

# PHM Group and Division Leaders Peer Mentoring and Group Therapy

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## Disclosures:

- We have no financial disclosures relevant to the content of this talk.
- We will not discuss off-label use of any medications.

## Overview

This is primarily an opportunity for us to learn from each other. Our goal is to have a highly interactive session, despite the room logistics

Three 20-25 minute topics

- Compensation and Workload vs. Incentive Based Compensation
- Morale vs. Integrating Community and Tertiary Care Sites
- Scholarship vs. Sustaining Engagement and Preventing Burnout

Next Steps

## Incentive Based Compensation

- Percentage at risk and Frequency
- Productivity
- Resource Utilization
- Patient Satisfaction
- Quality/Safety
- Process and Participation vs. Outcome
- Objective vs. Subjective

## Workload and Compensation

- Workload for a 1.0 FTE
  - Children's Hospital, call from home
  - Children's Hospital, dedicated in-house
  - Non-clinical/Academic/Administrative time
  - Community Hospital, call from home
  - Community Hospital, dedicated in house
  - Premium for evening/overnight/weekend vs. weekdays
- Compensation
  - National benchmarks vs. local or intradepartmental comparisons
  - Percent of salary that is incentive-based

## Morale

- Challenges
  - Clinical load
  - Clinical vs. Academic time & expectations
  - Allocation of less desirable shifts/tasks
  - Locus of control
  - Work-Life balance/integration
- Strategies & Solutions

## Integrating Community and Tertiary Care Sites

- Developing alignment
- Cultivate teamwork
- Clinical integration
- Coverage Models
- Communication strategies

## Scholarship

- The many forms of scholarship
  - What's the goal
  - What counts
- Alignment of scholarship with individual, divisional, & institutional goals
- Facilitating scholarship
  - Training
  - Mentoring
  - Infrastructure
  - Resources

## Sustaining Engagement and Preventing Burnout

- Assessing how your group is doing
- Strategies for developing career trajectory
- Work life balance
- How to help a burnt out physician

## Next Steps

- Are these sessions valuable? Is there a better format?
- Monthly conference calls with a focused topic?
- Pre-conference in 2017
- AAP SOHM Subcommittee for Division Leaders
  - Meets 5 pm today