

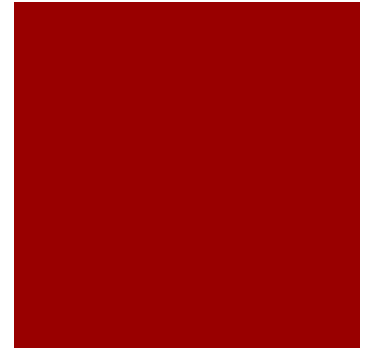


THE A - TEAM

Learning From A First-Year A&R Committee's Experience

Dr. Robert Warren, Chair, Sundre Health Professionals
Attraction and Retention Committee 2011-2012

INTRO SLIDE

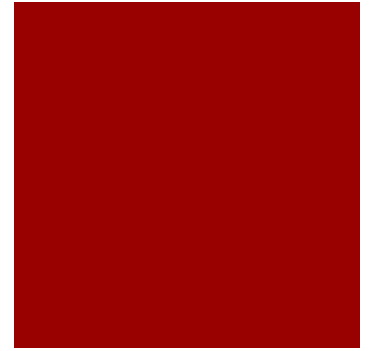


The A-Team

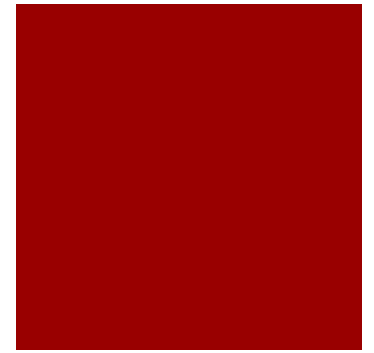


The A-Team

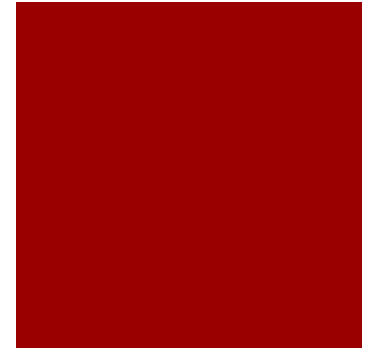
- If You Have A Problem
- If No One Else Can Help
- And If You Can Find Them



