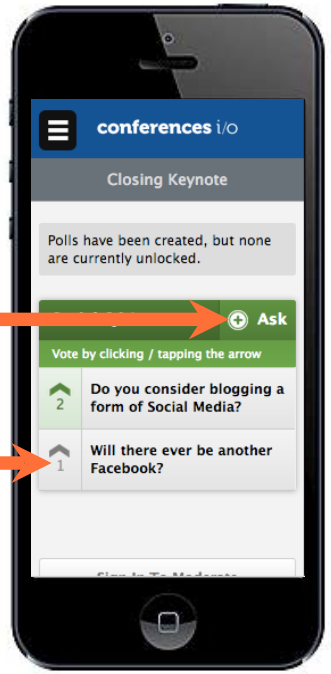
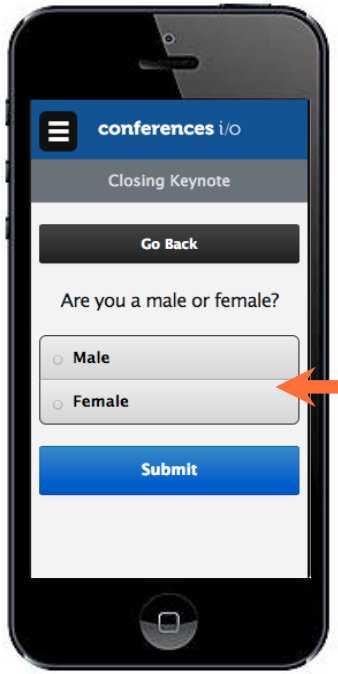
WEB ADDRESS:
nachc.cnf.io

Give us Feedback

Up-Vote a Comment





Respond to Polls when they appear

Vote / Give Feedback/ Respond to Polls

Setting the Stage: The Future of Health Care

Eric Meade
Futurist & Organizational Strategist
Co-founder, Epochal
@ericmeade

EPOCHAL

Approaching the Future

A look back at the future

Four Primary Care 2025 Scenarios

Overview of the Four Scenarios

Considering the current state of primary care and the forces and factors shaping it, the Institute for Alternative Futures (IAF) project team created four alternative scenarios describing primary care in 2025. The four Primary Care 2025 scenarios are as follows:

Scenario 1: Many Needs, Many Models

An "expectable" future in which policymakers promote health prevention and self-management and there is an expansion of the patient-centered medical home (PCMH) model with the adoption of sophisticated electronic medical record (EMR) systems and health information technology to improve the cost and quality of primary care.

Scenario 2: Lost Decade, Lost Health

A "challenging" future with greater economic difficulties prompting significant cuts in health care spending with payment reductions that leave many providers more dissatisfied, leading to even greater workforce shortages and decreased access.

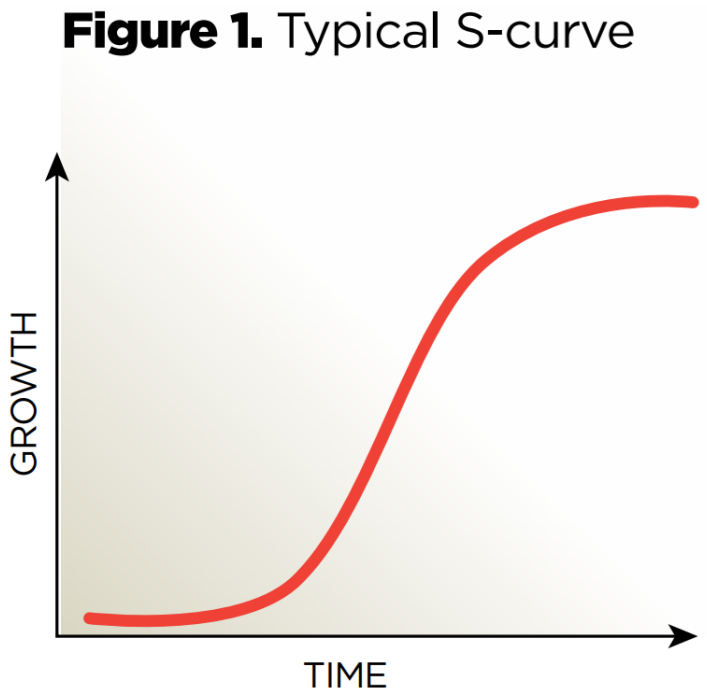
Scenario 3: Primary Care That Works for All

