



RCMA LEADERSHIP RETREAT STRATEGIC PRIORITIES 2019-2021

Membership in RCMA drives and supports all priorities

PRIORITY #1: Assisting Members' Practices in Transitioning to Value Based Care

- **Helping to identifying areas of improvement and provide strategies to:**
 - Improve cost containment
 - Drive Efficiency
 - Evaluate and implement steps to prepare for risk-based contracts
 - Identify areas of the medical practice that would be impacted by risk-based care
 - Steps to take in moving from volume to value-based care
 - Implement technology to be effective and efficient
 - Co-manage patients between urgent care, hospital discharge and primary care
 - Design workflows to insure all personnel work at the top of their skill/license
 - Business training for physicians and staff
 - Optimize reimbursement
 - Teambuilding
 - Maximize the use of EMRs and technology options supporting EMRs
- **Continue Workforce Development program already in place:**
 - Multi-faceted marketing campaign
 - Recruitment Fairs for Residents and New Doctors
 - www.socaldocjobs.com – Job Posting/Candidate Matchup
 - Scholarships and Loan Forgiveness Program through RCMA's Medical Scholarship Program
 - Advocacy efforts on increasing healthcare reimbursements
 - Increase the number and funding for community-based residency training
 - New physician social mentoring program to help attachment to area

PRIORITY #2: Physician Wellness – “The Joy of Medicine”

- **Collaborate with CMA on Statewide Wellness Program**
 - Advocacy for systemic changes – Quadruple Aim
 - Change from a “shame/blame” environment to “support” environment
 - Access to Confidential Assistance, i.e. Coaching, Counseling, Addiction, etc.
 - Train the Trainer focusing on medical groups, large systems to implement changes causing stress & burnout

- **Provide local resources**

- RCMA to be the Physician Sanctuary
- Peer Groups/Meetups
- Regional Meetings & Retreats
- Social opportunities for different peer groups
- Establish Wellness/Well-Being Committee as an option for community physicians vs the hospital or their medical group
- Physician burnout intervention methods
- Tools for managing work and personal lifestyle, stress and balance
- Coaching programs for increasing medical practice satisfaction

Priority #3 – Membership

- Continued focus on various membership campaign for different modes of practice
- Increase use of Podcasts/YouTube
- Establish regional physician groups to engage physicians in those locales
- Partner with others on CME programs to educate physicians on alternative for caring for patients with chronic conditions
- Continue social/networking opportunities for members and nonmembers