

Utilizing State and National Advocacy to Pivot into Healthcare Administration

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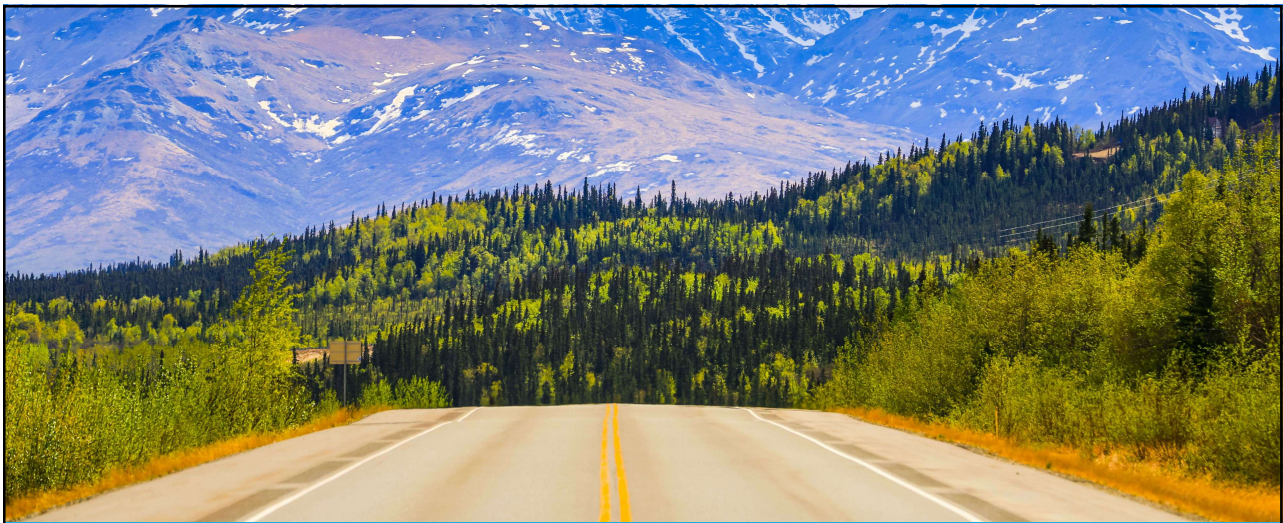
Disclosures

No relevant commercial relationships to disclose.

Learning Objectives

At the conclusion of this session, participants should be able to:

- Recognize the value of participating in state and national advocacy
- Identify other ways to gain experience for transitions into healthcare administration
- Describe what is involved in interviewing for healthcare administration roles



“Begin with the End in Mind”
-Stephen Covey

Director, Advanced Practice Providers

Lead system-level administration, leadership of the operational, financial, and human resource functions and activities for APPs.

Minimum of five years progressive leadership/management experience in nursing or APP operations.

Preferred – MBA, MHA or equivalent preferred.



Director, Advanced Practice

Provides leadership, direction, and support to APPs in regard to practice development, decision-making, and professional development.

Preferred – 5+ years of APP management/leadership having direct oversight of clinical APPs.



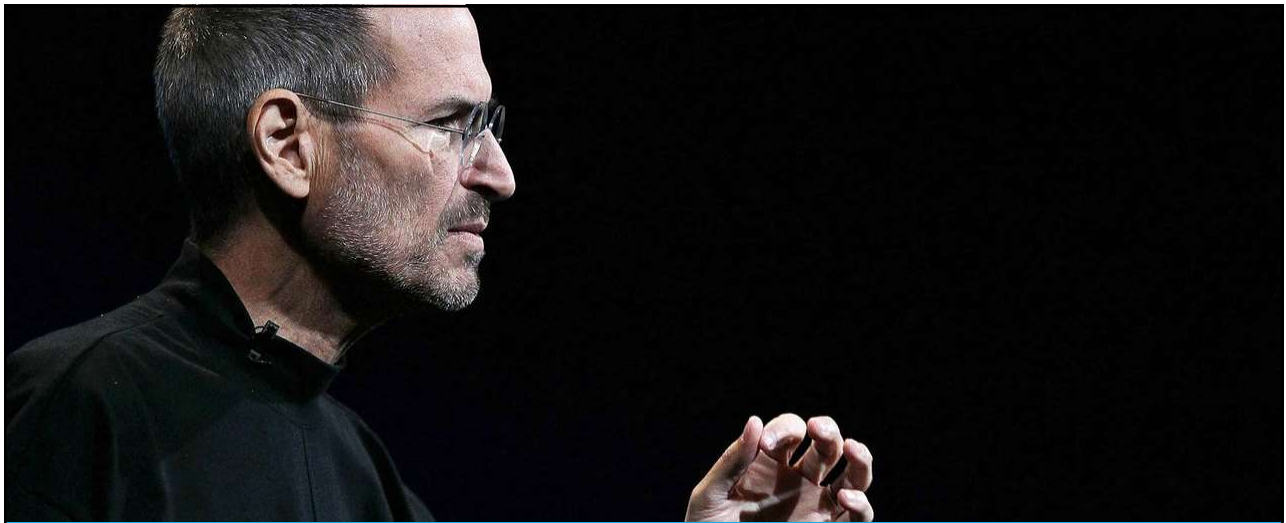
How Do You Get *There*?



