



**Health Information Management,
Innovation and Leadership
in the Modern Era**
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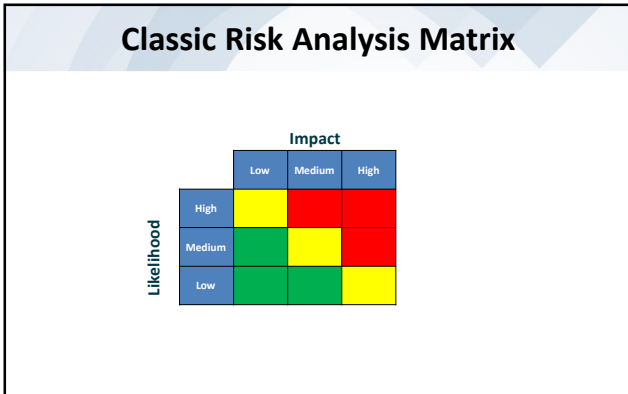
  

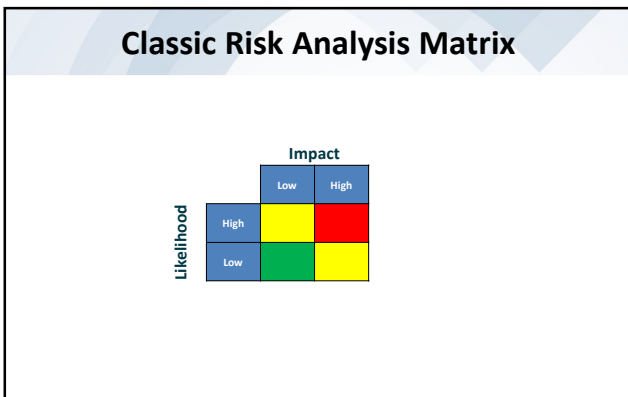
Risk Management: 4 Things You Can Do



Classic Risk Analysis Matrix

		Impact				
		Very Low	Low	Medium	High	Very High
Likelihood	Very High	Yellow	Yellow	Red	Red	Red
	High	Green	Yellow	Yellow	Red	Red
	Medium	Green	Yellow	Yellow	Red	Red
	Low	Green	Green	Yellow	Yellow	Red
	Very Low	Green	Green	Green	Green	Yellow








A Competition:
Best "Buffett Guitar Player" joins him on stage for 1 song!

What are the risks?

- **Would not win**
✓ Accept the risk (no guts, no glory)
- **Make a fool of myself**
✓ Accept the risk
- **Make a mistake**
✓ Blues Pentatonic scale

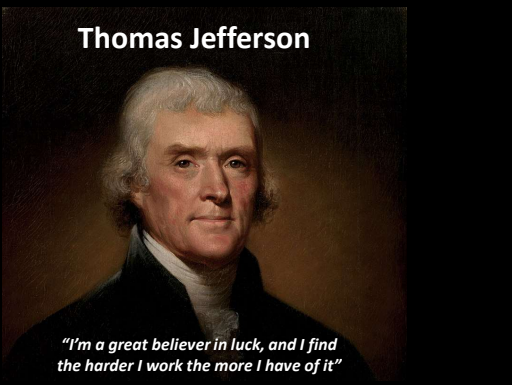


Louis Pasteur



Le hasard ne favorise que les esprits préparés
(Fortune favors the prepared mind)

Thomas Jefferson

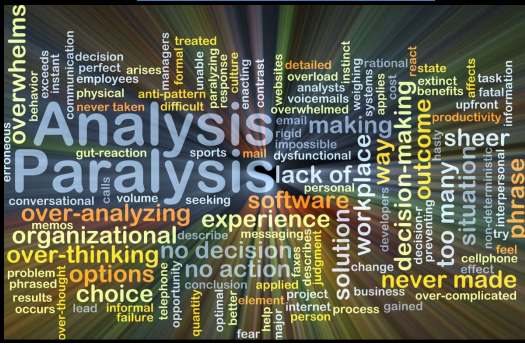


"I'm a great believer in luck, and I find the harder I work the more I have of it"

How to Transfer Risk in HIM?



