

Executive Leadership Conference

NOVEMBER 16 – 18, 2021

Agenda

Tuesday, November 16, 2021

11:00 – 11:15 a.m.

Welcome Remarks

11:15 a.m. – 12:15 p.m.

A Constant State of Change; Are You Ready?

John Davidson, MBA, PA-C

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

- Recognize some common change models used in healthcare
- Develop strategies to demonstrate leadership during times of change
- Describe behavioral characteristics that may make a leader more successful during times of change

12:45 – 2:15 p.m.

Exchanging Ideas and Best Practices (Panel Discussion)

Andrea Lowe, MBA, MHA, PA-C (Moderator)

Brett Bergman, MPA, PA-C

Ben Reynolds, MSPAS, PA-C, DFAAPA

Amanda Shelley, MPAS, PA-C

Sarah Vanderlinden, MPAS, PA-C, DFAAPA

Tracie Vock, MS, PA-C

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

- Identify how to effectively identify, define, and measure best practices
- Describe different modalities in sharing best practices across teams and systems.
- Identify opportunities for APP leaders to collaborate regionally/nationally and increase scholarly contributions to support best practices.

Wednesday, November 17, 2021

11:00 a.m. – 12:00 p.m.

Strength in Numbers: Integrated Leadership Structures for NPs & PAs

Clair Kuriakose, MBA, PA-C

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

- Recognize the pros & cons of an integrated APP leadership model
- Demonstrate the importance of individual representation balanced with a unified approach
- Describe various leadership models to achieve an integrated APP leadership model

12:30 – 1:30 p.m.

Tools to Represent Your Work as a Leader: Leader Reports and SMART Goals

Jamie Silkey, PA-C, MPAS

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

- Identify key components of effective leader communication
- Learn tools for effective communication and display progress in a concise manner to other leaders
- Become aware of common barrier in communication and progress reports

1:30 – 2:15 p.m.

Q&A discussion for Tools to Represent Your Work

Thursday, November 18, 2021

11:00 a.m. – 12:00 p.m.

A Tale of Integration: The Highs and Lows of Expanding APP Practice in a Hospital Setting

Tracie Vock, MS, PA-C

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

- Describe how to expand APP use across multiple service lines in a hospital setting
- Recognize the financial and productivity impacts of staffing model changes
- Appreciate challenges likely to be faced when integrating APPs into service lines
- Develop a plan to leverage APPs across multiple service lines and create flexible staffing

12:30 – 2:00 p.m.

Panel of Leadership Experts for Q&A (Panel Discussion)

Andrea Lowe, MBA, MHA, PA-C (Moderator)
Mary Jo Bondy, DHEd, MHS, PA-C
Joe Ciavarro, Jr., PA-C, MBA
Krisi Gindlesperger, PA-C, MPAS, MBA, DFAAPA
Clair Kuriakose, MBA, PA-C
Jamie Silkey, PA-C, MPAS

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

- Identify tactics in navigating different leadership pathways in healthcare, education and the medical informatics arena
- Discuss the strategies of change management and successful leadership styles
- Describe how to create advanced practice leadership pipelines
- Recognize resources, tactics, and experiences to grow into an effective leader

Pre-Recorded Content

Bridging Differences in Mentoring

Laura Kirk, MSPAS, PA-C, DFAAPA
Carolyn Bradley-Guidry, DrPH, MPAS, PA-C

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

- Describe the connection between belonging and engagement
- Utilize effective strategies to take the lead as managers in bridging differences through shared decision-making, appreciative inquiry, and setting expectations for bi-directional feedback
- Recognize impostor syndrome and stereotype threat; and employ effective strategies to reduce both

Business Planning for Launching Advanced Practice Provider Teams

Benjamin Reynolds, MSPAS, PA-C, DFAAPA

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

- Explain the health care of economic environment of now
- Identify opportunities best suited for APP integration
- Develop a business case for an APP service line

Challenging PARTnerships: Relational Strategies for Leading Effectively in Conflict

Laura Kirk, MSPAS, PA-C, DFAAPA

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

- Name various conflict styles and the relative benefits of each, with an awareness of one's own default style of conflict engagement
- Apply a framework of mindfulness in conflict to a recent case at work
- ARTfully approach conflict systematically with an Ask (humble inquiry), Response (empathic reflection), then Telling (sharing your perspective)