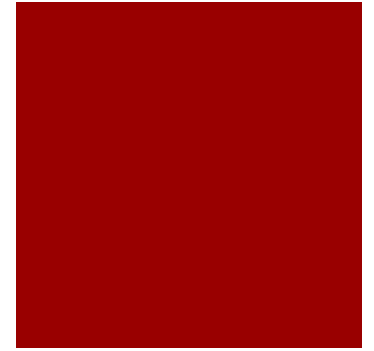
SUNDRE, ALBERTA



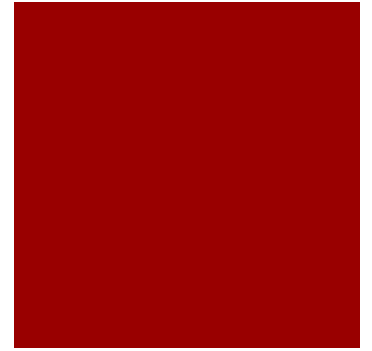
SUNDRE HOSPITAL



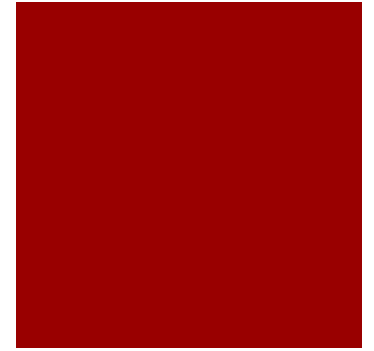
SUNDRE PHYSICIANS - 2011



IF YOU HAVE A PROBLEM

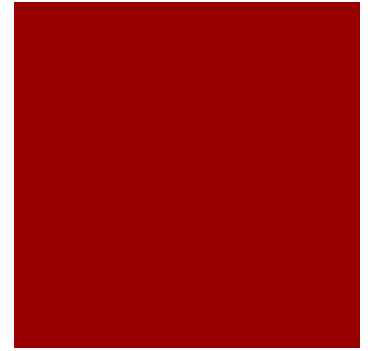


THE PROBLEM: 18 MONTHS



THE PROBLEM: CONTEXT

- Regional Need
- Provincial Need
- Generational Need



THE PROBLEM: STRUCTURE

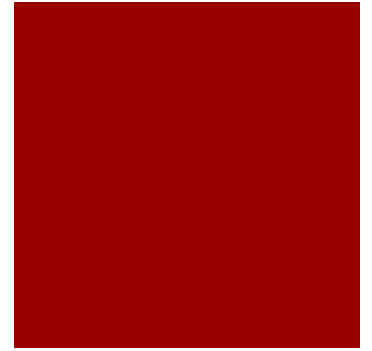


- No Community A&R In Place
- Past Recruitment Strategies

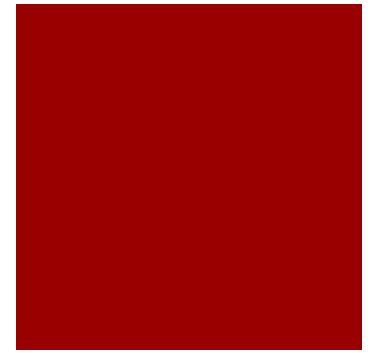
THE PROBLEM: TIMING



IF YOU HAVE A PROBLEM

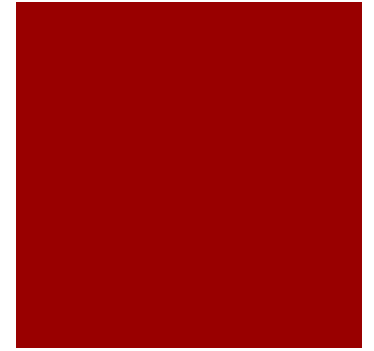


IF NO ONE ELSE CAN HELP



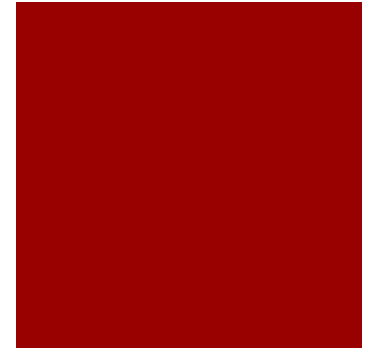
The A-Team: Roles

- John “Hannibal” Smith
- Templeton “Faceman” Peck
- H.M. Murdock
- “B.A.” Baracus



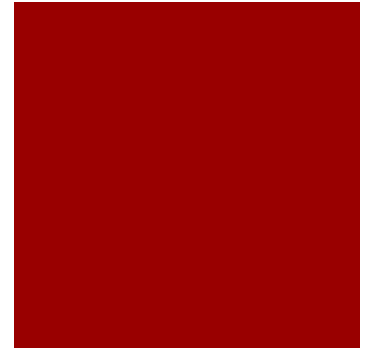
The "A&R Team": Roles

- Physicians
- Community Leaders
- Alberta Health Services
- RPAP



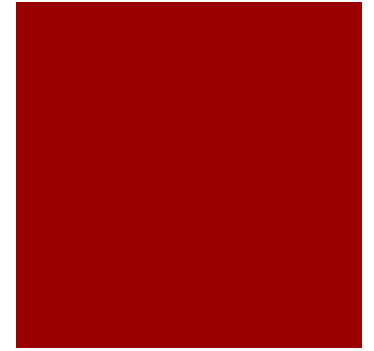
IF YOU CAN FIND THEM

- September 2011
- 15 months
- Where do we go from here?



The "A&R" Team: Our Approach

- Identify Needs
 - Need Physicians
 - Need Information on how to go about it
 - Need a long-term strategy



The "A&R" Team: Our Approach



- Who has the knowledge
 - Neighboring A&R Groups
 - Physician Resource Planner
 - RPAP
- What makes us special
 - Community
 - Physicians

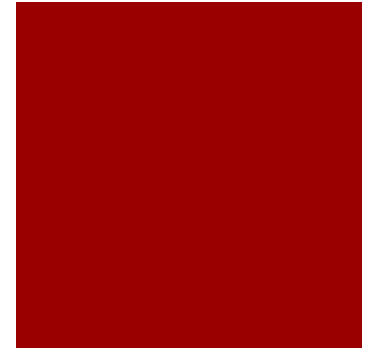
The "A&R" Team: Our Approach - Physicians



