

CUSTOMIZED
ON-SITE
EDUCATION

We'll come to you.

And build a physician
leadership program
around your needs.



HortySpringer can create a customized educational program that best matches the issues your hospital faces each day.

It's all about providing you and your team with a program that best meets your needs.

- Credentialing or Peer Review Retreats
- Board/Medical Staff Retreats
- Orientation for New Medical Staff Leaders
- Leadership Education Series

We are also happy to suggest agendas that have worked well with other hospitals and medical staffs.

SAMPLE PROGRAM OPTIONS

If there are topics not listed that you would like us to cover, we're happy to work with you to customize a program to specifically address your needs.

OPTION 1 Full-Day Program

SEMINAR TOPICS—

Choose 6-8 of the topics listed on the Seminar Topics page (or let us customize a program for you).
Plan on approximately 6 hours for the program, excluding meals and breaks.

FACULTY—

One or two HortySpringer attorneys

OPTION 2 Half-Day Program

SEMINAR TOPICS—

Choose 3-4 of the topics listed on the Seminar Topics page (or let us customize a program for you).
Plan on approximately 3 hours for the program, excluding meals and breaks.

FACULTY—

One HortySpringer attorney

OPTION 3 Customized Physician Leadership Series

This option is designed to best meet your educational needs over the course of a one-year period. Contact us to discuss and design your Leadership Series.



TOPICS

HortySpringer specializes in all aspects of physician/hospital/system relationships. A program can be designed to meet your needs around any of those issues, including:

Legal Principles and Protections for Medical Staff Leaders

- Legal and practical protections
- Steps to qualify for immunity
- Protections for patients
- Creating and protecting the record

Tips on Effective Credentialing

- Threshold criteria – raising the credentialing bar
- Incomplete applications
- Aligning recruitment and credentialing
- Giving and getting references
- Low-volume/no-volume practitioners
- Conditional reappointment

Privileging Challenges

- Privileges that cross specialty lines
- Privileges for new procedures
- Privileging for advanced practice clinicians
- Privileging for telemedicine

Peer Review Continuum

- FPPE and OPPE
- Avoiding traditional and ineffective review elements
- Core recommendations for an effective process
- Efficient, effective and constructive best practices
- Keeping the physician in the loop
- Information-sharing

Collegial Intervention

- Who should do it? How far can you go?
- Tips, tools and implementation
- Documentation

Conducting Effective Investigations

- Initiating investigations
- Use of investigation checklist
- Use of outside experts
- Recognizing and managing conflicts of interest

Precautionary Suspension

- When to use suspension – and when not to
- Identifying non-suspension options
- Reporting suspension

Dealing with Behavior That May Undermine a Culture of Safety

- Steps to take and missteps to avoid
- Anticipating a self-proclaimed “whistleblower”

Harassment

- Understanding the organization’s legal duty
- What about discrimination, harassment and retaliation?
- What constitutes sexual harassment and how should it be addressed?

Practitioner Health and Wellness Issues

- Is collegial intervention an option?
- Progressive steps and accommodations
- Practitioner Health Policy
- Realities concerning aging practitioners
- Reinstatement: a delicate balance
- Burnout

National Practitioner Data Bank

- What is and is not reportable?
- Best tips for drafting a report
- Employment actions and reports to the NPDB
- Determining and reporting “surrenders”

Managing Conflicts of Interest

- Competing economic interests
- Does employment create an absolute conflict?
- Identifying and managing common conflicts

ER Call & EMTALA

- EMTALA hot spots
- Dealing with difficult on-call issues
- Role of advanced practice clinicians
- Selective resignation of limited privileges

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Medical Staff Bylaws

- New staff categories for a new era
- Strengthening appointment criteria
- A fresh look at attendance, voting and quorum requirements
- How many committees are too many?
- Designing a manageable and fair hearing process

HIPAA & Social Media

- Should HIPAA breaches be handled differently for hospital employees and members of the medical staff?
- Education to minimize risk

Confidentiality/Documentation/Access to Files

- Policies and agreements
- What should be in minutes?
- Confidentiality in the electronic age
- Physician access to information

Employment Issues

- Acceptable pre-employment communications
- Is credentialing an HR or medical staff responsibility?
- Criminal background checks
- Employment of APCs
- FPPE, OPPE and collegial intervention
- Termination vs. revocation of employment

Attracting and Preparing Medical Staff Leaders

- Culture does matter
- Leadership orientation program is a priority
- Grooming through mentoring and succession planning

Patient Safety Organizations (“PSO”)

- What is a PSO?
- Why participate in a PSO?
- PSO mandate under the ACA
- How PSOs can – and cannot – help with peer review protections
- Managing confidentiality and privilege protections

CME CREDITS

CME is available upon request, for an additional fee. Four weeks’ advance notice is required.

Recording is not permitted.