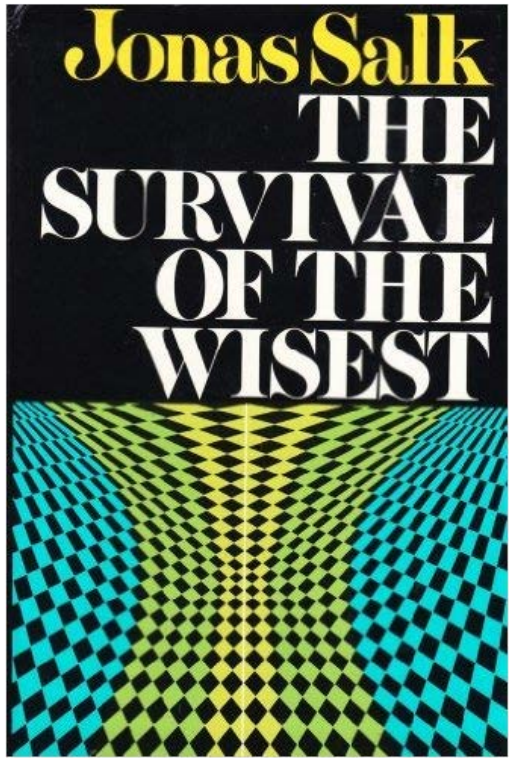
An "aspiring" future where the "Triple Aim" of health care initiatives (i.e., enhancing patients' experience of care, reducing per capita health care costs, and improving population health) transforms the PCMH into a community-centered health home (CCHH) that effectively contributes to population health. Advanced knowledge technologies, along with community mapping, permit the identification and remediation of health hazards.

Scenario 4: I Am My Own Medical Home

A different "surprisingly successful" future for primary care that bifurcates between advanced, effective, efficient, cost-competitive, integrated delivery systems and sophisticated and personalized self-care, supported by advanced knowledge technologies that allow people to take over many functions of primary care for themselves.

