DEVELOPING THE NEXT GENERATION OF POPULATION HEALTH PHYSICIAN LEADERS

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Humana.

PROGRAM RATIONALE
As health systems shift towards value-based care and population health, merging clinical thinking with expertise in financial realities and regulatory constraints could assist health plans in developing innovative ways to manage chronic disease and associated costs.

PROGRAM OBJECTIVE
To develop an innovative, rigorous physician rotational program that creates the next generation of physician leaders in population health.

PROGRAM STRUCTURE

- Two-year rotational program
- Candidates must possess both clinical skills and business acumen as demonstrated by 6 core characteristics
- Receive mentorship from company executives with open-door access companywide, including the CEO

- Coursework provides a structured approach to acquiring legal/regulatory and technical knowledge necessary for success in managed care
- Speaker series with company leaders offers broader exposure beyond rotations to expand company networking across the entire health plan
- Projects involve both clinical and nonclinical focus areas

- Significant clinical practice experience
- Secondary degree including MBA/MPH/JD
- Flexible work-style with collaborative focus
- A record of outstanding early professional achievement
- Demonstrated leadership in clinical and non-clinical roles
- Advanced communication and interpersonal skills

- Marketing
- Strategy
- Innovation
- Contracting
- Clinical Care

- Year One: High-level company exposure
- Year Two: Deep operational responsibilities

PROGRAM RATIONALE
We believe there is a need to enhance our clinical capabilities to improve health.

Hence, we need to infuse our teams with more clinical awareness and clinical thinking.

Clinical insights need to be grounded in financial realities and regulatory constraints to create value.

There are few current opportunities for practicing clinicians to learn the intricacies of our business model.

Given current market pressures, we need to create a way for clinicians to quickly learn our business to help us grow.

Integrated Care Delivery

Providers
Traditionally strong in health improvement, care planning, & therapeutic management
Increasingly looking to take on risk

Payors
Traditionally strong in risk management, financial analytics, & cost structures
Increasingly looking to improve health

 Improved Population Health

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