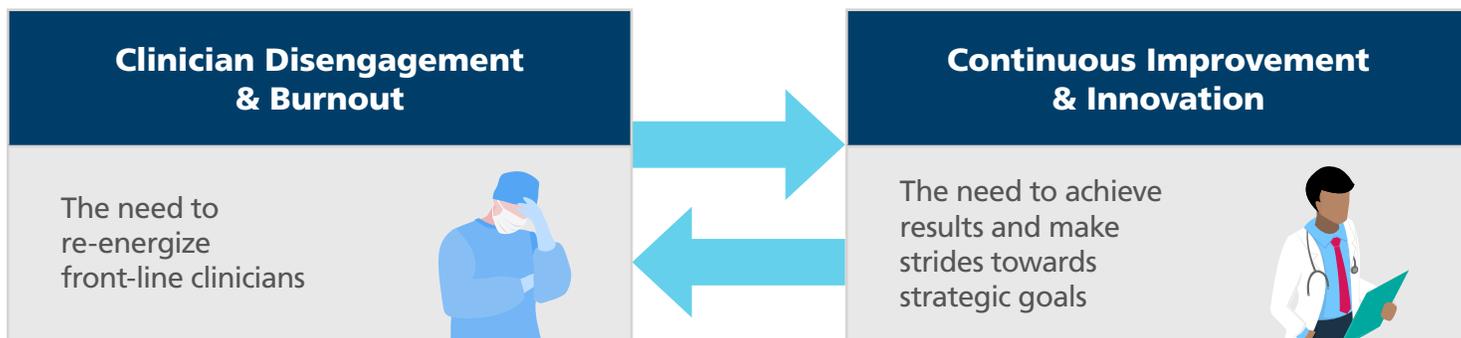
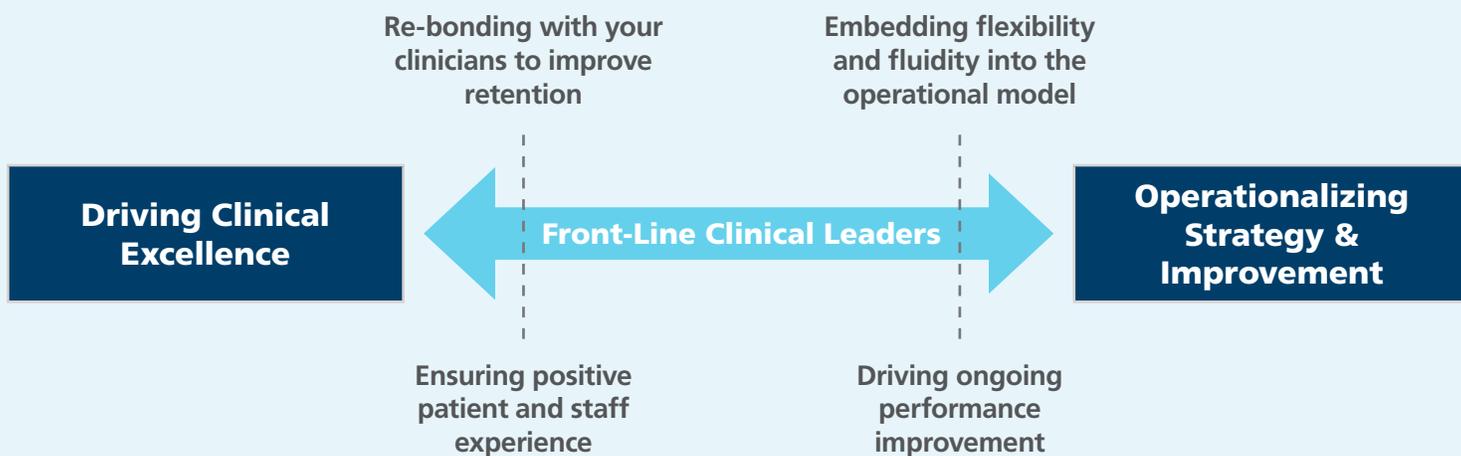


Activating Front-Line Clinical Leaders To Fulfill Their Critical Role in Your Organization

TODAY, HOSPITALS ARE BALANCING TWO INTERRELATED CHALLENGES:



Front-Line Clinical Leaders play a critical role in your effort to address both key challenges because they are at the intersection between operationalizing strategy and leading teams of clinicians.



