

Evaluating Physician Training

Improve physician satisfaction, on-the-job performance and organizational performance

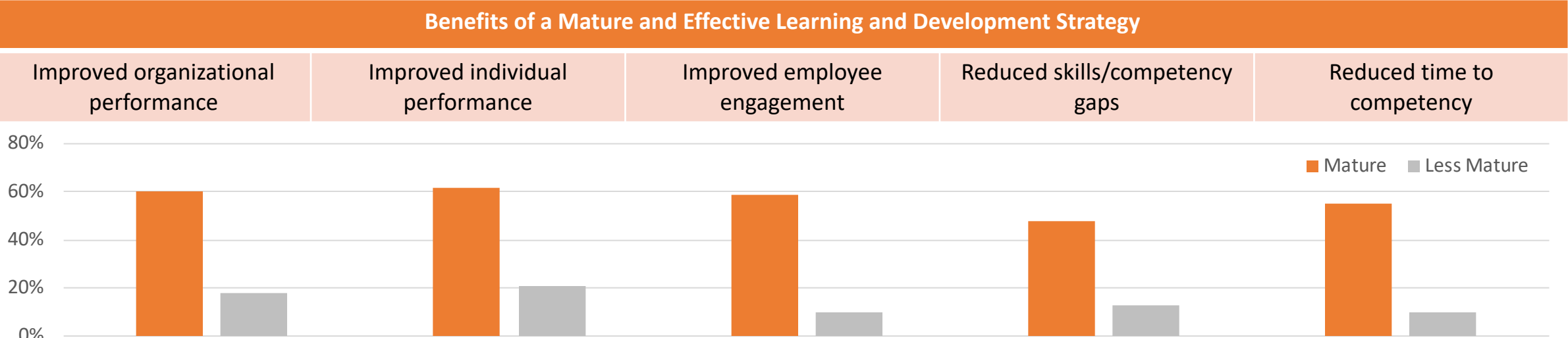
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How Well Does Your Training Support Strategy & Goals?

Most organizations lack an effective learning and development strategy to ensure alignment between training initiatives, organizational strategy and goals. Without a dedicated and mature learning strategy, training impact is unknown, and in most instances blunted.

Does our organization have a formal learning and development strategy?	How effective is our strategy at meeting our organizational goals?	Does our strategy account for the uniqueness of the physician learner in practice?
In a Brandon Hall Group study, 14% of the 397 organizations surveyed did not have a learning and development strategy for any specific group of learners. (https://goo.gl/ww83P2)	For those that have a general learning and development strategy, 62% say that its effectiveness at meeting business goals are either somewhat effective (54%) or not at all effective (8%) (https://goo.gl/yMvkMf).	Physicians are among the mostly highly regulated professions, and today face historic levels of burn-out (even suicide). They also receive & direct 87% of all personal healthcare spending. (https://goo.gl/WfnfN8)



2016 Brandon Hall Group Learning Strategy Study (n=235; <https://goo.gl/yMvkMf>)

How Do I Get Answers?



You can gain answers through comprehensive evaluation, and one commonly used framework is the Kirkpatrick 4 Levels of Evaluation model. This model **extends beyond the basics of satisfaction surveys, and assessments to measure behavior change, impact, and ROI.**

Comprehensive training evaluation also requires **expertise, time, and objectivity.** This can sometimes be accomplished internally, but most training departments lack bandwidth. Quicker and more objective results are often possible through external **consultants experienced with physician training evaluation.**

ROI	Did the training investment provide a positive return on investment?
RESULTS	Did the training have a measurable impact on performance?
IMPACT	Did the learner’s behavior change as a result of the training?
LEARNING	Did knowledge transfer occur?
SATISFACTION	Did the learners enjoy the training?



What are the Outputs of Evaluation?

Clarity

Crystal clear clarity on the current state of physician training at your organization, including effectiveness, alignment (with core business objectives), impact to individual physicians as well as the organization, and ROI.

Identifying Wins & Losses

Identifying and understanding historical training wins and losses creates opportunities to learn and build a successful learning and development strategy. Wins and losses also provide understanding into the local culture of learning, helping to position future initiatives for success.

Opportunities

An important next step is defining opportunities to better leverage training as a competitive advantage in your market locally, and nationally. From improving physician satisfaction and retention, to building greater buy-in and fine-tuning on-the-job performance across multiple domains once siloed.

Priorities

This is where evaluation from the perspective of alignment supports prioritization of opportunities to improve physician training, as well as learning and development strategy maturation.



We Have Consulted On Training Impacting Over 1/3rd Of All US Physicians

We are a niche consulting firm, and for over a decade have consulted on training curriculums impacting over 1/3rd of all US physicians. Our company's sole focus is on all aspects of physician training including curriculum development, training content development, training software, and you guessed it, evaluation!

Dr. Jimenez our Founder & CEO

Dr. Jimenez is an expert in physician training, practicing physician, former clinical director of content and online training for Allscripts, certified documentation improvement practitioner (CDIP-AHIMA), and certified risk adjustment coder and compliance officer (CRC, CPCO-AAPC). Dr. Jimenez's research on physician training led to the establishment of ImplementHIT.

Evaluation Completed in 30 Days

Led by Dr. Jimenez, our evaluation process is designed to be comprehensive yet rapid, because organizations need answers yesterday. This is possible through Dr. Jimenez' unique fusion of perspectives from being a practicing physician, to training expert, and expertise in key learning domains including CDI, EHR and voice recognition adoption, quality and patient experience.

Let's work together, contact us today! ImplementHIT, Inc. 228 Park Ave South, New York, NY 10003 – (888) 457-3332 – contact@implementhit.com