A broader framing



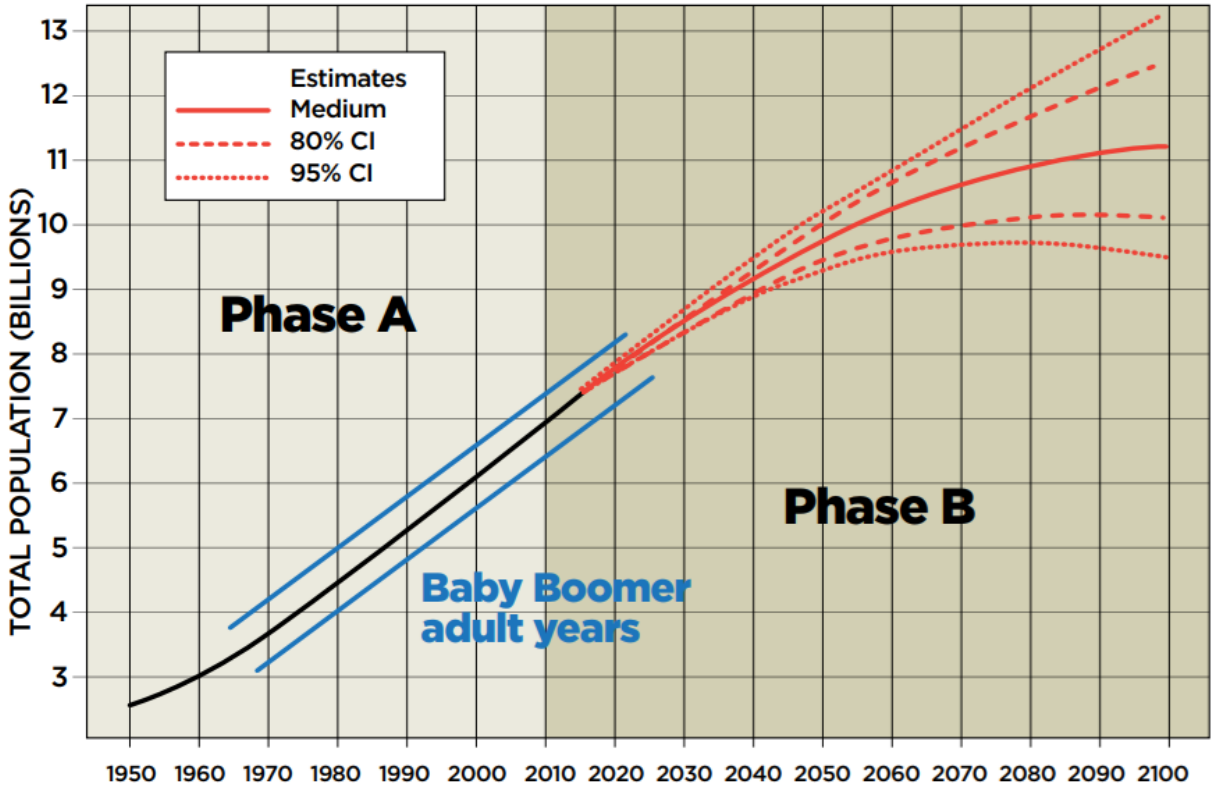


In *Community Health Forum*, Winter 2018

Community Health Centers on the Other Side of Epochal Change

A fundamental shift

Figure 2. Population of the world: estimates, 1950-2015, medium-variant projection and 80 and 95 percent Confidence Intervals, 2015-2100



SOURCE: United Nations, Department of Economic and Social Affairs, Population Division (2015) *World Population Prospects: The 2015 Revision.* New York: United Nations.