Affordable Care Act: 2010-2014 ICD-10 2015 Politics 2017



1994 – The “Tower of Babel”

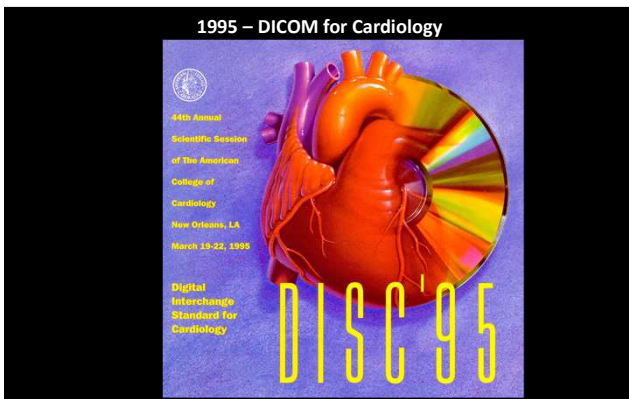


American College of Cardiology
Position Statement

Cardiac Angiography Without Cine Film: Erecting a "Tower of Babel" in the Cardiac Catheterization Laboratory

[The following is a position statement prepared by the Cardiac Catheterization Committee: STEVEN E. NISSEN, MD, FACC, Lead Author; CARL J. PEPINE, MD, FACC, Chairman; THOMAS M. BASHORE, MD, FACC, Consultant; PETER C. BLOCK, MD, FACC; LAWRENCE I. BONCHEK, MD, FACC; JEFFREY A. BRINKER, MD, FACC; BILAS CARABELLO, MD, FACC; JOHN S. DOUGLAS, JR., MD, FACC; JONATHAN I. ELLON, MD, FACC; Consultant; JOHN W. HIRSHFELD, JR., MD, FACC, Consultant; DAVID R. HOLMES, MD, FACC, Consultant; WARREN L. JOHNSON, JR., MD, FACC; W. PETER KLINKE, MD.





Health Informatics

Health Informatics refers to the acquiring, organizing and using healthcare information to promote collaboration among healthcare providers.

As defined by the U.S. National Library of Medicine, health informatics is the interdisciplinary study of the design, development, adoption, and application of IT-based innovations in healthcare services delivery, management, and planning.

Certified Professional in Health Informatics (CPHI)

- Build connections between information technology and the people who utilize healthcare data
- Make sure information is complete, accurate, relevant, readily available
- Ensure the healthcare organization's information is secure and patient privacy is protected.
- Data analysis, utilization, reporting and management



1995 – A Magic Moment

"How come no one's figured out a way to do this on a PC?"



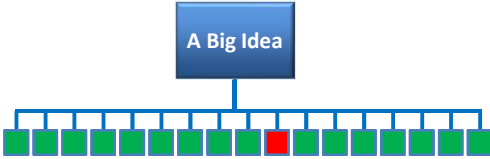
Proof of Concept

A Big Idea



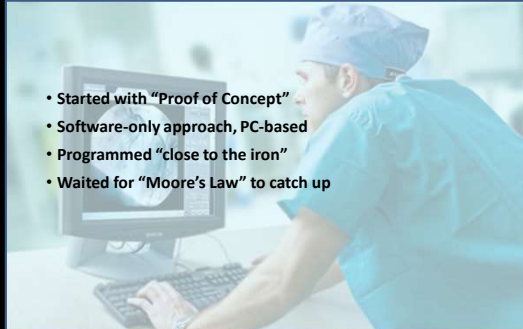
... divide it into its component parts ...

Proof of Concept



Where are you uncertain about doing a given task?

