Monday, November 6

4 - 7 p.m.  On-Site Registration

5 - 7 p.m.  Welcome Reception

Tuesday, November 7 - Daily Topic: Strategic Decision Making

6:30 a.m. - 5 p.m.  On-Site Registration

7 - 8 a.m.  Continental Breakfast (Provided)

8 - 9 a.m.  Keynote: Leading in Uncertain Times
Denis A. Cortese, MD

At the conclusion of this session, participants should be able to:
- Describe the current state of healthcare in the U.S.
- Identify the key elements of a learning healthcare system
- Define the role of leadership in creating a learning healthcare system

9 - 10 a.m.  Joy: Provider Satisfaction
James Lonquist, MD

At the conclusion of this session, participants should be able to:
- Summarize the current landscape
- Explain the role of joy in the workplace, and the risks the absence of joy creates
- Make use of evidence-based tactics that leaders need to integrate into their practice to help PAs experience joyful moments daily

10 - 10:45 a.m.  Break/Networking
10:45 - 11:45 a.m.  **Small Group Skill Building Session: Organizational Analysis: Using SWOT Analysis**  
Bianca Belcher, MPH, PA-C; Amber Brooks-Gumbert, MMS, PA-C; Bettie Coplan, MPAS, PA-C; Sondra M. DePalma, MHS, PA-C, DFAAPA; Alison C. Essary, DHSc, MHPE, PA-C; Danielle Kempton, DHSc, PA-C; Michael L. Powe; Noam E. Shabani, MS, PA-C; Adrienne R. White, MS; Kristen K. Will, MHPE, PA-C; and Natalia Wilson, MD, MPH

At the conclusion of this session, participants should be able to:
- Better prepare for strategic discussions
- Examine individual, team, or organizational goals in a strategic manner
- Identify organization strengths and opportunities for growth
- Detect organization weaknesses or threats
- Utilize the SWOT to start building a business case

11:45 a.m. - 1:15 p.m.  **Lunch** (Provided)

1:15 - 2:15 p.m.  **Healthcare Trends and Policy Changes: Impact for PA Leaders**  
Swapna Reddy, JD, MPH

At the conclusion of this session, participants should be able to:
- Summarize healthcare trends and policy changes that are emerging or new
- Identify the key areas in health policy currently that impact the PA
- Correlate the role as a PA leader to policy and identify how PAs can become more involved at the regional, state and national level

2:15 - 2:45 p.m.  **Break/Networking**

2:45 - 3:45 p.m.  **Hiring and Retaining PAs: How to Get 'em and Keep 'em Happy!**  
Jessica J. Britnell, MS, PA-C

At the conclusion of this session, participants should be able to:
- Determine what steps to include in your hiring process
- Discuss how to attract and acquire talent
- Provide the fundamentals of employment law
- Optimize retention strategies that work for your team

3:45 - 4 p.m.  **Break/Networking**

4 - 5 p.m.  **Small Group Skill Building Session: Understanding and Interpreting Reports: Productivity Metrics**  
Bianca Belcher, MPH, PA-C; Amber Brooks-Gumbert, MMS, PA-C; Bettie Coplan, MPAS, PA-C; Sondra M. DePalma, MHS, PA-C, DFAAPA; Alison C. Essary, DHSc,
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At the conclusion of this session, participants should be able to:
- Discuss the various components of a dashboard measuring productivity
- Analyze the data and identify opportunities for positive change
- Begin to prioritize changes while taking into account patient flow and feasibility

**Wednesday, November 8 - Daily Topic: Measuring Organizational Success**

7 a.m. - 5 p.m. **On-Site Registration**

7 - 8 a.m. **Continental Breakfast** (Provided)

8 - 9 a.m. **“I Can’t Be Out of Money. I Still Have Checks!”: Financial Literacy in Healthcare Organizations**
Natalie Landman, PhD and Bob Smoldt, MBA

At the conclusion of this session, participants should be able to:
- Explain the importance of financial statements to leaders and external parties
- Describe the purpose and components of an income statement and balance sheet
- Assess the overall financial health of an organization using key indicators
- Describe the critical role of planning and budgeting in managing organizational performance

9 - 9:15 a.m. **Break/Networking**

9:15 - 10:15 a.m. **Small Group Skill Building Session: “I Can’t Be Out of Money. I Still Have Checks!”: Financial Literacy in Healthcare Organizations**
Natalie Landman, PhD and Bob Smoldt, MBA

