

Governance Toolkit

Board Session 6

Developing a Board Education Program

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ACHD
ASSOCIATION OF CALIFORNIA
HEALTHCARE DISTRICTS

1

ACHD Governance Series

Effective Board Work for Enhanced Service and Performance

Six Short Programs for use by ACHD Members

1. Community Engagement
2. Balancing Governance & Management
3. Board Orientations
4. Strategic Planning
5. Board Self-Assessments
- 6. Board Education Programming**

Good Board Work: Better Service. Better Performance.

2

2

Jim Rice: Governance Adviser



Experienced. Practical. Responsive.

Jim Rice, PhD, FACHE is Senior Adviser with the Governance & Leadership service line of Gallagher's Human Resources & Compensation Consulting practice, and Chairman of the Akadimi Foundation. Having served on many boards, Jim focuses his consulting work on strategic governance structures and systems for high performing medical groups, hospitals, credit unions and integrated care systems. He is often engaged for enhanced strategic alliances and mergers for large and small not-for-profit organizations; as well as leadership development programming for Physicians, Boards and C-Suite Senior Leaders.

Dr. Rice holds a masters and doctoral degree in management and health policy from the University of Minnesota. He has received the University of Minnesota, School of Public Health Distinguished Alumni Leadership Award; a National Institute of Health Doctoral Fellowship; a US Public Health Service Traineeship in Hospital Management; a Bush Leadership Fellowship at Stanford and the National University of Singapore; and the American Hospital Association's Corning Award for Excellence in Hospital Planning. He is a Fellow in the American College of Healthcare Executives (ACHE) and has worked in over 35 countries in North America, Asia, Africa and Latin America.



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Board Education Programming

Focus of Session:

1. What is a good "Board Education Program"?
2. Why is it important?
3. Common issues or challenges?
4. What can Boards do to be more successful?
5. Resources for further insights?

1. What is a good “Board Education Program”?

Board education is a diverse and multi-media set of learning experiences for board members to continuously strengthen their work in three levels:

- Collective decision-making for healthcare district vitality
- Committee effectiveness
- Personal growth, effectiveness, and pride content driven by self-assessments, Brown Act, and ACHD Certification topics.

2. Why is it important?

- Health sector is complex and rapidly changing
- Community leaders may have limited insights into hospital fiduciary duties and board governance best practices
- Each board member is unique, as are their development needs
- ACHD Members often have a small number of board members so access to diverse expertise can be constrained
- The Board can set a tone for continuous growth and development from the top for executives, medical staff and other community leaders.

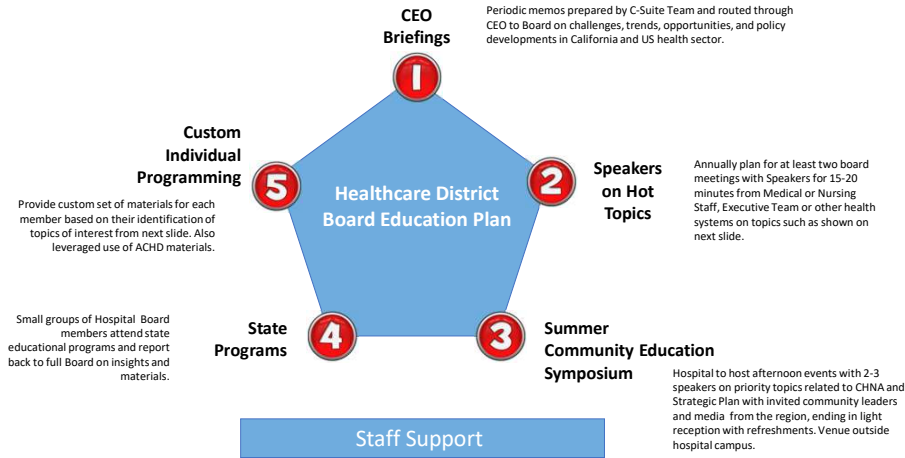
3. Common issues or challenges?

- Lack of time and budget
- Lack of enthusiasm from CEO and Board Chairperson
- Lack of governance model to which educational programming is directed for continuous performance enhancements
- Unwillingness to borrow concepts and ideas from the boards of other service/membership industry governing bodies (Hotels, Banks, Chambers of Commerce, Colleges, Churches)
- Lack of commitment from board members to improve their work

4. What can Boards do to be more successful?

- Establish a culture and policy frame that continuous board development is valuable and essential to the district's vitality
- Make education a part of the board member's job description
- Drive education topics by the district's strategic plan and Community Health Needs Assessment (CHNA)
- Be creative on "Faculty" from within and outside the healthcare district
- Build educational experiences around practical case studies and multi-media learning opportunities (See next slide)

Revisit Governance Educational Framework



Good Board Work: Better Service. Better Performance.

Revisit Governance Educational Framework

Please **circle the 2-3 topics** you would most be interested in from this list:

Topics for Board Education through end of 2020:

1. Payment system reforms and methods, especially "Pay for Performance" or "Value for Money Contracting" for physicians and for hospitals
2. Trends in hospital cost reductions
3. Patient centered care and excellent patient experiences
4. Trends in philanthropic fund raising
5. Provider burnout in hospitals
6. Balancing mental health and physical health programming
7. Maximizing relationships with primary care physicians
8. Building and governing community health partnerships
9. Trends in governance best practices
10. Health Information Technologies and Electronic Medical Records
11. Hospital Physician Integration and Alignment
12. Physician leadership development academies and programs
13. Regulatory oversight and compliance challenges for board members
14. Succession planning for boards and CEOs
15. Enhancing medical staff relationships
16. Safety and Quality
17. Health Challenges in rural health
18. Clinical integration and successful clinical service lines
19. Others you can define here?



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5. Resources for further insights:

- IHI Boards and Quality [Programming](#)
- State Hospital Programs: [Washington](#)
- State Hospital Programs: [ACHD](#)
- Public Health Institute [Programs](#)

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11

Thank you for all you do for the people in your healthcare district!

We hope this short program stimulates your continuous pursuit of enhanced board work to strengthen your healthcare district's support for *health care* and *health gain* in challenging times.

Please contact ACHD to access their many other board support resources.



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12