

[Read and download] Superior Productivity in Healthcare Organizations: How to Get It, How to Keep It

# Superior Productivity in Healthcare Organizations: How to Get It, How to Keep It

Paul Fogel MBA

ePub | \*DOC | audiobook | ebooks | Download PDF

## Superior Productivity in Healthcare Organizations

HOW TO GET IT, HOW TO KEEP IT

SECOND EDITION



 Download

 Read Online

#245703 in Books 2016-04-12Original language:EnglishPDF # 1 8.90 x .70 x 5.90l, .0 #File Name: 1938870581240 pages | File size: 70.Mb

**Paul Fogel MBA : Superior Productivity in Healthcare Organizations: How to Get It, How to Keep It** before purchasing it in order to gage whether or not it would be worth my time, and all praised Superior Productivity in Healthcare Organizations: How to Get It, How to Keep It:

1 of 1 people found the following review helpful. If You're Trying to Tackle the Puzzle of Productivity in Healthcare - You Need This BookBy Jedediah C. RuddThis book is exceptional.Productivity in healthcare is a true challenge; if

you really want to do it. Sure, maybe your organization uses some kind of system that compares everyone to some kind of industry standard benchmark - or maybe you're looking at some software that will save the day. Most approaches tend to pit the clinical department leaders against the financial/analyst/operations teams. The clinicians state that they need "X" to provide quality care and the administrators cite "Y" standard and demand they try and meet it. And the back and forth continues - the clinicians feeling like the standards don't reflect reality and the administrators frustrated that their departments need so many caregivers to provide quality care. Is this type of approach working for you? It sure didn't work for me...and it hasn't worked for the industry in general. Paul takes this reality and crafts a clear, concise, and effective user guide to building a labor productivity system that works for everyone in a healthcare organization. Paul takes a true reality-based approach to this challenging topic and provides step-by-step guidance on building and optimizing a labor/productivity system in your organization. He tackles the myth that software or complex labor algorithms will solve the labor productivity challenge. There is no need to invest thousands of dollars in those types of solutions. Start with this book - start with simple collaborative dialogues and develop collective agreements and then hold each other accountable to those agreements using basic and simple tools. And then evolve that approach over time to include better measures of productivity such as including acuity factors. Paul also recommends a strong policy and reward system to motivate appropriate management. I found that to be really refreshing. In healthcare, it's odd that many department leaders are unable to truly "own" their departments - have both the responsibility and accountability for its performance. If department leaders truly owned their departments there would be no need for centralized positional approval committees. These archaic assemblies could move into a comfortable retirement as department leaders step into managing their departments, their staff, and their productivity based on collaboratively developed expectations. Paul also discusses the power of good old fashioned management and the power of holding people accountable to standards - a critical component of any successful productivity system. Paul teaches an online course through the American College of Healthcare Executives. I was able to attend it and would recommend it as enthusiastically as his book. As an instructor he is incredibly engaged, providing insight, analysis, pointers and guidance on every assignment. I've taken my fair share of online courses - and the instructor is typically phoning it in - giving the same feedback to every student - providing canned responses, etc. But Paul is clearly treating each attendee as an individual! It's a true functional course that applies everything in the book. It's a course that will make you work and learn and grow - and frankly there aren't a lot of courses like that. And if you've read the book and would like expert guidance in the actual HOW of doing it - this is the course for you. You will leave the course with a complete draft of quarterly reports, monthly reports, policies, procedures, and most everything you would need to begin the journey of establishing a truly superior productivity system in your organization. If you're a healthcare leader you should buy this book. If you really want to implement the tools - you should take Paul's course. 1 of 1 people found the following review helpful. Outstanding Resource for Improvement By David Deaton As a hospital CEO, I'm always seeking to improve staff productivity, while maintaining high care quality, safety service. Paul's book is the best resource I've found to help understand and implement processes that achieve productivity improvement. He explains (in plain language) how to involve the entire team in the process. I'm a student of Paul's course on productivity and I've read both versions of this book. In my opinion it is the best resource on the subject.

Keep your organization financially healthy and implement sustainable practices with the second edition of this critical guide. Loaded with practical, enduring solutions, this new edition will help hospitals and health systems achieve increased productivity in a surprisingly short time and at low cost. Drawing upon his successful experience with more than 70 hospitals, author Paul Fogel provides dozens of incisive illustrations, tables, financial models, and case studies to illuminate the text's core concepts of measurement, accountability, simplicity, and fairness. If you are a hospital administrator, physician, corporate health system staff, financial executive, or hospital or health plan administrator, you will find here the tools to invigorate the productivity of your organization with long-lasting success.

If executives are tired of fleeting efforts on productivity management and want a pathway to effectiveness, then [this book] is a must read. --Steven D. Febus, MBA, CFO, Pullman Regional Hospital For hospital system executives: buy a copy for every manager at your hospital. You won't regret it. --Megan Foster, CEO, Foster Health Consulting and developer of the website Foster the Journey: Providing Empowering Programs for Dementia Caregivers "This is a must-read for hospital system executives--buy a copy for every manager at your hospital--you won't regret it. Paul Fogel gives you the knowledge and, most importantly, the exact plan on how to implement an effective productivity system that works, backed up by his proven experience with dozens of hospitals." --Megan Foster, CEO, Foster Health Consulting (03/03/2016) About the Author Paul Fogel, MBA, is the President of Executive Information Systems, Inc., an independent firm that produces financial reporting and forecasting systems for hospitals as well as offers services in productivity improvement, benchmarking, operations analysis, feasibility studies, and business planning. Mr. Fogel offers a unique perspective gained from working in more than 70 hospitals.