

# Team Based Financials

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# Then vs Now

And this is how we did it....

Site Title

Wellness Center-Biddle Road

Dept Title

(All)

Team Title

(All)

Revenue and Expenses July 2016

		Actual	Budget	Variance	% of Budget
Revenue	Net Patient Revenue	\$70,709	\$56,631	\$14,079	125%
	Federal Grants	\$38,017	\$38,017	\$0	100%
	PCPCH and Meaningful Use	\$30,896	\$33,741	(\$2,845)	92%
	Donations & Other Revenue	\$860	\$1,538	(\$678)	56%
	Other Grants and Contracts	\$4,286	\$4,813	(\$527)	89%
	Total	\$144,769	\$134,740	\$10,029	107%
Expense	Personnel Expense	(\$111,849)	(\$113,987)	\$2,138	98%
	Other Personnel Expense	(\$505)	(\$2,237)	\$1,732	23%
	Professional Fees	(\$2,220)	(\$4,732)	\$2,512	47%
	Contractual Services	(\$7,056)	(\$6,472)	(\$584)	109%
	Supplies	(\$4,381)	(\$7,474)	\$3,093	59%
	Occupancy Expense	(\$8,458)	(\$6,549)	(\$1,909)	129%
	Other Operating Expense	(\$3,718)	(\$4,026)	\$309	92%
	Funded Depreciation	(\$407)	(\$407)	\$0	100%
	Total	(\$138,594)	(\$145,884)	\$7,290	95%
Grand Total		\$6,175	(\$11,144)	\$17,319	-55%

Monthly Invest Forward Goal (4% of Revenue - color indicator based on goal)

	Actual	Budget	I.F. Goal	I.F. Variance	% of I.F. Goal
Revenue	\$144,769	\$134,740	\$140,130	\$4,639	103%
Expense	(\$138,594)	(\$145,884)	(\$145,884)	\$7,290	95%
Grand Total	\$6,175	(\$11,144)	(\$5,754)	\$11,929	198%

[https://laclinica.sharepoint.com/:x:/r/sites/team-basedfinancials/\\_layouts/15/Doc.aspx?sourcedoc=%7BDBA67F6F-F072-4DA4-B359-0E19680B52D3%7D&file=FY19%20Team%20Financials\\_MEDICAL\\_September%20PD4%20copy.xlsx&action=default&mobileredirect=true](https://laclinica.sharepoint.com/:x:/r/sites/team-basedfinancials/_layouts/15/Doc.aspx?sourcedoc=%7BDBA67F6F-F072-4DA4-B359-0E19680B52D3%7D&file=FY19%20Team%20Financials_MEDICAL_September%20PD4%20copy.xlsx&action=default&mobileredirect=true)

# History

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My Story....

- ☐ Large organizational picture to try and break apart for accountability
- ☐ Operating small businesses within a large organization
- ☐ Many moving parts for senior leadership to manage and monitor



# EXPLORE

## We asked...

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Do we know there is a problem?

Whose work is impacted?

What is the opportunity?

What are we trying to accomplish?

What was the Manager common language and understanding of Revenue & Expenses, bottom lines and projections.



# ENGAGE

## We asked...

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How do we engage leaders to take charge of their own teams through the lens of finances?

How could we ease into management of budgets and fiscal accountability?

What training was needed first to understand the knowledge gap?

How could we engage whole teams on this idea?



EXAMINE

## We asked...We did...

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By understanding gaps in knowledge, we added in training for leaders

We created dyads with operations and clinical to have a broadened understanding in the team on financials

Large undertaking financially, but knew it would get us farther in the long run

Examined budgets as we were learning to talk about struggles and successes

We learned from each other- shared vision that Brenda had and shared learning

We solved problems together

**EXECUTE**



## We learned...

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New level of management

New learning and understanding

Increased capacity for ownership and accountability

Implementation plan-

key strategies

Careful planning

Robust training

Communication is the key to success

**ENSURE  
EXCELLENCE**



## Continuing to learn

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Continued learning and partnerships with each other

Team based financials accountability to senior leadership and the board

Increased awareness and ownership to the budget that is set by team dyads.



# Questions?

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