At the conclusion of this session, participants should be able to:
- Describe the format and use of different budget types
- Review and update a simple operating budget
- Explain why budget development needs to be feasible and realistic

10:15 - 10:45 a.m. **Break/Networking**
10:45 a.m. - 12 p.m.  **Advancing the Profession at Your Organization: Lessons From PA Leaders on the Frontline**  
Jenna Dorn, MPA; Cragin Greene, MHS, PA-C; Jennifer Palermo, MMS, PA-C; Jamie Silkey, PA-C, MPAS, MHA; and Sarah Vanderlinden, PA-C

At the conclusion of this session, participants should be able to:
- Articulate how PA involvement in PA/NP models of leadership adds value to institutions
- Identify turning points that contribute to the establishment and success of joint PA/NP leadership models
- Recognize the importance of culture change and opportunities for step-wise advancement of PAs
- Engage organizational leaders to strengthen PA/NP influence within health systems

12 - 1:15 p.m.  **Lunch (Provided)**

1:15 - 2:15 p.m.  **Value-based Reimbursement 2.0**  
Michael L. Powe - Read Michael’s full bio [here](#).

At the conclusion of this session, participants should be able to:
- Describe the components of delivery system change that will impact PAs and other health professionals as payment systems transition to value-based reimbursement
- Discuss the 2018 Medicare guidelines for the Quality Payment Program
- Explain the unique role that PAs will play in driving increased efficiencies and expanding access to care in these new payment models
- Identify strategies to improve the identification and tracking of the contributions and productivity of PAs in a value-based payment system

2:15 - 2:45 p.m.  **Break/Networking**

2:45 - 3:45 p.m.  **PA Practice in a Changing Landscape and the Evolution to ACOs**  
Heather Trafton, PA-C, MBA

At the conclusion of this session, participants should be able to:
- Discuss Accountable Care Organization programs and how they can impact PA practice
- Provide examples of how PA practice fits into value-based care arrangements
- Describe examples of performance based metrics in value-based care model for practices and providers
3:45 - 4 p.m.  Break/Networking

4 - 5 p.m.  Small Group Skill Building Session: Understanding and Interpreting Reports: Quality Metrics and Outcomes
Bianca Belcher, MPH, PA-C; Amber Brooks-Gumbert, MMS, PA-C; Bettie Coplan, MPAS, PA-C; Sondra M. DePalma, MHS, PA-C, DFAAPA; Alison C. Essary, DHSc, MHPE, PA-C; Danielle Kempton, DHSc, PA-C; Michael L. Powe; Noam E. Shabani, MS, PA-C; Adrie R. White, MS; Kristen K. Will, MHPE, PA-C; and Natalia Wilson, MD, MPH

At the conclusion of this session, participants should be able to:
- Identify the key metrics in population health management for PA leaders
- Analyze population health data management to demonstrate provider quality metrics
- Utilize data to demonstrate PA effectiveness and utilization in a team-based setting

Thursday, November 9 - Daily Topic: Self-Analysis

7 a.m. - 12 p.m.  On-Site Registration

7 - 8 a.m.  Continental Breakfast (Provided)

8 - 9 a.m.  Mentorship in Healthcare: A Critical Part of Academic Success
Joseph Mikhael, MD, MEd, FRCPC

At the conclusion of this session, participants should be able to:
- Provide an overview of mentorship and its role in career development
- Outline a practical approach to optimizing the mentorship relationship
- Highlight important pitfalls and challenges in mentorship

9 - 9:30 a.m.  Break/Networking

9:30 - 10:30 a.m.  Values-Driven Leadership: A Better Pathway to Better Outcomes
Jack Gilbert, EdD

At the conclusion of this session, participants should be able to:
- Discuss the key elements of values-driven
- Connect those elements to pathways to produce and sustain better outcomes
- Put their insights into action
10:30 - 11:30 a.m.  **Transforming Ourselves Into Transformational Leaders**  
Keith A. Frey, MD, MBA

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

- Define transformational leadership
- Outline the key attributes of transformational leaders
- Develop an individual plan to enhance one's transformational leadership

*This agenda may be updated or modified without notification.*
Executive Leadership Conference for PAs 2017 Faculty

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