



# Leading the Transformation: Vision and Path

Engaged and Committed Leadership

(Change Package Driver: 2.1)

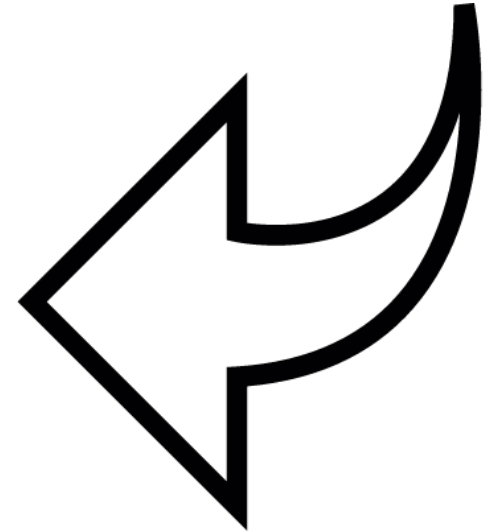
# Focus for Today

Primary Drivers	Secondary Drivers
1. Person and Family-Centered Care Design	1.1 Patient and family engagement
	1.2 Team-based relationships
	1.3 Population management
	1.4 Practice as a community partner
	1.5 Coordinated care delivery
	1.6 Organized, evidence-based care
	1.7 Enhanced access
2. Continuous, Data-Driven Quality Improvement	2.1 Engaged and committed leadership
	2.2 Quality improvement strategy supporting a culture of quality & safety
	2.3 Transparent measurement and monitoring
	2.4 Optimal use of HIT
3. Sustainable Business Operations	3.1 Strategic use of practice revenue
	3.2 Workforce vitality and joy in work
	3.3 Capability to analyze and document value
	3.4 Efficiency of operation

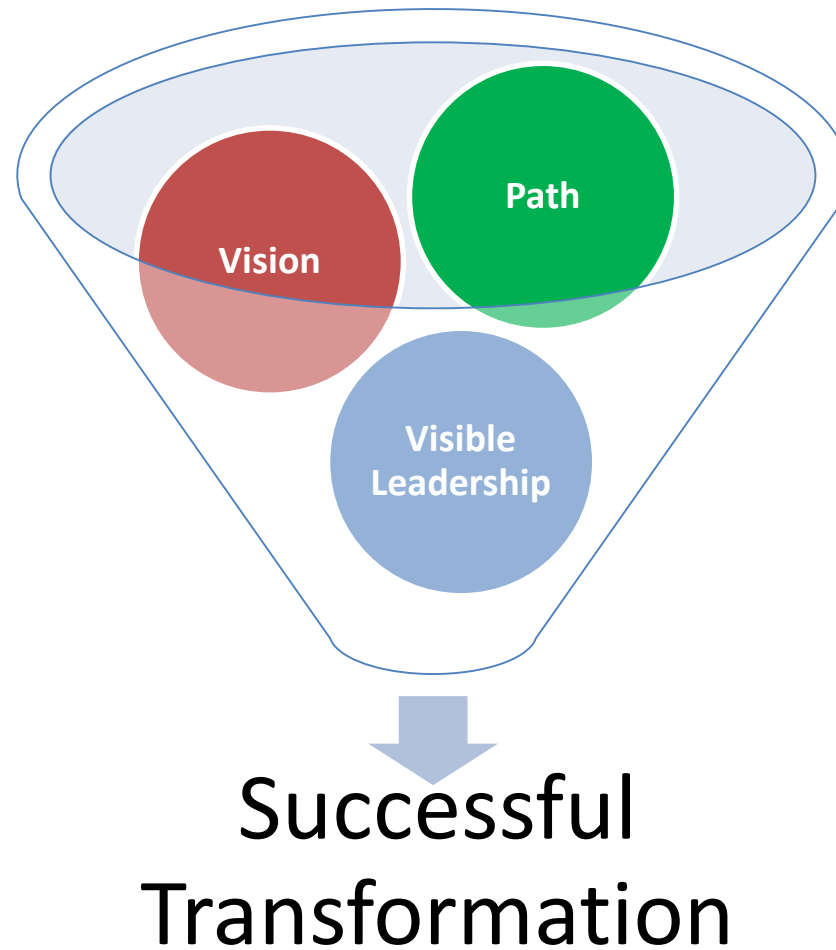
# From the PAT 2.0

Change Concept Ref	Milestone	0	1	2	3	Score
2.1.2	Practice has developed a vision and plan for transformation that includes specific clinical outcomes and utilization aims that are aligned with national TCPI aims and that are shared broadly within the practice.	Practice has not yet begun developing its transformation vision and detailed plan.	Practice is beginning to develop a vision and plan that addresses goals of transformation but aims are not yet set.	Practice has developed a plan that addresses goals of transformation with specific aims but has not yet detailed how the aims will be addressed.	Practice has developed and shared a vision and detailed plan that addresses goals of transformation with specific clinical outcomes and utilization aims along with the detail on how each of the aims will be addressed.	

Practice has developed and shared a vision and detailed plan that addresses goals of transformation with specific clinical outcomes and utilization aims along with the detail on how each of those aims will be addressed.



# Leadership



# Vision for Transformation



# Clear Path



Current  
State

Future  
State

# Visible Leadership

- Create an elevator speech for the vision
- Involve staff in creating the path
- Expect periodic updates – qualitative data and stories
- Be present
- Communicate often



# Recommended Resources

- *The Heart of Change* John Kotter
- *Switch* Dan and Chip Heath