

“Don’t get eaten by the Shark”

Practical Strategies for Surviving’ in the ever changing IRF environment

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Goals

What I will Review....

- Identification of 'Sharks'
- Identification of 'Opportunities'
- Strategies to address 'Opportunities'
- Definition of Team Work
- Elements of effective Team Work



"The Shark Tale"





Identify the 'Sharks'





Identify the 'Sharks'

Fins

Shadows

Seasons





Fins

Data Changes

Decreased outcomes

Inadequate documentation compliance


Lower than expected satisfaction

- Patients
- Staff



Shadows

Process Changes

- 
- Team Meeting
 - Staff Meeting
 - Morning Stand Up



Seasons

Staff Changes

- Leadership
 - Physician/Medical Director
 - Nurses
 - Therapists
- 

How to Stay Safe



Don't get eaten by the Shark.....

What is the best Shark repellent
for an IRF?



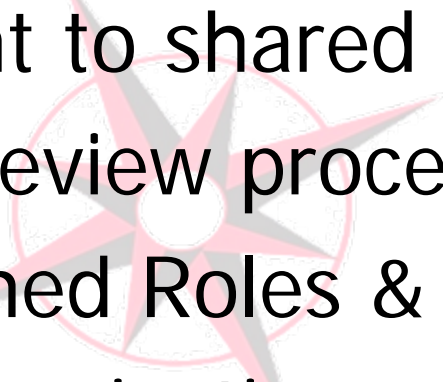


Effective Team Work



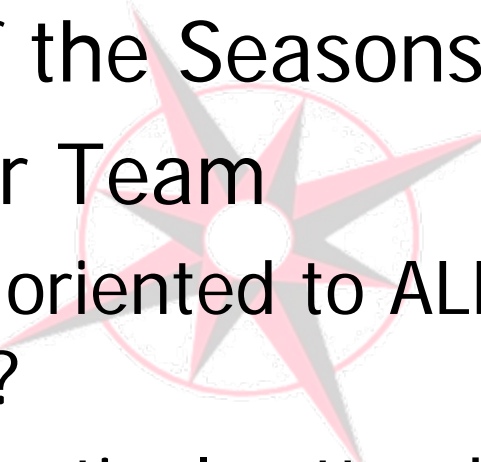


Effective Team Work

- 
- Commitment to shared goals
 - Functional review processes
 - Clearly defined Roles & Responsibilities
 - Clear Communication systems
 - Established ground rules



Staying Safe

- Watch for Fins, Shadows and be mindful of the Seasons
 - Know Your Team
 - Are they oriented to ALL aspects of the program?
 - Do you routinely attend all/some of their meetings? Do you practice 'Silo' meetings?
 - What is your style of Leadership?
- 



Staying Safe


- Watch for Fins, Shadows and be mindful of the Seasons






Staying Safe

Know Your Team

- Are they oriented to ALL aspects of the program?
 - CMS Rules & Regulations
 - Policies & Procedures
 - Exemption Criteria
 - IRF-PAI
 - FIM
 - CMG vs. DRG
- 



Staying Safe

- Know Your Team
 - Do you routinely attend all/some of their meetings?
 - Who speaks?
 - Who leads?
 - Who actively participates?
 - Is the meeting producing the intended outcome?
- 

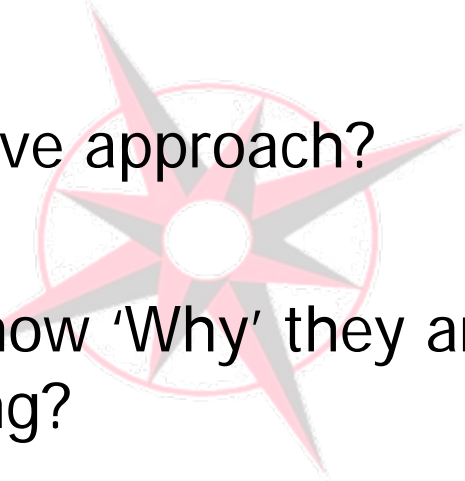


Staying Safe

- Know Your Team


Collaborative approach?

Do they know 'Why' they are required to do something?



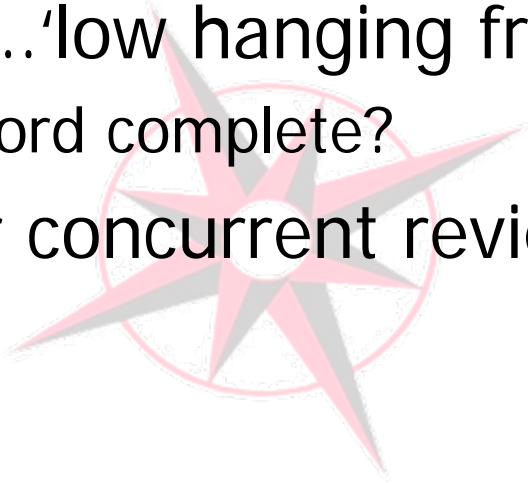


Shark Repellant

- Evaluate the Teams Effectiveness
 - Identify Opportunities
 - Assess Skill Sets
 - Plan the fix
- 



Shark Repellant

- Checklist of elements to verify prior to discharge ...'low hanging fruit'
 - Is the record complete?
 - Process for concurrent review of
 - IRF-PAI
 - POC
 - Team Conference
 - Physician notes
 - Dates/times/signatures
- 



Thank You



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