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December 2015: TPI's News From 'Around The Net'

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December 2015: TPI's News From 'Around The Net'

Hey Physical Therapy **LEADERS** and **EMERGING Leaders**!!

We are reaching the end of 2015! Wow did that go by fast and with it . . . we saw lots of



CHANGE

And we will no doubt see even more

DRAMATIC CHANGE

in 2016 and 2017!

Like it or not . . . Change is a reality.

So in this month's **News** from **Around The Net**

We will focus on Change . . . Change in our health care market . . . and change in our work lives

We hope this will

→ **INSPIRE** YOU to

Lead and Engage Transformational Change in Your School and in Your Practice

Here's

the
top 5

CHANGE Links for this Month

1) Change in the Health Care Market – ACO Consolidation and Growth.

ACO growth is on the rise but not as rapidly as in 2014. **There are now 426 Medicare and 159 Non-Medicare ACOs for a total of 585 in the US.** In our last eNewsletter we highlighted the consolidation of Anthem Blue Cross-Blue Shield with Cigna and Aetna with Humana – leaving 3 dominant national health plans – those two and United Health Group. On the provider side, the integration of care systems into ACOs has been dramatic. With a total of 585 ACOs nationwide, in over half the states, a majority of the people could soon receive care from an ACO. Read this ACO summary from FierceHealth:

<http://bit.ly/ACUpdate15>

if you are really interested, click on the Full Story from the Oliver-Wyman health care consulting group.

<http://bit.ly/OliverWymanACO>

2) Change in the Health Care Market – Value Based Payments.

Transition to Value Based Payments is also on the rise. **The Aetna-Humana merger pushes a stronger move to value based models.** Aetna CEO Mark Bertolini stated earlier this year that Aetna-Humana will shift away from traditional Fee for Service and move to Value Based Models of payment to providers. Aetna reports that about 30% of its payments to providers will be within value based models this year.

<http://bit.ly/VALUEchange>

3) Practice Management – Point of Service Collections.

High Deductible Health Plans Propel Sweeping Change in How Providers Collect for Care. **Effective revenue cycle management and acceptable level cash flow are critical for the success of any health care business – including physical therapy practices.** Health care provider practices face growing payment collection challenges as more and more people choose health insurance with high deductible, out-of-pocket responsibilities. One way to avoid the financial pitfalls of these high deductible plans is to seek greater point of service payments.

<http://bit.ly/POSpayment>

4) Leadership During Times of Change.

Be Transparent . . . Expect Transparency. **To succeed during changing times, BIG L Leaders must provide clearly communicate challenges, expectations, strategy, and results to their team members. And Small L Leaders should expect transparency and clarity.** This is a short & sweet article that in one page gets right to the point.

<http://bit.ly/leadersTIMESofCHANGE>

5) Leadership During Times of Change.

5 Steps Great Leaders Take During Times of Adaptive Change. **This article highlights the difference between leading and managing during change and the need to address direction, protection, roles, conflict, and norms.** Apply these 5 points from Brent Gleeson of Forbes.

<http://onforb.es/1q9UMeR>

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Posted in [News from Around the Net](#) Posted by [Jim Hoyme](#)

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Jerry Henderson — Jim: Love it! I recently heard a colleague mention that the "top tier" of practices who are preparing for this change will be successful, the "middle third" will be acquired, the bottom third ...

So What's the FUTURE of Independent Therapy Practices?

1 comment • 7 months ago

Therapy Partners TPI — We have had success selling value with local health plans here in Minnesota. Jim

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