ACTIVATING YOUR FRONT-LINE CLINICAL LEADERS HAS A MULTIPLYING EFFECT:

Increase in Engagement – Based on research, managers account for the 70% variance in engagement, which means they have the ability to move the dial significantly.

Increased Productivity
26%

On average, fully engaged and enabled physicians are 26% more productive, resulting in an average of \$460,000 in patient revenue per physician per year.

Less Turnover
59%

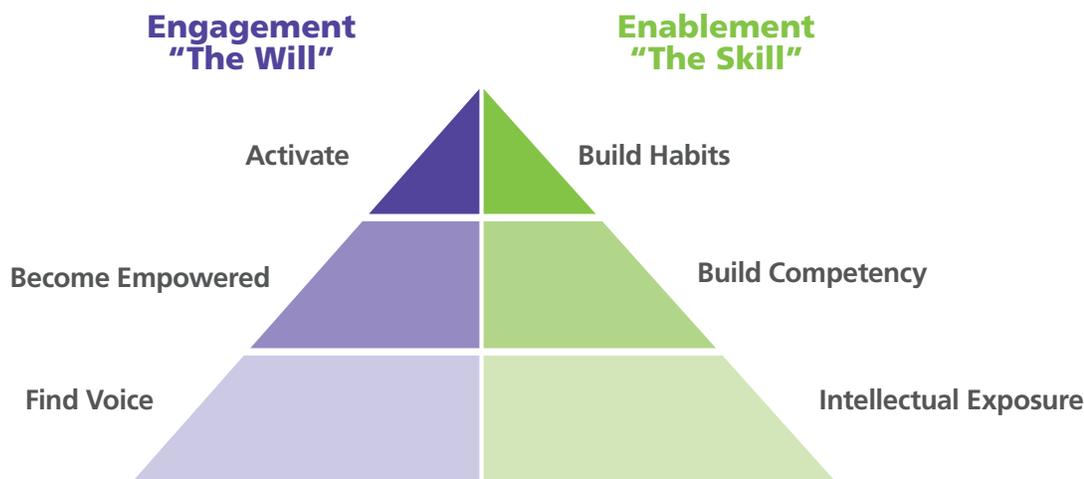
An engaged organization can experience up to 59% less turnover. Keep in mind that backfilling a nurse can cost up to \$64K and retaining a physician for 5 additional years equates to a revenue gain of up to \$5.8M.

Better Initiative Success
70%

Research shows that 70% of hospital initiatives typically fail but, by enabling your Front-Line Clinical Leaders, you can improve your ROI on every initiative and reduce the 70% initiative failure rate.

Front-Line Clinical Leaders have the responsibility, but they are rarely activated to play their role in motivating and leading change effectively. Activating these leaders requires deliberate engagement (“The Will”) and enablement (“The Skill”).

ACTIVATION PROCESS



The Activation Process allows leaders to become more closely bonded to their health system and facility and, in turn, drive commitment within their teams. In addition, it provides leaders with the tools and skills to effectively lead and achieve continuous performance improvement.

THE JOURNEY TOWARDS ACTIVATING YOUR FRONT-LINE CLINICAL LEADERS OCCURS IN PHASES:



Our phased approach allows you to:

- Develop a clear understanding of current state needs and priorities
- Engage your Front-Line Clinical Leaders early to ensure activation begins quickly
- Select high-priority “activation cohorts” to drive early results
- Expand your focus to the entire system to ensure broad training on crucial concepts
- Ensure sustainability through ongoing coaching
- Track and measure progress through the MyTEAM® application



AMN Healthcare Leadership Solutions Advisory Services provides tailored and holistic approaches to partnering with healthcare systems, hospitals and physician practices to fulfill your mission and improve business outcomes. Our experienced team leverages proven methods and technologies to deliver success covering a wide spectrum of initiatives.

For more information, contact us at
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