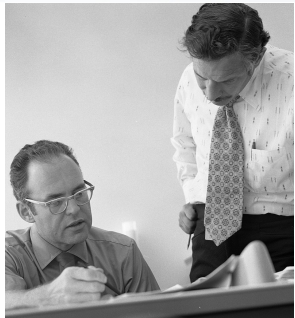
1995 – “They Can’t Do That!”

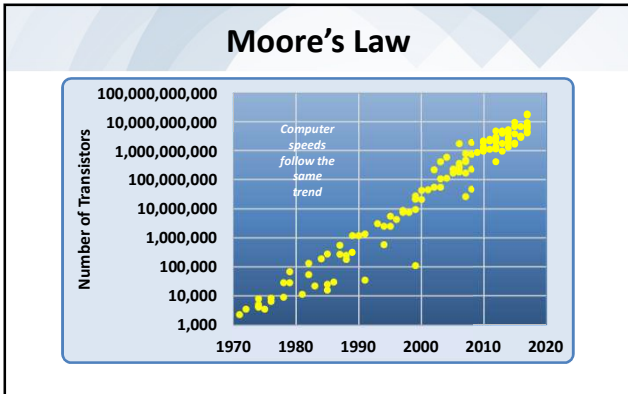


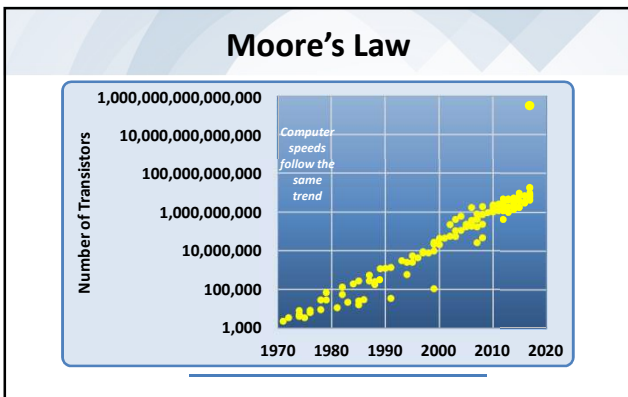
- Started with “Proof of Concept”
- Software-only approach, PC-based
- Programmed “close to the iron”
- Waited for “Moore’s Law” to catch up

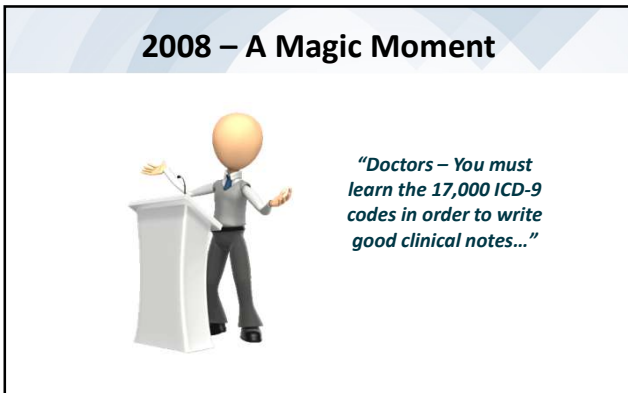
George Moore

- 1965: Observed that the number of transistors on an integrated circuit chip had been doubling every two years
- His observation became a mantra for the industry, now known as Moore’s Law
- With Robert Noyce (right), went on to co-found Intel in 1968

