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The Critical Role of Employed Medical Group Productivity in Succession Planning

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OVERVIEW

When health care leaders do not proactively evaluate their Succession Plans across specialties, they run the risk of understaffing, burnout, and leaving revenue on the table or worse, losing it completely. Leadership should routinely evaluate recruitment needs including current provider productivity and claims-based performance metrics. Adjustments should then be made to recruitment plans proactively for continued organizational growth and long-term success.



J.D. Sullivan

Continue reading to see how we outline our method for solving this challenge with our clients at HSG.

CHALLENGES

Succession Planning and Data-Driven Decisions

There are several factors that health systems must consider when making recruitment decisions:

- Varying capacity across specialties
- Aging versus younger providers with different levels of productivity
- Disagreement across leadership on where to recruit first
- Accurate (or lack thereof) Provider-Centric Market Share and Production Data

Inaccurate reporting on any of these factors can lead to poorly timed recruitment efforts, gaps in provided services and loss of revenue. It's crucial for leadership to have robust, accurate patient and provider data that they can trust and reference for continual process evaluation.

APPROACH

HSG's Insights to Action Methodology takes clients through six key steps to identify problems and create long-lasting solutions.

We evaluate the health system's current recruitment process and identify any potential problems by asking the following questions:

- Is the organization bought into the process, or do executives make independent decisions?
- Who is involved in making the recruitment decisions?
- What data guides the decision making? Where are we receiving it from?
- Does the data consider strategic market, provider and competitor dynamics?
- Does it consider challenges to access as well as utilization of your existing capacity?

NEXT STEPS

For many partner health systems, HSG provides ongoing assistance with other key metrics to build out a more robust system view, including:

- Employed group operational performance by practice and provider
- Comprehensive supply and demand estimates by geography and specialty Market-based analytics (medical group leakage, outpatient share capture, etc.)
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When you're ready to take the next steps for your network, reach out to Chief Growth and Delivery Officer and Managing Director, Claims Data Analytics D.J. Sullivan to start the conversation.

[View the full article here.](#)