Post-Acute Care Conference
Creating Pathways of Care – How Post-Acute Care Will Meet the Challenge of Reform
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Embracing Change —
Transitions of Care and of Ourselves

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Overview

With respect to impending change:

• How to observe the past and the present
• How to plan for change
• Why create your future in the midst of change?
• Where can I find resources to support change?
• R6
Observe the Past and Current Trends
Predict and Prepare For Things We Fear

- Where is money flowing freely?
- What small insinuations are made in meetings regarding post acute?
- Who are the power brokers and what are your greatest weaknesses that can be exploited?
Know your Benchmarks and Trends

- Key performance measures
- Top challenges
- Staffing/Salaries
- Budgets
- Industry News/Outcomes – especially the “Exalted” ones
- Be able to speak knowledgeably about them
Department Funding

Average Case Management Department Budget

2013 ACMA National Hospital Case Management Survey | This data and information is the property of the American Case Management Association (ACMA). Use of this data without ACMA permission is prohibited.
Past vs. Present

- More people to take referrals from
- More hours and days of week requiring referral response
- Scope of responsibility is now the top challenge in Case Management – its likely the same in Post Acute, “Do more email”
- Forced collaborations - silo doors are being forced open
Plan for Your Future
• Identify barriers and areas of concern – includes leadership, resources, outcomes

• **Create and file process documentation and outcome DATA!**

• Create an emergency plan and prepare yourself to implement if needed
Community

• Expanding “outside the walls” – create a model that addresses appropriate staffing, scope/duties, outcome monitoring beyond inpatient (25-50% of staff will be focused on outpatient services)

• Connecting using new technology – identify communication/data needs and capital budget needs (you will need a consumer-based tool for communication and patient compliance monitoring)
Community

- Developing partnerships (solutions for gaps – behavioral, homeless, funding)
- Improving education for patients and families – proactive community education programs regarding disease processes
• Seek to integrate patient needs with the technology at hand
• Be aware of new technological developments that facilitate patient/family engagement
Personal Goals

- Determine your personal and professional goals within a timeframe - write it down
- Advancement - career ladder or new profession
- Certification - future governmental role
On Capitol Hill/Environment

- Health care reform - “rationing will get worse – prepare for it”
- Budget cuts to CMS - the U.S. cannot sustain the expenditures
- Immigration reform - high budget dollars needed and they will need to come from somewhere – CMS has the bulk of dollars considered for budget neutral bills
Create Your Future
What will you decide to do?

- The hesitant chapter board member
- The establishment of ACMA
- The success of hospitals who pioneered community outreach initiatives - Kaiser, Sutter, Geissinger

*What we definitely know is inaction and no risk taking produces nothing new!*
Practical Application

• Arrange meetings with your administration

• Get more involved with your local professional societies/network

• Educate your state and federal representatives – story telling is extremely powerful from constituents
Create Your Future

- Be proactive and take action
- Be tenacious and do NOT give up
- Influence leadership/culture with information, reputation outcomes and role modeling
- Influence the environment/legislature and regulatory
Where Do I Get Support for the Future?
Support

- Professional Associations - Nursing, SNFs, Rehab, Home Health
- Elected Officials Staff Resources
- CHA
- Peer Networking and Colleagues outside of your industry
- Newsletters, Periodicals, List Serves and even Job Boards?
This is the Time