



# **Group Culture/Collaboration Assessment Questions:**

## Mission and Values:

- What does your Medical Practice's current mission statement truly stand for?
  - If the leadership agreed to a 1-2 sentence Mission Statement how would that sentencesound?
  - Does each MD understand and live out the Mission for your group?
  - Does each Partner understand and live out the Mission for your group?
  - Does each Division understand and live out the Mission for your group?
  - Does each Staff member understand and live out the Mission for your group?
  - Does each Patient feel and understand the Mission for your group?
    - Where are the gaps in the above? What does the Executive Leadership need to do in the next 3 months, 6 months, 1 year, 3 year, and 5 years to further streamline theMedical Practice's Mission?
    - What is the plan for Partners, Staff, or Patients who don't 'fit' the Mission?
- Is your current mission statement an adequate reflection of the Group's current work efforts?
- Do your current programs, services, and procedures reflect the appropriate missionstatement?
- What must the Leadership do particularly well in order for the organization to fulfill itsmission?
- What issues/challenges are you facing that pulls you away from your Mission and Values?
  - How can the Executive Committee/Board lessen and/or alleviate some of these issues/challenges?
  - What issues/challenges consume the majority of the leadership's time?
    - Is this an appropriate amount of time for these issues? What needs to be fixed/adjusted moving forward?

## Vision:

- Does the leadership have a collective vision around key objectives one, three, five years from now?
- What principal accomplishments does the leadership want to achieve in the next one, three or five years?
- How should the leadership help define and create your group's future?
  - What portion of these decisions need be completed at the Executive Committee level, Partner level, Division level, MD level, and Staff level?
    - How will you enforce these decisions and how will the Medical Practice empower Partners, Regions, MDs, and Staff toward this Vision moving forward?

## Culture:

- Are Medical Practice's core values aligned?
  - Where are the breakdowns in the Medical Practice's core values?
    - Executive Committee level, Partner level, Region level, Division level, MD level, Staff level?
- Is the Medical Practice a successful medical group or a group of successful physicians working under one tax ID or governing structure?
  - What steps need to be taken to move the Medical Practice toward a more cohesive Group?
    - What areas need to be black and white in the Medical Practice's consolidation efforts and which areas can be grey?
    - How will the Medical Practice handle 'rogue' partners or members during this process?
- What causes the greatest frustration, confusion, or dysfunctional behavior at the Medical Practice currently?
  - What action steps need to be taken to alleviate these concerns?
- Will the Leaders of the Medical Practice need to change to fit the new culture and traditions of the newly formed group?
- What personal qualities and relationship skills does the Medical Practice Leadership need to succeed?
  - How will these qualities and relationship skills need to be developed in the short/long-term?
  - What coaching or resources does the Medical Practice Executive Committee need to further enforce the culture?

## Leadership:

- What are the top three leadership skills that the Medical Practice needs most from the Executive Committee?
  - How will the committee 'live' these skills on a regular basis?
  - What accountability measures need to be in place moving forward?
- What behaviors and skills should the Executive Committee model as it relates to the Medical Practice core values?
  - What needs to happen to ensure that these behaviors get rolled out effectively?
  - Does the Medical Practice have the right Leaders in the right places for these behaviors to be reinforced?
    - If not, what needs to change and what plan is in place to adjust the Leadership moving forward?

## Finance:

- What are the Medical Practice's major sources of revenue and what proportion of expenses do these sources support?
  - Do the major sources of revenue support the current Mission, Vision, and Values of the Group?
- Are there any sources of revenue that are not a fit for the immediate future?
- What is the status of the Medical Practice's current and future financial reserves?
  - Are there any partnerships or entities needed to grow or divest these financial reserves in the future?
  - Do these partnerships or entities 'fit' with the new Medical Practice Mission, Vision, and Culture?
- What expectations will the Medical Practice place on the Executive Committee to generate new revenue, explore alternative revenue sources, to create greater financial stability?
  - Is the Medical Practice's Executive Committee prepared for these expectations?
  - Are these new revenue models in line with the Medical Practice's Mission, Vision, and Culture?