A new value set

Phase A

achievement

equity

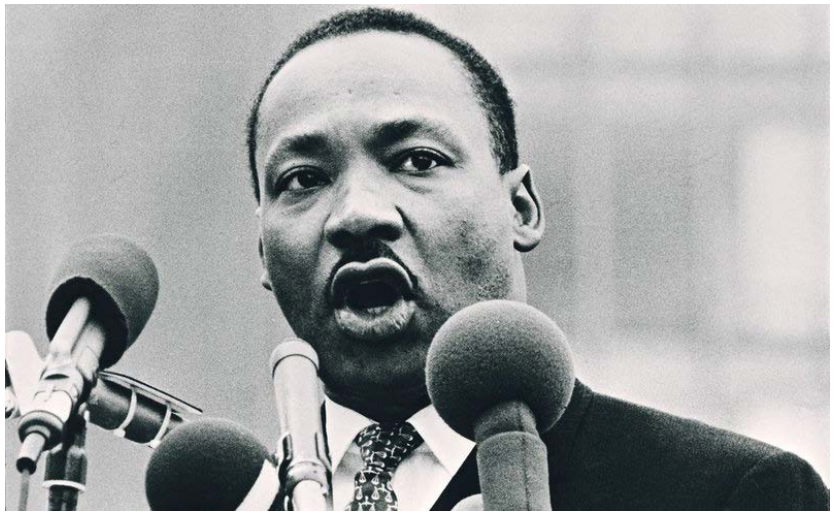
exclusivity

inclusion

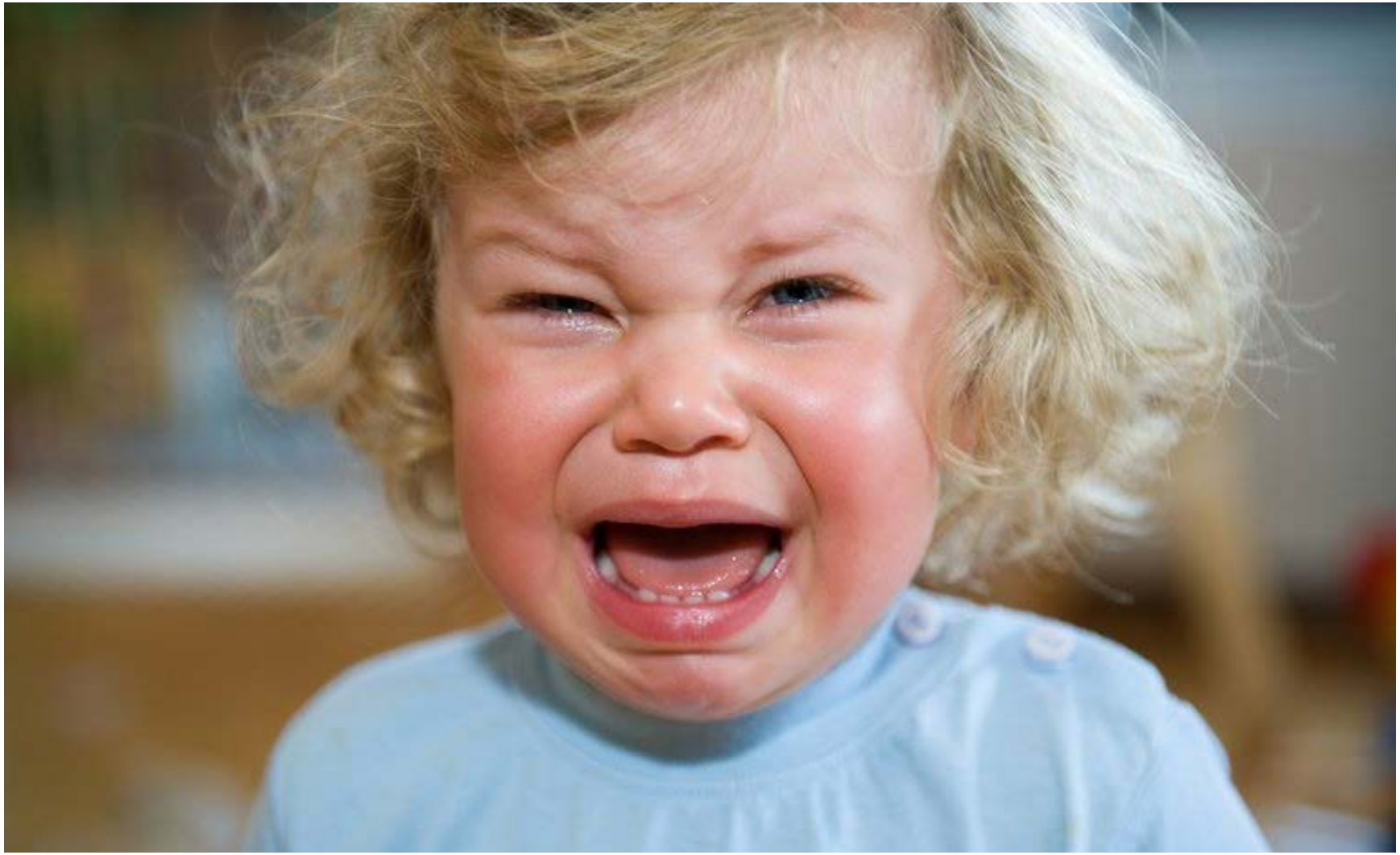
conformity

authenticity

Big changes have been happening



But big change can be messy



Three Scenarios for the Future of Health Care

Scenario #1: Whiplash

- Constantly changing funding models and policy priorities
- 2021 Democratic-led “Harriscare” reform undermined by GOP in 2025

- CHC leaders devote countless hours to advocacy, achieving only short-term results
- Competing values: "health equity" vs. "winner take all"
- CHC leaders struggle to maintain basic systems amidst uncertainty

Poll Question: Scenario #1 WHIPLASH

Based on what you know today, what probability would you assign to this scenario?

A. >90%
B. 65%
C. 35%
D. <10%

Instructions:

1. Post your vote on the polling platform (nachc.cnf.io), click on WTHA4 Future of Health Care, Scenario #1 WHIPLASH.

Scenario Polling at nachc.conf.io

Thursday, January 25

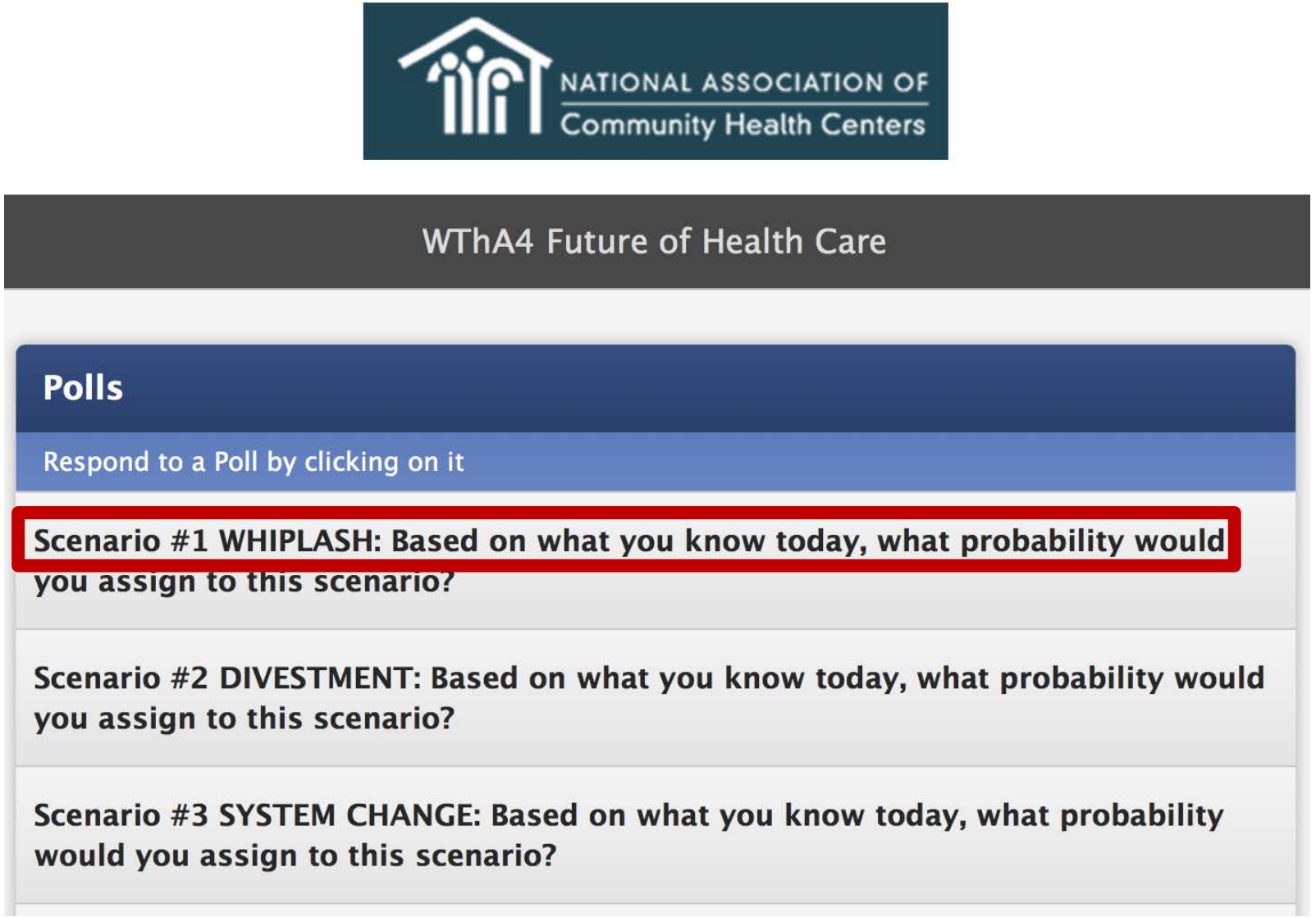
WThA4 Future of Health Care
2:00pm – 2:45pm in Seacrest D–F
Eric Meade

Yellow Breakout: Table Discussion Scenario 1 WHIPLASH
2:45pm – 5:00pm in Secrest D–F

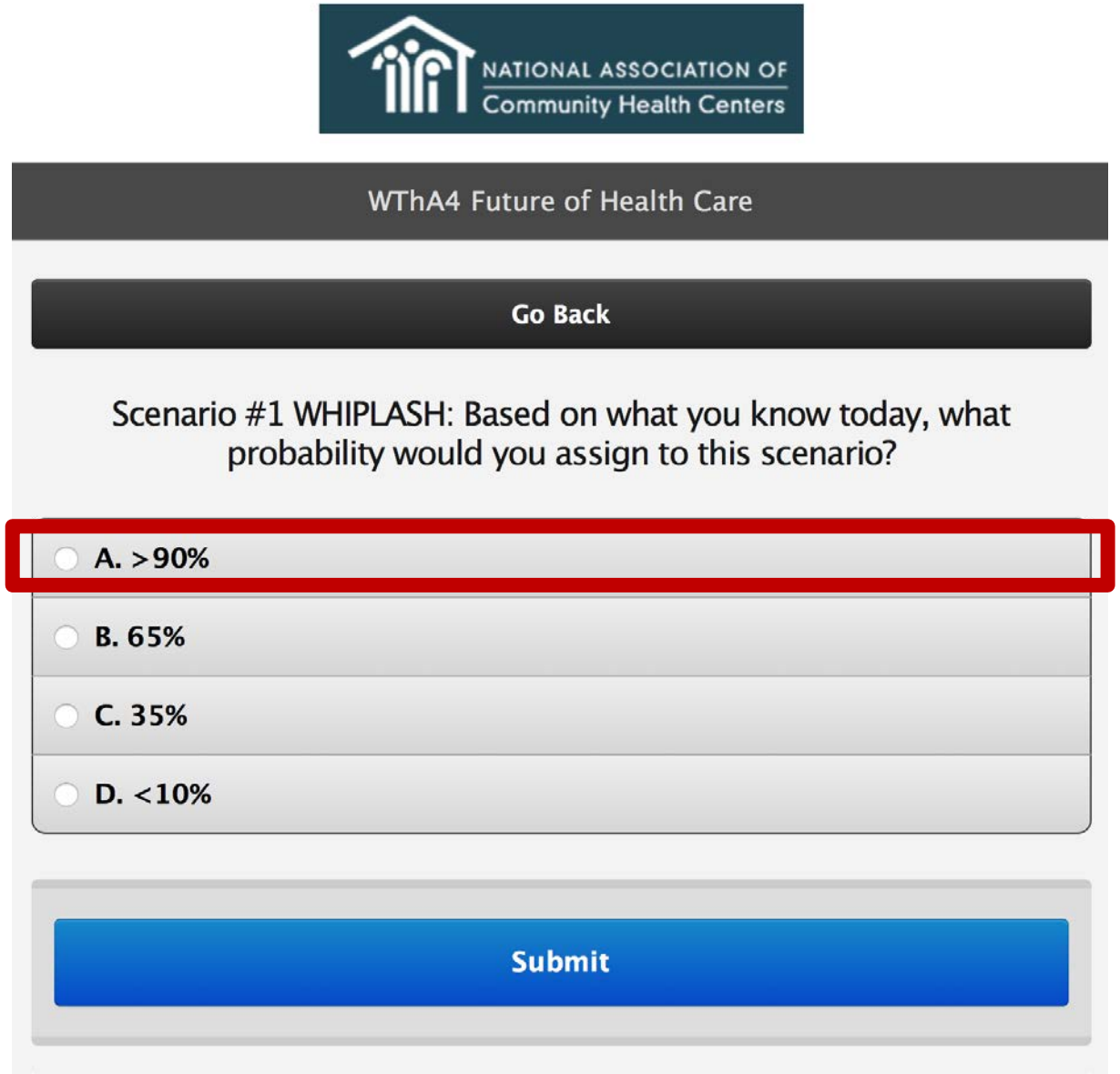
Pink Breakout: Table Discussion Scenario 2 DIVESTMENT
2:45pm – 5:00pm in Seacrest D–F

