

# Leadership Profile

President, BILH Performance Network

December 2021



Beth Israel Lahey Health  
Performance Network

Cambridge, MA

Beth Israel Lahey Health seeks candidates for President of the Beth Israel Lahey Health Performance Network (BILHPN), a unified population health management organization and ACO. Building on the strengths of constituent organizations—physician organizations, independent physicians, and hospitals, and on the success of their approaches to population health, the new President will engage with network providers, payors, and regulatory organizations, guiding system strategy to ensure that performance continues to grow. The organizations that comprise the Beth Israel Lahey Health Performance Network stand out among peers in the region for the high quality of care they provide relative to cost.

## **The Organization**

### **BILH and BILHPN Overview**

Formed in March 2019, Beth Israel Lahey Health (BILH) is a patient-centered, integrated health system providing a continuum of services spanning academic medical centers, tertiary and community hospitals, primary and specialty care, ambulatory care, behavioral services, and home health. It brings together more than 4,800 physicians and 36,000 employees with a shared mission to expand access to great care and advance the science and practice of medicine through groundbreaking research and education. With \$6 billion in annual operating revenue, BILH is the second largest health system in Eastern Massachusetts, providing high-quality and cost-effective care to more than 1.3 million patients.

The Beth Israel Lahey Health Performance Network (BILHPN) is a unified population health management and managed care organization for the health system, jointly governed by participating physicians and hospitals. Its mission is to maximize value for its 430,000 patients/members in managed care contracts with commercial, Medicare, and MassHealth payors. BILHPN currently includes 13 hospitals and 800 primary care physicians and 4,000 specialists in Eastern Massachusetts. It employs 160 staff who are responsible for payor contract management, medical management services, quality improvement programs, data analysis and reporting, and information services. [www.bilhpn.org/](http://www.bilhpn.org/)

### **Beth Israel Lahey Health Performance Network**

The Beth Israel Lahey Health Performance Network brings together the expertise of providers committed to achieving success in a value-based system, including:

- Beth Israel Deaconess Care Organization
- Cambridge Health Alliance
- Lahey Clinical Performance Network
- Mount Auburn Cambridge Independent Practice Association
- Affiliated providers across eastern Massachusetts

## **The Position**

The BILHPN President is responsible for implementing the strategy to drive continued improvement in quality and value of care provided across the network. The President reports to the BILH Chief Strategy Officer and is responsible to the BILHPN Board of Managers, a 12-person board comprised of hospital and physician representatives. The President is accountable for directing the operations and management of the Performance Network while collaborating with leaders across the network to achieve its goals. The President is on point for managing legislative and regulatory issues with government and regulatory agencies involving the network.

S/he is responsible for:

- Leading the management team and the Board in strategic planning and management of work to maximize physician and hospital integration through value-based care models.
- Cultivating and enhancing physician and provider integration through value-based care models to support care coordination and care management across the care continuum
- Setting goals and objectives for performance in collaboration with the BILHPN Board with a focus on organizational management to maximize value; develop and implement metrics that assess quality and cost of care
- Report to BILH leadership and the BILHPN Board on network operations, the provider network, program development and performance, contracts, compliance, legislative issues, state, and federal developments
- Ensuring the achievement of financial and quality performance goals
- Developing a short-term and long-term market strategy and managing community relations, physician and hospital relations, strategic partnerships, and health plan relationships
- Providing leadership to achieve goal and performance alignment across provider organizations, employed and private-practice physician, and multiple disciplines
- Partnering with the BILH CFO and Contracting lead to coordinate contract negotiations; responsible for coordination with the BILHPN board, which approves these contracts, responsible for implementation, management, monitoring and evaluation of payor contracts
- Leading the BILHPN executive leadership team, including hiring top talent with diversity as a priority and coaching mentoring, and developing performance of direct reports and their senior leaders
- Actively manage, work with, and support the subcommittees of the BILHPN Board and the legacy ACOs (BIDCO and the Lahey performance network)
- Direct Reports include: the Chief Medical Officer; Chief Operating Officer; and Vice President, Finance

## **The Candidate**

### **QUALIFICATIONS AND EXPERIENCE**

Successful candidates will have the following:

- Minimum of 15 years of executive-level experience, including 10 or more years of experience in health care services
- A record of leadership in value-based care with experience successfully working with government programs and agencies
- Proven ability to collaborate effectively with physicians and physician organizations
- Understanding of and demonstrated effectiveness in a complex services organization in a competitive market
- Ability to establish clear goals and objectives and to delegate effectively to Performance Network senior leaders
- Superior understanding of physician and hospital reimbursement issues and risk-based payment in commercial and government programs

- Strategic orientation, with the ability to think innovatively about complex challenges and a history of success in executing on strategic goals
- Ability to work and lead in an organization formed from a merger which is continuing to integrate and become more efficient and grow
- Excellent judgment and critical thinking skills, including negotiation and conflict resolution
- Ability to present complex information in an effective manner to a broad range of audiences – verbal and written
- Persuasive communication skills with emphasis on inclusivity
- Orientation toward action, with flexibility and an ability to collaborate across organizations and disciplines

### **For More Information**

We welcome referrals. Interested parties please send a resume and letter of interest to:

[President-BILHPN-2348@ZurickDavis.com](mailto:President-BILHPN-2348@ZurickDavis.com). For additional information, please contact **Lida Junghans, PhD** at [LJunghans@ZurickDavis.com](mailto:LJunghans@ZurickDavis.com) or **Jacqueline Rosenthal** at [JRosenthal@ZurickDavis.com](mailto:JRosenthal@ZurickDavis.com) or 781.938.1975. All contact with ZurickDavis will remain confidential.

*It is the policy of BILH to provide equal employment opportunity to all persons regardless of race, color, religion, national origin, ancestry, age, sex, sexual orientation, gender identity, handicap (disability), marital status, pregnancy, pregnancy-related conditions, active military or veteran status, genetic information, or any other basis protected by applicable law.*

*As a health care organization, we have a responsibility to do everything in our power to care for and protect our patients, our colleagues, and our communities. BILH requires that all staff be vaccinated against influenza (flu) and COVID-19 as a condition of employment.*