Leading Through Health System Change

A Public Health Opportunity

Thursday, May 29, 2014
Noon – 1 p.m. EDT

Georgia Health Policy Center
National Network of Public Health Institutes
Centers for Disease Control and Prevention
American Public Health Association
Reminders

• The audio portion of today’s webinar is available via broadcast audio on your computer. If you prefer, you can dial-in to listen: 1-800-771-6759

• Closed captioning is available for this webinar. To access it, please click on the link found in your confirmation email, or copy and paste the link noted in the chat box on the side into a second browser window.

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• Please use the “chat” function if you have any technical issues, or to submit any questions for the Q&A at the end of the webinar.

• Thanks in advance for completing our quick evaluation at the end of the webinar!
Leading through Health System Change: A Public Health Opportunity
Today’s Speakers

Karen Minyard, Ph.D.
Executive Director
Georgia Health Policy Center
Georgia State University

Glenn M. Landers, ScD
Associate Project Director
Georgia Health Policy Center
Georgia State University
Who is Participating Today?

- Non-Profit
- Academic Institution
- Public Health Association
- Health Department
- Government (non-health department)
- Private Sector
- Health Care
- Student
- Other
Overview

• Introduction and Project Background
• Health Reform 101
• Health Reform through an Adaptive Lens
• Using this Planning Tool
Georgia Health Policy Center
*Improving health status at the community level*

- A research center within the Andrew Young School of Policy Studies at Georgia State University in Atlanta
- Provides evidence-based research, program development, and policy guidance locally, statewide, and nationally
- Working in more than 200 communities across the United States to achieve health improvement
Project Background
Partners

Centers for Disease Control and Prevention’s Office Health Reform Strategy, Policy, and Coordination

The Georgia Health Policy Center at Georgia State University

The National Network of Public Health Institutes
Developing the Planning Tool

- **Integrated Foundation**
  - Georgia State University Health Care Reform Work Group
  - Technical Vs. Adaptive Challenges
  - Sustainability Framework
  - Adult Education Expertise

- **Tailored Product**
  - Literature Reviews
  - 20 Insight Interviews
  - ASTHO Pilot
  - Webinars and Feedback from CDC, NNPHI Staff and Membership, Trust for America’s Health, NACCHO

- **State Technical Assistance**
  - California
  - Virginia
Refining and Launching the Planning Tool

- Planning Tool 2.0
- Dissemination
  - GHPC, NNPHI, and CDC Channels
  - Websites, Social Media, Listservs and Newsletters, Webinars, Conferences and Meetings, Flash Drive and Postcard Distribution
  - Partner Channels
    - Webinars, National Presentations, Newsletter and Website Features
- Future Opportunities and Vision
Planning Tool Participants

Nearly 1,000 users in 50 states
Health Reform 101
Health Reform 101

1. Sources of coverage
more Americans with health insurance coverage (non-elderly)
Health Reform

1. Sources of coverage
2. Financial Implications
funding and spending

Medicare Savings

~ 1 trillion

Fees, Taxes and Penalties

Insurance Premium Subsidies

~ 1 trillion

Medicaid
Health Reform

1. Sources of coverage
2. Financial Implications
3. Major change components
Health Reform

1. Sources of coverage
2. Financial Implications
3. Major change components
4. Timeline
Coverage Expansions

Individual Mandates Enacted

Additional limits, fees, incentives
Health Reform

1. Sources of coverage
2. Financial Implications
3. Major change components
4. Timeline
Looking at Health Reform through an Adaptive Lens
Technical vs. Adaptive Challenges

Technical Challenges

- Ready made solution exists
- Someone has *The Answer*
- Standard Operating Procedures (SOPs)
- Even if they require intense skills, some expert knows exactly what to do...
- Examples
  - Building a hospital
  - Fixing a broken computer
  - Brain surgery

Adaptive Challenges

- Never solved issue
- Perhaps new, never seen before
- No one’s got *The Answer*
- Must be solved by collaboration
- Examples
  - Poverty
  - Reforming public education
  - Health reform

The Iceberg - A Metaphor for the Level at Which We Interact with a System

Technical Challenges

Events

Patterns of Behavior

Systemic Structure

Mind-sets

Adaptive Challenges

React to

Adapt to

Create

Transform

Source: Sustainability Institute, adapted from other versions from the organizational learning field
What do Systems Thinkers Think About...

• How long will it take us to see the results we anticipate, and how can we reduce or tolerate delay? If there were no delay, would we still do it?
• Is there a consequence of my action that I’m not seeing?
• Are we missing good solutions because they will help us in the long-term but hurt us first? Can we learn to reduce or tolerate the short-term hurt?
• If a solution helps us right away, what are its long-term delays? Is it likely to come back and “bite us?”
• What is going on that can explain how this puzzling behavior makes perfect sense?
• How can I change a small thing to get big results that will endure?
Health System Change Challenges

Technical Challenges
• Who will be eligible for Medicaid?
• Who will be eligible for subsidies?
• Changes to Medicare provider payment
• How data systems look & function

Adaptive Challenges
• Planning in times of uncertainty
• Building partnerships
• Staying informed as information unfolds
• Building capacity
Adaptive Actions

- Influence decisions
- Educate others
- Strategically plan under uncertainty
- Stay abreast of new information that emerges
- Create new partnerships
- Build capacity: workforce, information technology, and care coordination
Using the Planning Tool
Leading Through Health System Change:
A Public Health Opportunity
Use the online portal, interactive PDF, or both
Access the Planning Tool

To access the tool visit: www.acaplanningtool.com
Polling: Based on the presentation, what adaptive actions do you think will be most important for your organization going forward?

- Influence decisions
- Educate others
- Strategically plan under uncertainty
- Stay abreast of new information that emerges
- Create new partnerships
- Build capacity: workforce, information technology, and care coordination
Contact Us

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Thank You!

• The recording and slides will be available at 
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