Blue Breakout: Table Discussion Scenario 3 SYSTEMS CHANGE
2:45pm – 5:00pm in Seacrest D–F

Scenario Polling



Scenario Polling



Live Content Slide

When playing as a slideshow, this slide will display live content

Poll: Scenario #1 WHIPLASH: Based on what you know today, what probability would you assign to this scenario?

Scenario #2: Divestment

- Country's attention consumed by immigration, foreign policy crises, and extreme weather events
- Legislative inaction on social "safety net," despite advocacy and bipartisan support
- A return to "pull yourself up by your bootstraps" mythology
- Prevailing value: "Some people matter, some people don't."
- CHC leaders struggle to survive and adapt to scarcity

Poll Question: Scenario #2 DIVESTMENT

Based on what you know today, what probability would you assign to this scenario?

A. >90%
B. 65%
C. 35%
D. <10%

Instructions:

1. Post your vote on the polling platform (nachc.cnf.io), click on WTHA4 Future of Health Care, Scenario #2 DIVESTMENT.

Live Content Slide

When playing as a slideshow, this slide will display live content

Poll: Scenario #2 DIVESTMENT: Based on what you know today, what probability would you assign to this scenario?

Scenario #3: Systems Change

- “Grand coalition” achieves basic health services for all, free of charge
- Private health insurance survives; “Medicare for all” efforts lose steam
- CHCs lose privileged position as “safety net” providers, and must compete on equal footing
- Prevailing value: "good health makes good sense"
- CHC leaders struggle to compete on value and to adapt to more complex emerging demand

Poll Question: Scenario #3 SYSTEM CHANGE

Based on what you know today, what probability would you assign to this scenario?

A. >90%
B. 65%
C. 35%
D. <10%

Instructions:

1. Post your vote on the polling platform (nachc.cnf.io), click on WTHA4 Future of Health Care, Scenario #3 SYSTEM CHANGE.

Live Content Slide

When playing as a slideshow, this slide will display live content

Poll: Scenario #3 SYSTEM CHANGE: Based on what you know today, what probability would you assign to this scenario?

Table Discussions

Table Discussion #1

Your table has been assigned ONE of the three scenarios:

1. Yellow – Whiplash
2. Pink – Divestment
3. Blue – Systems Change

If YOUR ASSIGNED scenario came true by 2025:

1. **What <u>else</u> would be true? (i.e. socially, politically, economically, ecologically, or technologically)**
2. **What are the most significant changes as compared to 2018?**
3. **What news headlines would you expect to see along the way?**

<u>Instructions:</u>

1. Use colored answer forms for discussion and documentation.
2. Post your brief answers on the polling platform by scenario.

