

# Group Integration

Pearls and Pitfalls

# Getting the Ball Rolling

- ⊕ Choose a small core group of committed individuals
- ⊕ Assess motivation for integration and individual group goals
- ⊕ Determine whether or not the practice cultures are compatible
- ⊕ Discuss “deal killers” : pension plan, personnel issues, governance

# Starting the Process

- ⊕ Obtain appropriate consultant advice and input
- ⊕ Meet as a group and discuss issues
- ⊕ Put up seed money to begin data acquisition process
- ⊕ Set a definitive timeline for obtaining information and meeting for decision on integration

# Taking the Plunge

- ⊕ Obtain financial data and give all participants time to review it
- ⊕ Meet to discuss substantive issues and determine funding requirements
- ⊕ Delegate tasks to appropriate administrative personnel
- ⊕ Make decision to proceed

# The Happy Ending

- ⊕ Have consultant draw up appropriate documents for signature
- ⊕ Assign administrative personnel or obtain consultants to assist with integration
- ⊕ Integrated executive committee to oversee process and assist with issues

# Potential Pitfalls

- ⊕ Mismatched corporate culture
- ⊕ Poor alignment of goals
- ⊕ Improper resolution of “deal killers”
- ⊕ Inadequate discussion of financial requirements
- ⊕ Poor administrative or physician governance structure

# Potential Advantages

- ⊕ Larger “geographic footprint” with higher profile with hospitals and insurers
- ⊕ Ability to expand service line which may be necessary requirement for success and survival
- ⊕ Improvement in income due to addition of ancillary service lines

# Potential Advantages

- ⊕ Improved ability to afford administrative personnel and fund capital improvements
- ⊕ Ability to recognize and respond to changes in economic environment
- ⊕ Potential to provide improved quality of care and patient experience.
- ⊕ Maintenance of independent practice.