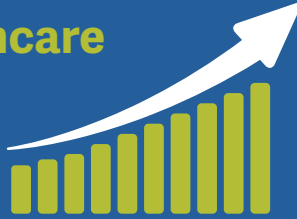


The Effect of Healthcare Mergers & Acquisitions

How healthcare consolidation impacts physicians, organizations and patients—and what leaders can do about it.

The Trend Reshaping Healthcare

Mergers and Acquisitions (M&As) are common in the healthcare industry, an increasing trend in recent years.



91.6%

increase of M&As in healthcare over the past 10 years, according to a recent study by KaufmanHall¹

Physician Impact

M&As can weigh heavily on physicians and the repercussions are apparent



ADJUSTING TO NEW SYSTEMS



INCREASED PHYSICIAN WORKLOAD



INCREASED LEVELS OF STRESS

Organizational Impact

The organization may feel the brunt of the fallout as issues continue to elevate



DECREASED PRODUCTIVITY



LOWER PATIENT SATISFACTION SCORES



INCREASED TURNOVER

How to Help

Maintaining physician well being during a merger or acquisition depends on the guidance of leadership and the willingness of physicians to meet halfway.

80% **LEADERSHIP'S ROLE**
80% of the responsibility falls on those at the top of the organization who set the vision, goals and culture.

20% **PHYSICIAN'S ROLE**
Physicians carry 20% of the responsibility through communication and self care.

Tips For Maintaining Physician Well Being During an M&A

- 1 ESTABLISH AVENUES OF COMMUNICATION**
Reach out to physicians to determine potential roadblocks.
- 2 CREATE A SHARED VISION**
Work collaboratively to determine common goals.
- 3 ASK FOR FEEDBACK**
Continuously seek input & suggestions
- 4 CONSULT A PHYSICIAN WELL BEING EXPERT**
Find an expert to help with your stressed physicians.
- 5 GIVE IT TIME**
M&As can take 2-5 years. Time is a crucial factor of success.

¹2017 in Review: The Year M&A Shook the Healthcare Landscape
https://www.kaufmanhall.com/sites/default/files/2017-in-Review_The-Year-that-Shook-Healthcare.pdf

Do you want help in assisting your physicians' and advanced practitioners' transition?

To learn about VITAL WorkLife Solutions for Physician Well Being, contact us online

