

HealthLinx Case Reports

Case Report #4026

Transitional Leadership (TL5) Project: Director Perioperative Services

Regional referral and level II trauma center achieves \$8 Million Positive Financial Impact in 10 months

Case Overview

Facility Overview: Regional referral trauma center, 350 beds

Case Presentation: The previous leader was in place 16 years. Lack of leadership and expertise resulted in decreased volume, physician and staff dissatisfaction, and 2 recent wrong site surgeries

Outcome: Targeted deliverables achieved in 10 months

Client Quote: "I was so glad I learned about HealthLinx from a colleague!"

Aim/Client Goals for Engagement

HealthLinx' aim was to provide an immediate leadership solution to a high risk area and achieve mutually agreed upon goals resulting in improved outcomes. In addition, we would provide a seamless handoff between the transitional leader and the identified permanent leader.

Client Project Goals

1. Acquisition of a Permanent Leader by the facility
2. Increase net revenue
3. Decrease labor cost
4. Increase on-time starts
5. Achieve 100% SCIP indicators

Process

Following an initial conversation with the client organization, The HealthLinx Outcome Driven Deliverables Process was implemented as part of the Transitional Leadership (TL5) project.

HealthLinx always performs a diagnostic assessment, sets realistic expectations, and then uses its proven processes and best practices. Using this highly prescriptive process, all levels of the organization were engaged to develop and then execute the transformational plan

Changes Hardwired

1. Leader rounding for staff, physicians, and environment of care
2. Implemented daily labor management
3. Eliminated 5 FTEs
4. Implemented best practices in throughput
5. Standardized implants, reducing cost
6. Staff and physicians held accountable to standards of care

	Baseline*	Outcome	Financial Impact
<i>Quantified Financial Impact from Key Deliverables</i>			
Net revenue			\$6,643,954
Labor cost			\$1,263,793
Implant Cost			\$234,000
<i>Other Measurable Impact from Key Initiatives</i>			
On time starts	35%	50%	
SCIP Indicators		100%	
Volume		Up 12%	

**Baseline – Rolling 12 months preceding HealthLinx Engagement*