CLINICAL



ADMIN



"Start small, think big. Don't worry about too many things at once. Take a handful of simple things to begin with, and then progress to more complex ones. Think about not just tomorrow, but the future."
-Steve Jobs

Ways to Build Leadership Experience

Volunteer in a leadership role at a state, specialty, or national PA association...

- California Academy of PAs
 - Committee members, committee chairs, house of delegates, board of directors
- American Academy of PAs
 - Commissions, work groups, committees, board of directors

Volunteer on a hospital committee

- Every hospital will have Bylaws of the Professional Staff which will outline standing and special committees
- Cancer committee, credentials and privileges committee, critical care committee, bioethics committee, infection prevention and control committee, professional education committee, etc.

Experience Gained from Associations

Board governance

- Mission & vision statements, oversight, strategic planning, decision-making, bylaws, etc.

Fiduciary duties

- Duty of care, duty of loyalty, duty of good faith

Professional development

- Conference planning

Fiscal duties

- Budgeting, accounting statements, investment statements

Government relations

- Legislative process, statutory and regulatory landscape for APPs

What Volunteer Leadership Taught Me...

Value of compromise and building consensus

Gaining stakeholder buy-in & negotiations

Navigating conflict

Finding my voice with public speaking

Exploring my leadership style

Gave me *lots* of talking points:

- Opportunity to Chair the Executive Director Search Committee
- PA Practice Act modernization in California

Join a Hospital Committee

Networking with key players at your hospital

Demonstrate service mentality to the organization

Bioethics Committee

- Interface with Physicians, administrators, nurses, social workers, and staff across the healthcare continuum to collaboratively problem-solve ethical dilemmas
- I was asked by local leadership to be a member of the COVID-19 Crisis Triage Team

Highly Reliable Procedural Teams (HRPT) Steering Committee

Take On A Department Project

Implement a new screening tool

Develop a new workflow

Quality improvement project for long-term disease

Radiology Department

- Develop and implement blood thinner guidelines
- Tracking pneumothorax rates with lung biopsies
- Implement chest tube TPA/DNase treatment hospital wide for empyema

Interviewing for
Roles in
Healthcare
Administration

“Tell us about yourself...”

“Tell us about a time...”

“What would you do if...”

Tell me about a time when you had a conflict and how it was resolved.

Describe your problem-solving skills and how it would relate to daily operations.

What kinds of people do you find most difficult to work with?

Tell me about initiatives you have taken to improve procedures at work.

Tell me about a time you handled a challenging situation at work.

Tell me about a time you made a difficult decision.

What are your weaknesses? What are your strengths?

Sample Questions



Vice President Ambulatory Care

Reporting directly to the Chief Executive Officer, the Vice President of Physician Services will be responsible for providing overall system leadership to a physician group providing over 80 primary care and specialty service clinics.

The VP will work in collaboration with leadership to develop and execute an ambulatory strategy to enhance outreach and grow services, while ensuring high quality care is delivered in a cost-effective manner within a fully integrated healthcare delivery system.

