



A New Compact: Aligning Physician Organization Expectations to Transform Patient Care

Mary Jane Kornacki

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With healthcare reform a priority and traditional physician roles shifting, mutually agreed-on expectations between physicians and organizations are essential to bring change and lasting results. Typically, these expectations have been unarticulated and merely assumed. A new, written compact a set of explicit terms carefully negotiated by doctors and administrators to define their relationship through dialogue and respectful airing of different perspectives is foundational to partnership and successful performance. This book provides an in-depth look at the background, development, and implementation of a new compact to strengthen and align expectations in today's healthcare environment. Learn how organizations can use a physician organization compact to integrate various entities brought together through mergers or acquisitions, to support clinical integration, and to engage physicians.

Practical applications throughout the book include:

A step-by-step process for developing and implementing a new compact, including who should be involved at each step. With the guidance presented in this book, senior executives, mid-level managers, and physician leaders alike can gain a comprehensive understanding of how to successfully develop and implement a new compact organization-wide or locally in a department, service line, or site.

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