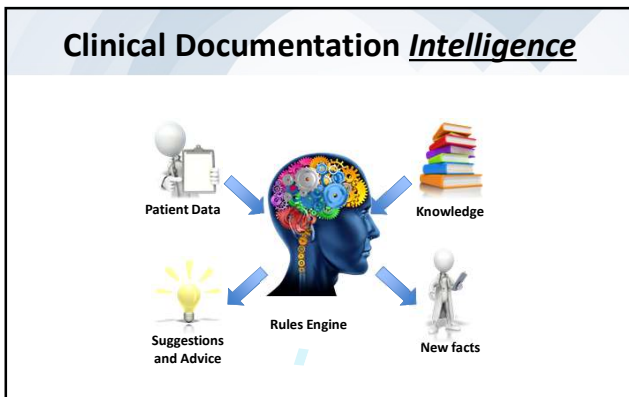


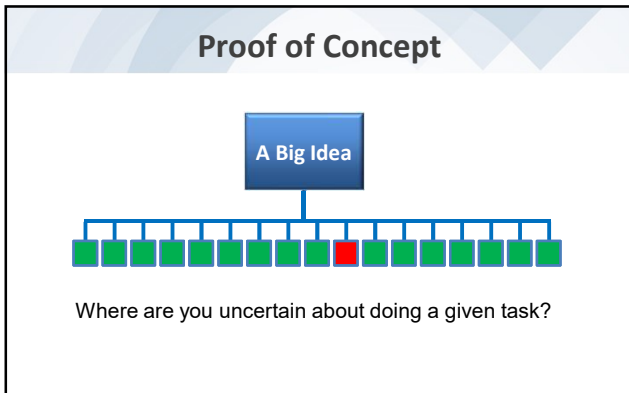












Pilot Project: Proof of Concept for an Organization

Where are you uncertain about doing a given task?

Pilot Project: Proof of Concept for an Organization

- ✓ Achievable and meaningful goals
- ✓ Achievable and meaningful metrics to see if you have achieved the goal(s)
- ✓ Well-defined time frame
- ✓ Monitor progress
- ✓ Analyze and mitigate risks (for example, loss of personnel)

Leadership Styles to Avoid

Coercive: "My way or the highway." Very disruptive (use only as a last resort). Avoid this style at all costs.

Pacesetter: Set extremely high standards, demand instant results. This risks making the team feel overwhelmed (they may give up due to the unrealistic expectations). Use this style very sparingly.

Based on "Don't Oil the Squeaky Wheel and 19 Other Contrarian Ways to Improve Your Leadership Effectiveness" by Wolf J. Rinke, McGraw-Hill Education, 2004, pages 22-26

Leadership Styles for Team-Building

Coaching: To grow your organization, grow your people. Helps employees improve their performance or develop their long-term strengths. Has a high positive impact on the organization. Employees need to be interested and willing to learn.

Democratic: Consensus through participation. Builds trust, respect, and commitment. Works poorly with severe time constraints or if employees are confused or uninformed.

Based on "Don't Oil the Squeaky Wheel and 19 Other Contrarian Ways to Improve Your Leadership Effectiveness" by Wolf J. Rinke, McGraw-Hill Education, 2004, pages 22-26

Leadership Styles: Most Positive

Affiliative: Focus on the people issues in the organizational. Works best when you want to motivate employees, build teams, improve communication and morale. Virtually no downside. *"Let's roll up our sleeves and get this done."*

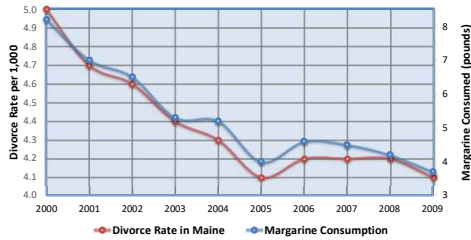
Authoritative: Give people leeway to innovate and take calculated risks to move to the stated vision. Use this style if you have a clear vision of the future and you can mobilize people to buy into your vision. *"Trust me, I am the authority on this and know what I'm doing."*

Based on "Don't Oil the Squeaky Wheel and 19 Other Contrarian Ways to Improve Your Leadership Effectiveness" by Wolf J. Rinke, McGraw-Hill Education, 2004, pages 22-26

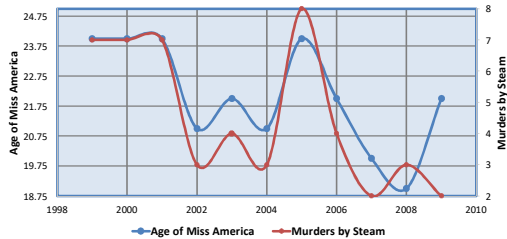
Questionable Interpretation of Statistics

