, Senior Consultant, Flynn Heath Holt Leadership

(General Presentation and then Breakout Sessions at Tables)

At the conclusion of this session, participants should be able to:

- Have greater self-knowledge as a leader
- Gain a clear understanding of your leadership strengths and weaknesses
- Understand how your leadership style compares to others

10-10:15 a.m.

Break

10:15-11:15 a.m.

Financial Planning for Organizational Growth

Lisa Gables, Chief Financial Officer & Chief Development Officer, AAPA

At the conclusion of this session, participants should be able to:

- Identify, define and discuss key healthcare management accounting concepts
- Understand the basic concepts of revenue cycles, working capital management, and the budgeting process
- Use financial reports for management decision-making

11:15-11:30 a.m.

Closing Remarks