



RETENTION ACADEMY

OFFICE HOURS - ADMINISTRATIVE STRUCTURES FOR RETENTION
WEDNESDAY, APRIL 4TH, 2018
2:00 P.M. EASTERN TIME

STAR² CENTER

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- Mariah Blake | mblake@clinicians.org
 - 703-562-8819
- Suzanne Speer | sspeer@clinicians.org
 - 703-577-1206

TODAY'S PRESENTER

- Ann Hogan, M.Ed., SPHR, SHRM-SCP
 - ANN HOGAN CONSULTING
 - ann@annhoganconsulting.com



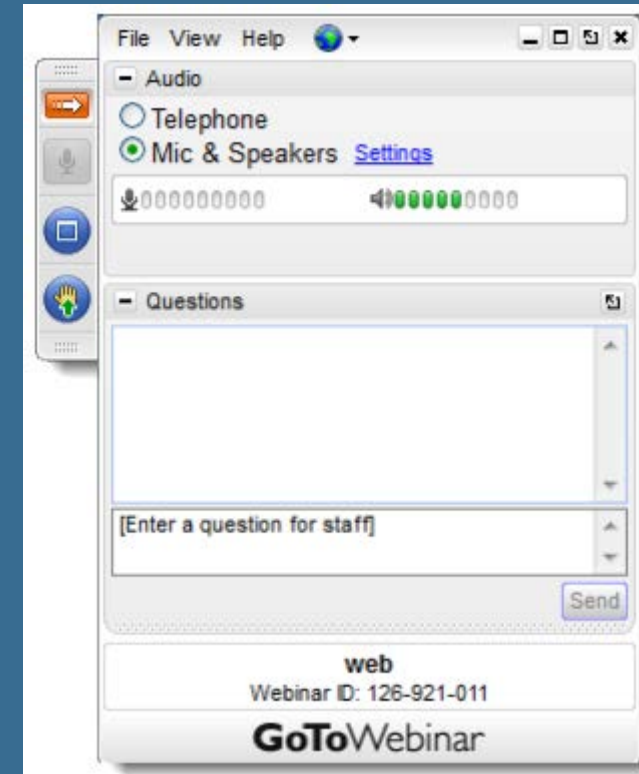
WEBINAR HOUSEKEEPING

We are
Recording

Ask
Questions

Have Fun

- Questions?
 - Raise your hand
 - Use the chat & questions boxes
 - Email mblake@clinicians.org

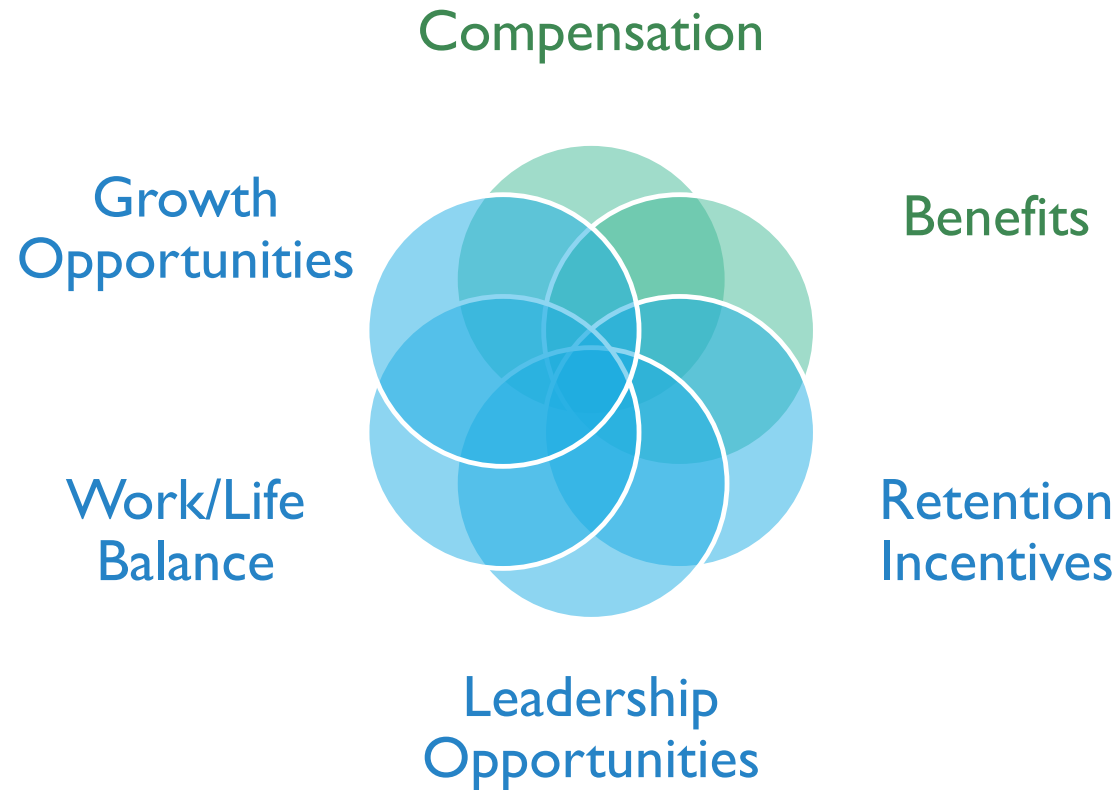


WHAT DO YOU WANT FROM YOUR JOB?

