

HealthLinX Case Reports

Case Report #4108

Transitional Leadership (TL5) Project: Director Perioperative Services

Community hospital achieves \$700,000 Positive Financial Impact in 5 months

Case Overview

Facility Overview: Community hospital, 7,500 cases annually

Case Presentation: Lack of leadership to drive improvements. Nine surgeons to join the organization. No efficiency metrics being monitored.

Outcome: Targeted deliverables achieved in 5 months

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. Recommend leadership structure that supports team
3. Decrease turnover time (TOT)
4. Develop quality scorecard
5. Review service agreements for financial opportunity

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. Altered leadership structure to provide visibility and support of staff and physicians
2. Implemented best practices for efficiency
3. Eliminated waste through labor management
4. Developed scorecard for all pillars to manage department performance

Measurable Outcomes

	Baseline*	Outcome	Financial Impact
<i>Quantified Financial Impact from Key Deliverables</i>			
TOT minutes	32	28	\$578,670
Vendor negotiation			\$121,320
Decrease labor cost			\$69,320

Other Measurable Impact from Key Initiatives

Developed scorecard to monitor department performance in all pillars

**Baseline – Rolling 12 months preceding HealthLinX Engagement*