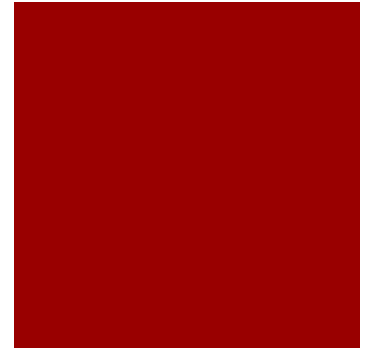
The "A&R" Team: Our Approach - Community



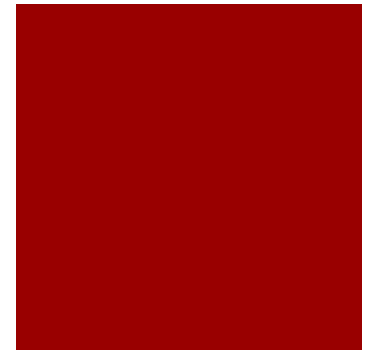
The "A&R" Team: Our Approach - AHS



The "A&R" Team: Our Approach - RPAP

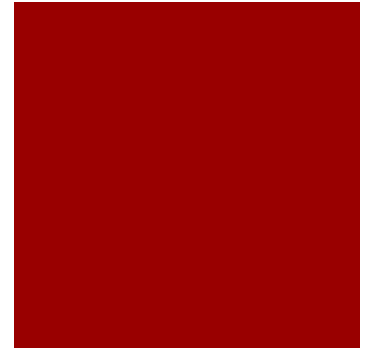


THE LAST SLIDE



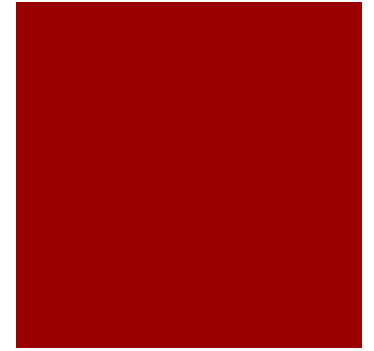
I LOVE IT WHEN A PLAN COMES TOGETHER

- Leads
- Tactics
- Site Visits



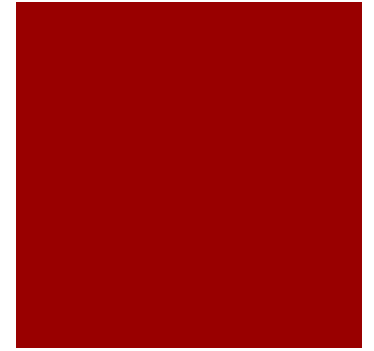
I LOVE IT WHEN A PLAN COMES TOGETHER

- Our goal: “To provide the physician and their family with the information necessary to determine whether Sundre will be a good fit for them.”



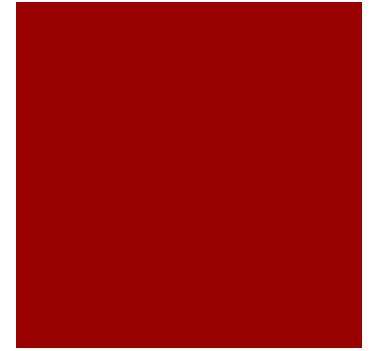
I LOVE IT WHEN A PLAN COMES TOGETHER

- What did we do right?
- Team Effort
- Community Strengths
- Physician-Centred
- Anticipatory



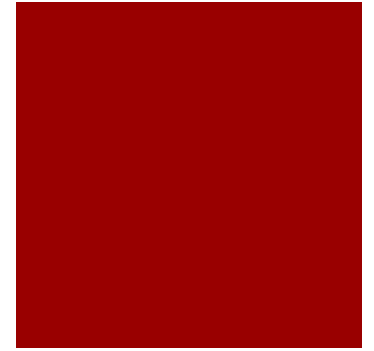
I LOVE IT WHEN A PLAN COMES TOGETHER

- Responsiveness
- Individualized
- Follow-Up
 - With Candidate
 - With Committee
- What worked, what didn't?



STRATEGIC PLANNING

- Retention Initiatives
- Municipal Government
- Real Estate
- Monitoring
- Nursing ...



The "A&R" Team

