



Clinician Compact

RESPONSIBILITIES OF THE LEADERSHIP TEAM

ACHIEVE EXCELLENCE

- Recruit & retain outstanding physicians and APPs
- Support career development and enhance professional satisfaction
- Acknowledge and reward superior performance that enhances patient care
- Create opportunities to participate in leadership, quality improvement and culture of safety activities

COMMUNICATE

- Communicate information regarding organizational goals, priorities, business decisions, and strategic plans
- Provide opportunities for constructive dialogue, clarity of goals, and regular evaluation

EDUCATE

- Support and facilitate teaching and learning opportunities
- Provide the tools necessary to continually improve medical practice

REWARD/ POSITION FOR SUCCESS

- Provide competitive compensation consistent with market values and organizational goals of quality, service, and efficiency
- Assess and continually enhance LGHP's performance to include professional satisfaction and well being as a key metric
- Always look to place LGHP clinicians and teams in a position to be successful and highly regarded, locally and regionally

TRANSFORM AND INNOVATE

- Educate and help manage the inevitable rapid changes in healthcare so that staff have an opportunity for participation, for clarity of goals, and for continuous modification of the process as well as the outcomes

RESPONSIBILITIES OF THE PHYSICIAN/APP

FOCUS ON SUPERIOR PATIENT CARE

- Practice evidence-based, high-quality medicine
- Encourage increased patient understanding, involvement in care, and treatment decisions
- Achieve and maintain optimal patient access
- Insist on network focus on superior patient service and engagement
- Work in collaboration with other physicians, APPs, support staff and leadership across the system in both service and patient care improvements
- Demonstrate the highest levels of integrity and professional conduct
- Participate in or support education and continuous professional development

TREAT ALL PEOPLE WITH RESPECT

- Listen and communicate both clinical and non-clinical information in a clear, respectful, and timely manner
- Provide and accept feedback in a respectful manner from all staff and outside contacts

TAKE OWNERSHIP

- Provide leadership to improve outcomes in clinical quality, care costs and service
- Work to ensure personal and organizational compliance with all legal and educational requirements
- Steadily improve the efficiency and economic aspects of your practice

TRANSFORM AND INNOVATE

- Embrace innovation to continuously improve patient care, service, and organizational efficiency
- Be in front of change thru LGHP and system committee and task force leadership involvement
- Commit to continually self-educate oneself, students, residents, and patients