- Comparable Compensation?
- Good Benefits?
- Opportunities for Growth?
- Work/Life Balance?
- A reason to Stay?
- Opportunity to Lead Others?



ADMINISTRATIVE STRUCTURES THAT IMPACT RETENTION



COMPENSATION AND BENEFITS – THE BASIC NEED



GROWTH OPPORTUNITIES & LEADERSHIP OPPORTUNITIES

Mentorship Opportunities

Integrated Care Teams

Training beyond CME/CDE requirements

Community Involvement

Opportunities to be a Mentor

Opportunities to Teach

Contribute to Organizational Publication

Serve on Community Board/Hospital Boards

Leadership Training

Opportunities to Serve in Leadership Role

- Clinic or Organization

RETENTION INCENTIVES AND WORK LIFE BALANCE



- Review Policies
- Review Procedures
- Review Benefits
- Be Flexible

HOMEWORK ASSESSMENT

	1	2	3	4	5
Do you provide comparable or equitable pay?					
Do you provide a comprehensive benefits package to your providers?					
Do you provide opportunities for growth for your providers?					
Do you provide providers the opportunity to lead others?					
Total Score in each column:					

QUESTIONS TO ASK?

Has your organization reviewed market studies for staff and providers in the last year? Yes No

Has your organization conducted Stay Interviews for providers? Yes No

What opportunities do you provide for providers for growth?

What additional ways could you provide growth opportunities for your providers?

What opportunities do you provide for providers to lead others?

What additional ways could you provide leadership opportunities for your providers?

ADDITIONAL QUESTIONS

Is there benefits you could add to your current benefits package to make it more comprehensive? Yes No

- a. If yes, what additional benefits could you possibly explore providing for your staff and or providers?

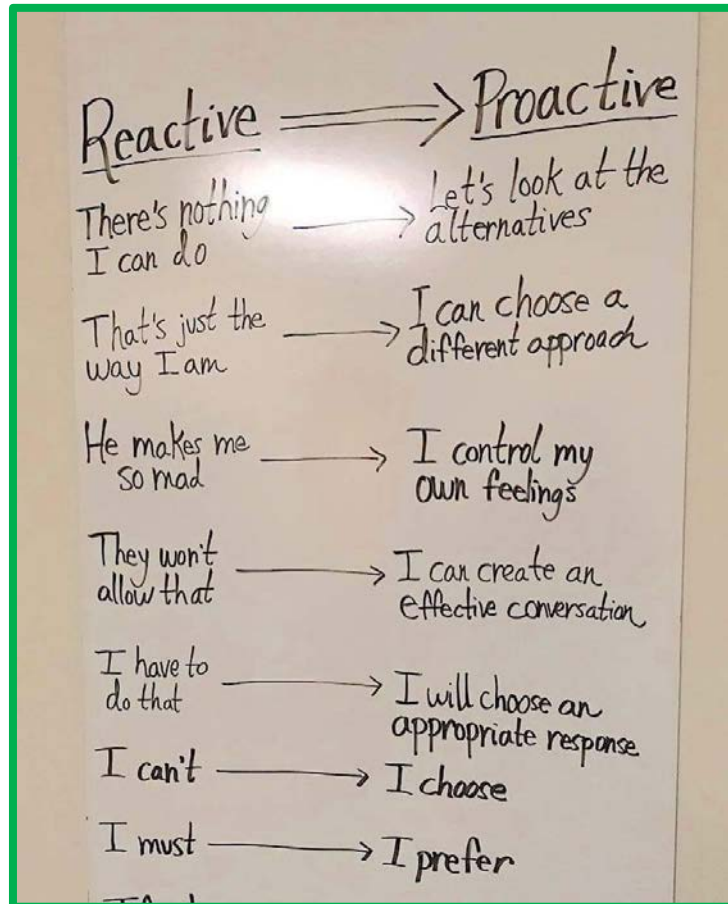
When you review your policies and procedures do they support work/life balance?

Yes No Could use improvement

SEEK IMPROVEMENT



NEXT WEEK:



- Management & Communication for Retention
- Wednesday, April 11, 2018 @ 2 p.m. Eastern Time

THANK YOU!