Mountain View Health System’s
Change Leadership Process

Committee Charge
• Develop a system-wide approach to delivering high-quality care across the system.
• Identify what it might mean to deliver a common patient experience across the system.
• In order to accomplish this, identify:
  – What overall physician organization is needed?
  – What forms of support are needed?
  – What groups within the system need to:
    ▪ be consulted in advance?
    ▪ understand planned actions and the reasons for action in advance?
• Report back in four months.

Committee Members
• Chair (former system board chair)
• System CMO
• System CFO
• Hospital CEO
• 6 physician leaders (mix of specialties and hospitals represented)

Committee Support
• Senior strategy officer
• Senior physician practice manager from the largest hospital
• Examples drawn from other systems

Source: Healthcare Financial Management Association, Strategies for Physician Engagement and Alignment Toolkit, hfma.org/valueproject