

# DEVELOPING THE NEXT GENERATION OF POPULATION HEALTH PHYSICIAN LEADERS

Williams M, Beveridge RA

Humana Inc., Louisville, KY

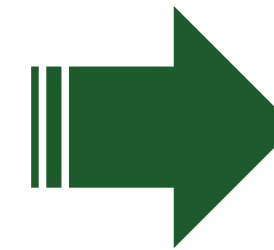


## PROGRAM RATIONALE

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



- Six diverse rotations: marketing, innovation, strategy, contracting, appeals and market operations teams responsible for Medicare performance
- Develop capabilities in key business areas including governance, population health improvement, consumer-centered design, financial structures, value-based care, data and analytics, and government relations