Demystifying Doctoral Education for Clinicians

Mary Jo Bondy, DHEd, MHS, PA-C

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

- Describe evolution of NPs and PAs in acute care services highlighting Rapid Response Teams as an exemplar
- Discuss the quality metrics and patient outcomes associated with NPs/PAs in acute care
- Correlate quality metrics with financial impact for NP and PA teams in acute care

Empathy: It's What's Missing

Heather Hylton, MS, PA-C, DFAAPA

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

- Discuss the value based reimbursement models as compared to volume based reimbursement
- Review the literature and reports of value based reimbursed model progress
- Analyze the sustainability of value based reimbursement models

Genesis of a Healthcare Leader: Seven Tips for Building Leadership Foundation

Joe Ciavarro, Jr., PA-C, MBA

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

- Describe the importance of leadership development for novice healthcare staff
- Identify seven methods of early leadership development to aid in mentoring early career novice healthcare staff
- Develop a plan of action to strengthen the foundation of their own continued leadership development

Leadership in Transition to Practice

Sarah Vanderlinden, MPAS, PA-C, DFAAPA

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

- Describe PA/NP transition to practice leadership roles in context of the structural alignment.
- Identify value and metrics to support PA/NP transition to practice leadership roles
- Recognize the opportunity and methods to integrate diverse and innovative leadership and professional skill development during transition to practice

Pre-Recorded Content

PA/NP Utilization Models: Creating Best Practices

Jamie Silkey, PA-C, MPAS

Sarah Vanderlinden, MPAS, PA-C, DFAAPA

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

- Recognize importance of sponsorship and structure when evaluating and creating care team models
- Describe APP leader's role in creating a reproducible assessment process of effective physician, PA & NP care team models assessments
- Identify common essential elements of care team models and environment drivers of workload and tools to evaluate care team model elements across diverse environments

Progressing from Clinical Practice to APP Leadership

Krisi Gindlesperger, PA-C, MPAS, MBA, DFAAPA

Quality and Financial Impact of Adding PAs and NPs to Inpatient Teams Featuring Rapid Response

April Kapu, DNP, RN, ACNP-BC, FAANP

Pam Jones, DNP, RN, NEA-BC

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

- Describe evolution of NPs and PAs in acute care services highlighting Rapid Response Teams as an exemplar
- Discuss the quality metrics and patient outcomes associated with NPs/PAs in acute care
- Correlate quality metrics with financial impact for NP and PA teams in acute care

Reimbursement Strategies for 2022

Michael L. Powe

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

- Explain the reimbursement policies that will impact health professionals as payment systems further transition to value-based reimbursement
- Describe payment strategies and methods to improve PA utilization in various health care settings
- Identify approaches to improve the recognition and tracking of the financial and non-financial contributions and productivity of PAs

Pre-Recorded Content

Telemedicine 2.0: Looking Beyond Covid

Amanda Shelley, MPAS, PA-C

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

- Describe PA/NP transition to practice leadership roles in context of the structural alignment.
- Identify value and metrics to support PA/NP transition to practice leadership roles
- Recognize the opportunity and methods to integrate diverse and innovative leadership and professional skill development during transition to practice

The Ascension of Advanced Practice

Michael Skovira, MBA, MPAS, PA-C

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

- Describe the historical events and policies that shaped today's advanced practice profession
- Articulate how the COVID-19 pandemic accelerated healthcare trends and list the associated implications on healthcare delivery

- Identify the key concepts for leveraging advanced practice in today's environment

Unconscious Bias in the Workplace; Pitfalls every administrator experiences

Josanne Pagel, MDiv, MPAS, PA-C, DFAAPA

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

- Identify what unconscious bias is
- Discuss the impact bias plays in teaching, learning and hiring employees and in patient care
- Review how to eliminate unconscious bias in your groups, workplace as a provider and as an administrator

Utilizing State and National Advocacy to Pivot into Healthcare Administration

Brett Bergman, MPA, PA-C

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

Value Based Reimbursement: Are They Working?

Benjamin Reynolds, MSPAS, PA-C, DFAAPA

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

- Discuss the value - based reimbursement models as compared to volume - based reimbursement
- Review the literature and reports of value based reimbursed model progress
- Analyze the sustainability of value - based reimbursement models