Table Discussion #1 Polling

Table Discussion #1 Polling

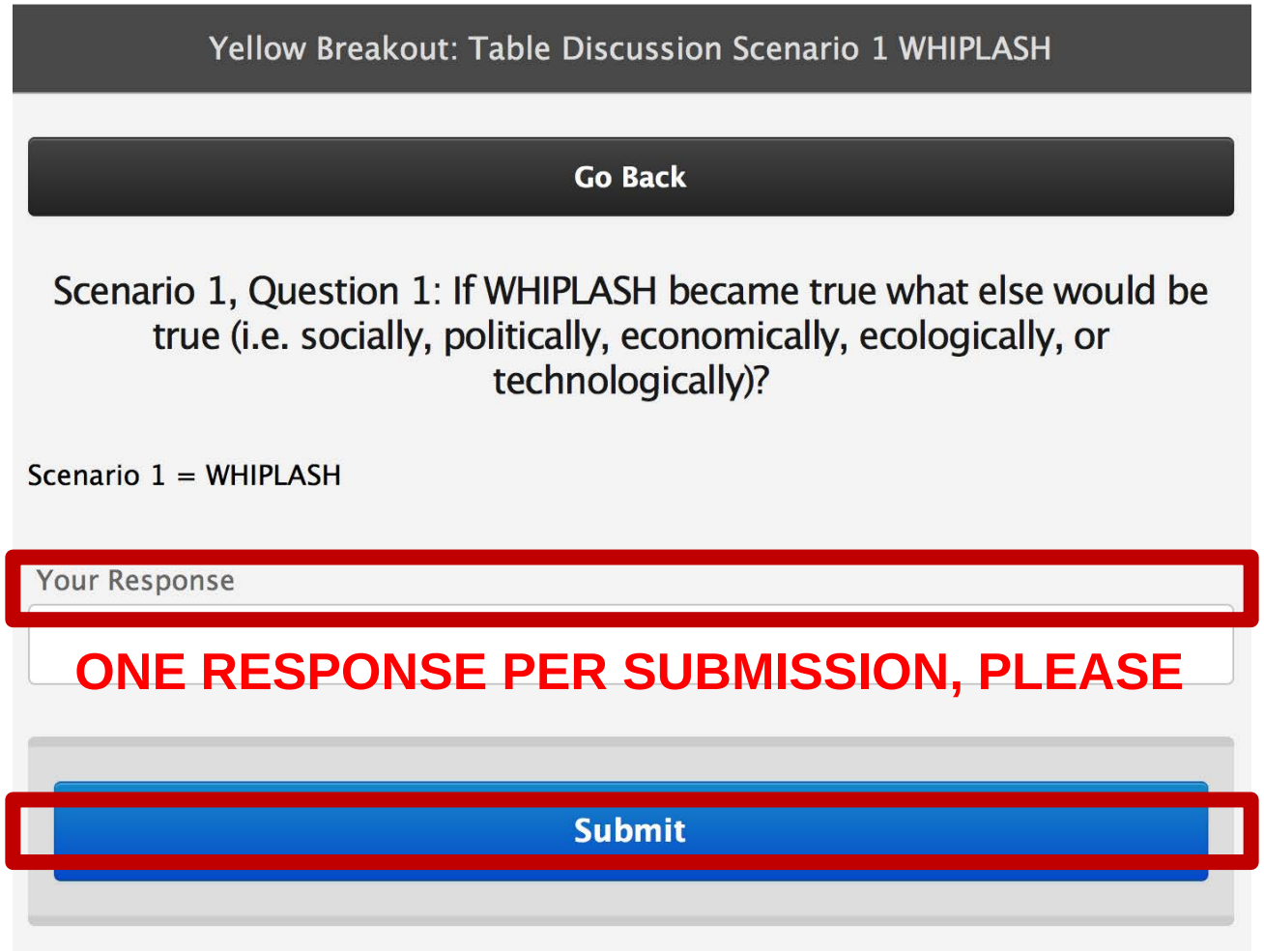


Table Discussion #1: Results tabulated and will inform Friday AM discussions.

Scenario #1: Whiplash

Scenario #2: Divestment

Scenario #3: Systems Change

Taking It Further

Moderator: Grace Wang, MD, MPH

Expanders:

Cindy Stergar
Chief Executive Officer
Montana Primary Care Association (MT)

Ross Brooks
Chief Executive Officer
Mountain Family Health Centers (CO)

Stan McKee
Consumer Board Member
Community Health Service Agency (TX)

Table Discussion #2

You have been assigned ONE of the three scenarios:

1. Yellow – Whiplash
2. Pink – Divestment
3. Blue – Systems Change

In YOUR ASSIGNED scenario:

4. What top 3 strategies would be most effective in advancing the mission of community health centers?

Instructions

Post your top 3 strategies on the polling platform. One strategy per submission. **Turn in paper answer forms.**

Table Discussion #2 Polling

Yellow Breakout: Table Discussion Scenario 1 WHIPLASH

Polls

Respond to a Poll by clicking on it

Scenario 1, Question 1: If WHIPLASH became true what else would be true (i.e. socially, politically, economically, ecologically, or technologically)?

