



Health care is undergoing a transformation. As the industry becomes increasingly complex, organizations must develop a better understanding of what drives performance in order to stay ahead of the curve.

**Engaging providers in the transition from volume- to value-based care is critical, and aligning physician and advanced practice provider (APP) compensation with an organization's mission and strategic performance objectives is necessary to drive change and deliver long-term, sustainable results.**

Organizations that partner with SullivanCotter gain access to experienced health care consulting teams, leading research on all aspects of provider total compensation and rewards practices, and insights that support organizational change. Our comprehensive and integrated workforce solutions, which also include executive, APP and employee compensation and performance strategies, are supported by our exclusive, industry-leading compensation and productivity data, enabling us to better advise our clients and help them achieve their strategic objectives faster.

### As a result, our clients can better:

- Attract, engage and retain the best physician talent possible through our customized compensation design programs, which include provider practice models, group culture, total rewards preferences and key organizational strategic initiatives
- Align physician enterprise objectives with overall business performance drivers
- Increase the transparency of performance accountabilities and incentives that support care delivery and payer strategies
- Navigate the complex compensation regulatory environment that requires fair market value and commercially reasonable financial arrangements for physicians
- Support successful merger and acquisition outcomes with a proactive approach to business valuation, governance and compensation-related due diligence
- Validate strategic decisions via data comparisons, market surveys and comparable physician rewards analyses
- Increase provider participation in the compensation and regulatory review processes as well as enhance governance and management oversight of these programs and their results
- Understand industry trends and develop total reward strategies that support the operating priorities of the organization
- Identify and develop both existing and emerging roles as the health care industry evolves