Master's degree in Health, Business Administration or Finance (MBA/MHA) plus ten (10) years in a progressive leadership role within a medical group

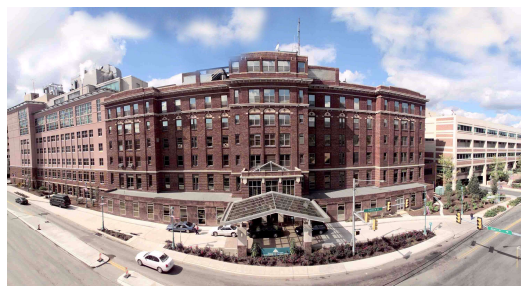


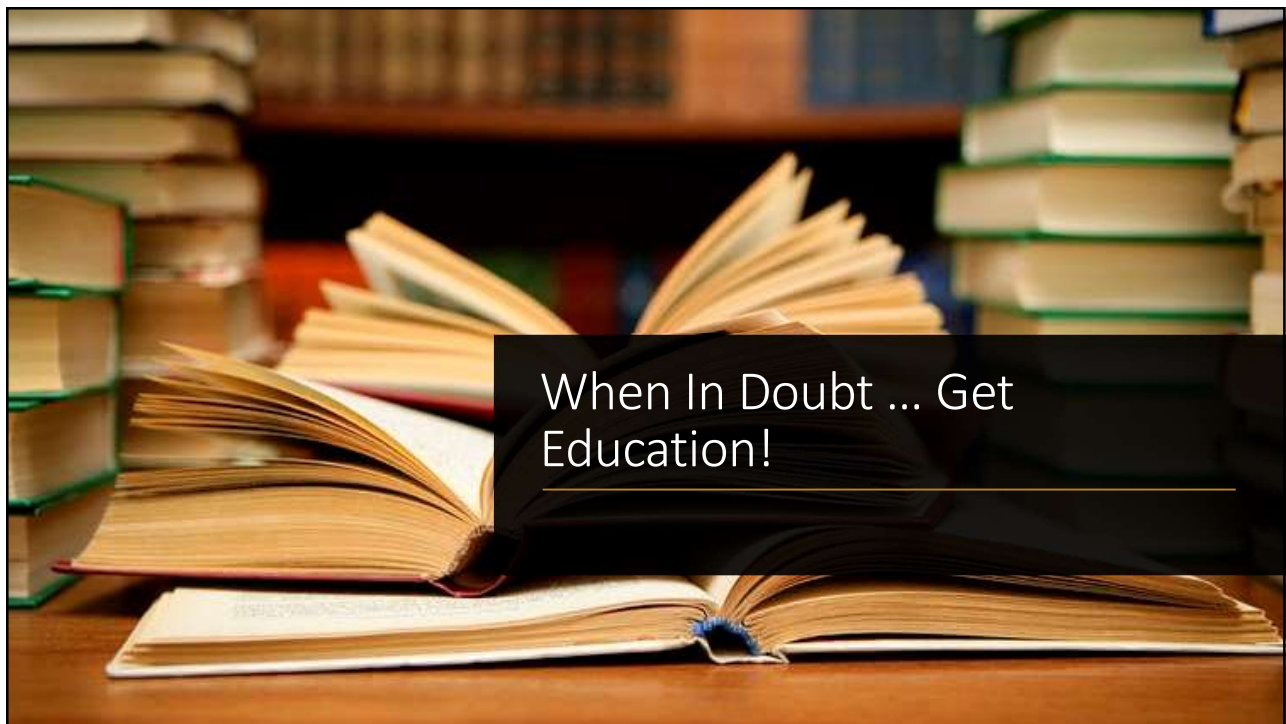
Chief Executive Officer

The CEO provides leadership and direction for the overall operation of the hospital.

Plans, directs and coordinates the development of short and long range objectives; is responsible for achieving the organization's financial and non-financial goals.

Master's Degree in Hospital Administration (MHA), Business Administration (MBA), Management or related field is required.





Differences in Degrees

MASTER OF BUSINESS ADMINISTRATION

Broad focus within variety of settings

Flexibility between industries

Courses like:

- Marketing strategies
- Financial management
- Economics
- Group dynamics
- Organizational behavior

MASTER OF HEALTH ADMINISTRATION

Narrow focus within healthcare settings

Certain about healthcare career

Courses like:

- Health informatics
- Health and business law
- Health policy
- Management of health care systems
- Health economics

Take Home Points



Get involved in leadership opportunities (start small and build up)



Say "yes" to opportunities (more will follow)



Enhance your education (find out if your employer offers tuition reimbursement)



Prepare, prepare, prepare for interviews

Questions?

LET'S CONNECT...