- Benjamin Disraeli said it, Mark Twain popularized it: *"There are three kinds of lies: Lies, Damn Lies, and Statistics"*
- Some Examples:
 - ✓ Placebo is carcinogenic
 - ✓ Thrombolytics for acute Myocardial Infarction are most effective in left-handed Sagittarians
 - ✓ Increased HDL levels cause you to exercise unrelentingly

Maine's Divorce Rate Correlates with Per Capita Consumption of Margarine



Age of Miss America Correlates with Number of Murders by Steam



Certified Health Data Analyst (CHDA)

- Expertise in health data analysis
- The knowledge to acquire, manage, analyze, interpret, and transform data into accurate, consistent, and timely information
- Balance the "big picture" strategic vision with day-to-day details
- Broad organizational knowledge and the ability to communicate with individuals and groups at multiple levels, both internal and external.



<http://www.ahima.org/certification/chda>

1959: 1st Successful Kidney Transplant

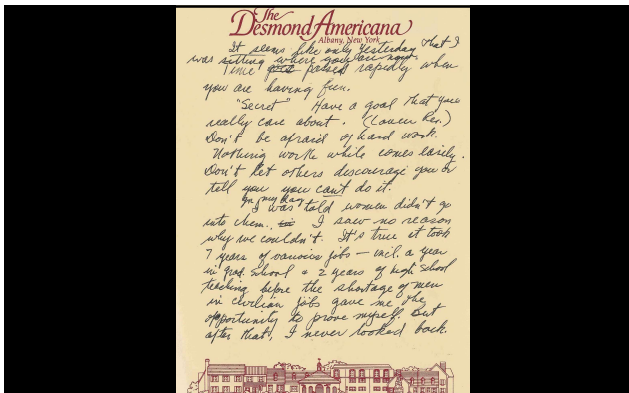


- 6-MP (childhood leukemia)
- Allopurinol (gout)
- Acyclovir (herpes)
- Azothiaprine (transplanation)

1988 – Gertrude Elion’s Nobel Prize



- Show me the data!
- It's amazing how much you can get done if you don't care who gets the credit
- Do what you love



Damn the Torpedoes!

It seems like only yesterday that I was sitting where you are now. Time passes rapidly when you are having fun.

"Secret" – have a goal that you really care about (cancer research). Don't be afraid of hard work. Nothing worthwhile comes easily. Don't let others discourage you or tell you that you can't do it.

In my day I was told women didn't go into chemistry. I saw no reason why we couldn't. It's true it took seven years of various jobs – including a year in graduate school and two years of high school teaching before the shortage of men in civilian jobs gave me the opportunity to prove myself. But after that, I never looked back.

Damn the Torpedoes!

It is important to go into work you would like to do. Then it doesn't seem like work. You sometimes feel it's almost too good to be true that someone will pay you for enjoying yourself.

I've been very fortunate that my work led to useful drugs for a variety of serious illnesses. The thrill of seeing people get well who might otherwise have died of disease like leukemia, kidney failure, herpes virus encephalitis – cannot be described in words. The Nobel Prize was only the icing on the cake.

There may be those who try to deter you and discourage you along the way. But keep your eye on the goal. And in the words of Admiral Farragut, "Damn the torpedoes, full speed ahead!"

Lessons Learned

- ✓ Find what you love – do that!
- ✓ Have a "Prepared Mind" and earn your good luck
- ✓ "Magic Moment" ("How come no one's figured out how to...")
- ✓ Analyze and manage risk
- ✓ Use Pilot Projects and "Proofs of Concept"
- ✓ Avoid "Analysis Paralysis" – doing nothing may be a risk
- ✓ Become a Thought Leader
- ✓ Analyze and hone your leadership style(s); have more than one
- ✓ Consider one of the new AHIMA certifications: CHDA, CPHI
- ✓ *Damn the Torpedoes – Full Speed Ahead!*
