Medical Group Performance Assessment



Medical group performance can greatly influence the success of a hospital or health system. For medical groups in need of improvement or optimization, organizations must first identify and define the areas of highest priority.

Performance within medical groups can be attributed to a number of factors, including, but not limited to: strategic alignment, provider supply and demand, physician productivity, compensation plans, advanced practice provider (APP) utilization, operational policies and procedures, revenue cycle performance, staffing ratios, and physician engagement.

Driven by our combination of proprietary survey data used for benchmarking, SullivanCotter supply and demand modeling for workforce assessment and planning, and industry-leading insights, SullivanCotter is uniquely positioned to help medical groups measure, assess, and improve performance across the continuum.

As the initial step in our Performance Improvement Process, SullivanCotter conducts a **Medical Group Performance Assessment**, which helps medical groups understand their current financial, operational, and strategic performance. By analyzing key performance measures and benchmarking to industry market data, we identify opportunities for improvement and help develop action plans to increase staffing efficiencies and deliver on critical business imperatives.

The Medical Group Performance Assessment includes the following areas:



- Patient Access
- Scheduling
- Workflow
- Encounters
- New Patient visits
- wRVUs
- Panel size
- Provider FTE



Revenue and Payer

- Payer mix
- Coding distributions
- Billing
- · Collections per FTE
- Collections per wRVU
- Accounts receivable



Compensation and Benefits

- Physician and APP compensation
- Physician and APP Benefits
- Compensation ratios (collections, wRVUs, etc.)
- Clinical and non-clinical staff



Expenses and Operations

- Staffing ratios
- APP optimization
- Select P&L expenses
- Overall financial performance
- Investment per FTE physician
- Evaluation of other key operational areas & metrics

For each metric analyzed in the **Medical Group Performance Assessment**, we interpret comparative benchmark data where possible, identify gaps in performance, and highlight where the medical group would benefit from further analysis. Finally, we define and recommend solutions unique to the requirements of your system.

While the Medical Group Performance Improvement Process begins with a Medical Group Performance Assessment, this analysis prompts additional actions that help **drive strategic, operational, and financial success.**



The comprehensive steps in the Medical Group Performance Improvement Process include:



Medical Group Performance Assessment

Identify opportunities for improvement and core areas of strength that should be leveraged.



Quantify Financial Improvement Opportunities

Select key focus areas identified in the assessment and quantify potential financial gains.



Measure Performance Improvement Plan Results

Assist in the development of scorecards for leadership and other stakeholders to track and measure financial and operational improvements.



Develop tailored performance

improvement plans, including additional in-depth assessment and benchmarking, as needed.

Develop Performance

Improvement Plans

Facilitation and Implementation of Improvement Plans

Collaborate with Medical Group leadership and other stakeholders to implement plans. Provide additional analytic support as needed.

Additional Services:

- Affiliation portfolio assessment
- Primary and Specialty Care strategy
- Physician Market Share
- Provider supply and demand
- Demographic analysis
- Competitive landscape
- Referral analysis and optimization

Leveraging unique, data-driven insights and nearly 30 years of experience, SullivanCotter partners with medical groups to help them achieve their strategic objectives faster through a comprehensive array of additional supporting advisory services tailored to the unique needs of each client.



Questions? Contact us!

888.739.7039 | info@sullivancotter.com

www.sullivancotter.com