

PHYSICIAN LEADERSHIP SERVICES

Enhancement Through Empowerment

To maximize the value of physician leadership, healthcare governance must first consider the services they are offering their physicians. Well-prepared and well-supported physician leaders, at all levels and locations, are essential for the creation of a high-performing health system.

The journey to population health management, accountable care, and bundled payments—all concepts that encourage “Value for Money”—requires successful health systems to become fully clinically integrated. It also requires new strategic alliances with organizations across their region that can help address the social determinants of health.

Physicians who master diverse competencies like team building, work flow redesign, organizational development, quality improvement, problem solving, organization risk mitigation, and financial management can help our health

sector organizations enhance their capacity to deliver better services, at higher quality, and in more cost-effective ways.

At Integrated Healthcare Strategies (Gallagher Integrated), a division of Gallagher Benefit Services, Inc., our consultants provide services that increase the value of your organization’s physician leaders—both present and future.

To more effectively develop and support your physician leaders, explore our approaches below and then contact us for a customized strategy to strengthen the structures, systems, development, and compensation arrangements you need.

CORE SERVICES:

- Physician Leadership Academies
- Medical Directorships
- Physician Leader Compensation
- Physician Engagement

OUR APPROACH:

- Identify the personal traits associated with successful leadership
- Define the specific results needed from physician leaders
- Assign clear duties and responsibilities for physician leaders
- Organize structures and systems to support them in their work
- Establish systems for benchmarking results
- Address compensation issues including base pay and incentive compensation arrangements for their work
- Enhance skills through our resource network of Physician Leadership Academies
- Support the ongoing development, coaching, and engagement of leaders and potential leaders
- Conduct annual performance reviews and development initiatives



Integrated Healthcare Strategies

ARTHUR J. GALLAGHER & CO.

SERVICES THAT INCREASE PHYSICIAN LEADERSHIP VALUE



PHYSICIAN LEADERSHIP ACADEMIES

We help health systems design, develop, and operate programs that promote physician leadership development, education, and learning experiences.



MEDICAL DIRECTORSHIPS

We help streamline medical directorships within an organization in order to produce an integrated approach that delivers lasting results.



PHYSICIAN LEADER COMPENSATION

We help align physician compensation with strategic goals and objectives, developing effective roadmaps that support organization enhancement.



PHYSICIAN ENGAGEMENT

We help organizations proactively prevent or address physician burnout, fostering the necessary engagement for a culture of long-term growth.