

# Examples of Common and Organization-Specific Goals

Common Network Goals	Health System Goals	Independent Physician Group Goals	Employed Physician Group Goals
Enhance quality and cost efficiency	Manage financial support of employed physicians	Maintain shareholder value	Ensure strong physician leadership within health system
Leverage business intelligence/IT	Manage subsidization of the network	Maintain an effective role in network governance	Maintain an effective role in network governance
Increase market share/managed population	Reduce system leakage	Meet or exceed physician financial goals	Avoid unintended health system decisions that adversely effect the employed physician group
Ensure quality and “fit” of recruited and retained physicians	Expand primary care base and right-size specialty base		
Cultivate the right blend of entrepreneurship and team-based focus among physicians	Align compensation for employed physicians and incentives for the clinically integrated network		
Reduce unnecessary costs and non-productive efforts			
Secure the best possible contractual terms			
Manage the transition toward value-based payment models			

Source: Healthcare Financial Management Association, *Strategies for Physician Engagement and Alignment Toolkit*, [hfma.org/valueproject](http://hfma.org/valueproject)