



## Top 3 Challenges facing Healthcare Leaders – 2014 and beyond

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The Affordable Care Act (ACA) has changed the demands on healthcare leaders in numerous ways. HLCNW believes these three are especially challenging:

- 1) The transition to **value-based reimbursement**. More affordable, higher quality care, with superior service at lower reimbursement rates. Performance information will be transparent and consumers with high deductible plans and health savings accounts will shop for value.
- 2) **Mergers, affiliations and achieving economies of scale** will be constantly in play as key strategies to reduce costs and implement best practices. Change/transition management will be critical for boards and executives as they ask professionals, management and front line staff to adapt to new cultures and clinical/business models.
- 3) **Integrated information systems** (home, outpatient and inpatient) are no longer a dream of the future but an imperative for success in population health management. Investments in technology and skillfully using information technology will challenge the traditional capital needs of hospital brick and mortar projects.

Leaders often do not understand just how change resistant their senior team and many of their employees are, although they are the very people who will be charged with implementing the tremendous changes the ACA will require. HLCNW coaches have first hand experience with such change and can serve as an important resource for leaders at this critical time.