VALUE-BASED READINESS ASSESSMENT

VBRA ANALYTIC MODEL: Translating Perceptions to an Aligned Strategy

The Value-Based Readiness Assessment (VBRA) was developed with and for health system leaders and providers to help providers of all sizes address the volume-to-value transformation challenge. The unique VBRA design and proprietary analytic model gives leaders in-depth insight into the organization's current ability to perform value-oriented competencies and an understanding of the willingness of the workforce to adopt a change agenda for the competencies requiring improvement. The results are then used to identify "what is going well" and "what might be improved", and to suggest a strategy that achieves measurable improvement at a pace that matches the workforce's readiness to change.

The analytic model was created to enable leaders to incorporate the mindset of employees - executives to front-line staff - and subjective norms of the organization in their "volume-to-value" transformation strategy (see Figure 1). The model was developed using a wide variety of organizational strategy (e.g., change management, leadership, etc.) and behavior change models, and evaluations of executive leadership cases from inside and outside of healthcare. The core strategic insights produced by the model are outlined in Figure 2.

FIGURE 1: Engaging the workforce to develop an aligned leadership and management strategy.

FIGURE 2: Transition to Value Model ™

The results are not intended to be prescriptive; rather, the model provides a guide for leaders to determine an optimal pathway to aligning the organization behind a value-based, patient-centered mindset, while simultaneously improving the organizational competencies required to meet current value-based contractual agreements and achieve long-term system optimization aims.

Example results of a provider's priority and proficiency scores and the degree executive leader perceptions are aligned with workforce (Alignment Score).

Priority Score

Proficiency Score

Alignment Score