Scenario 1, Question 2: If WHIPLASH became true, what are the most significant changes as compared to 2018?

Scenario 1, Question 3: If WHIPLASH became true, what news headlines would you expect to see along the way?

Scenario 1, Question 4: If WHIPLASH became true, what would be the top 3 strategies to advance the mission of community health centers?

Table Discussion #2 Polling

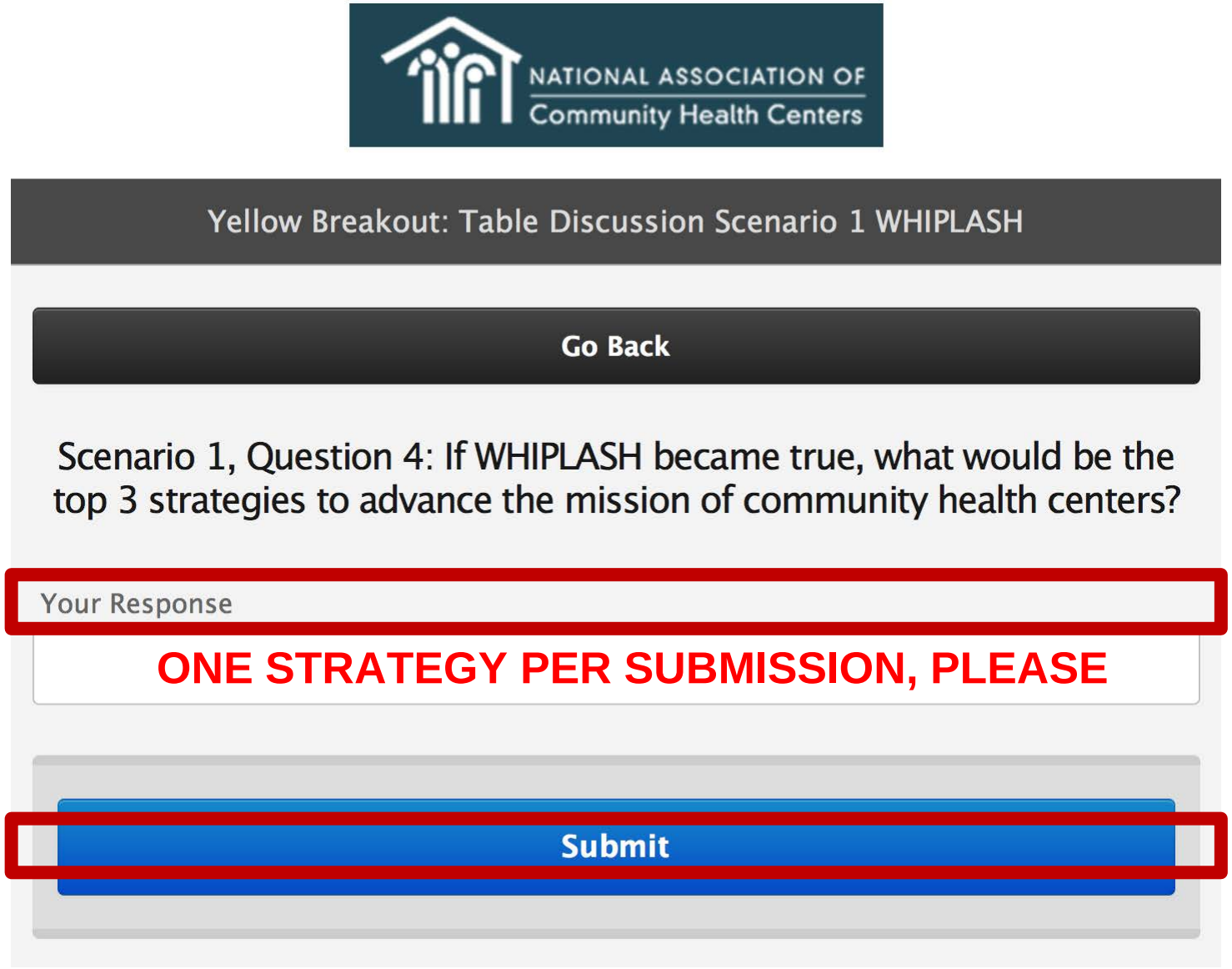
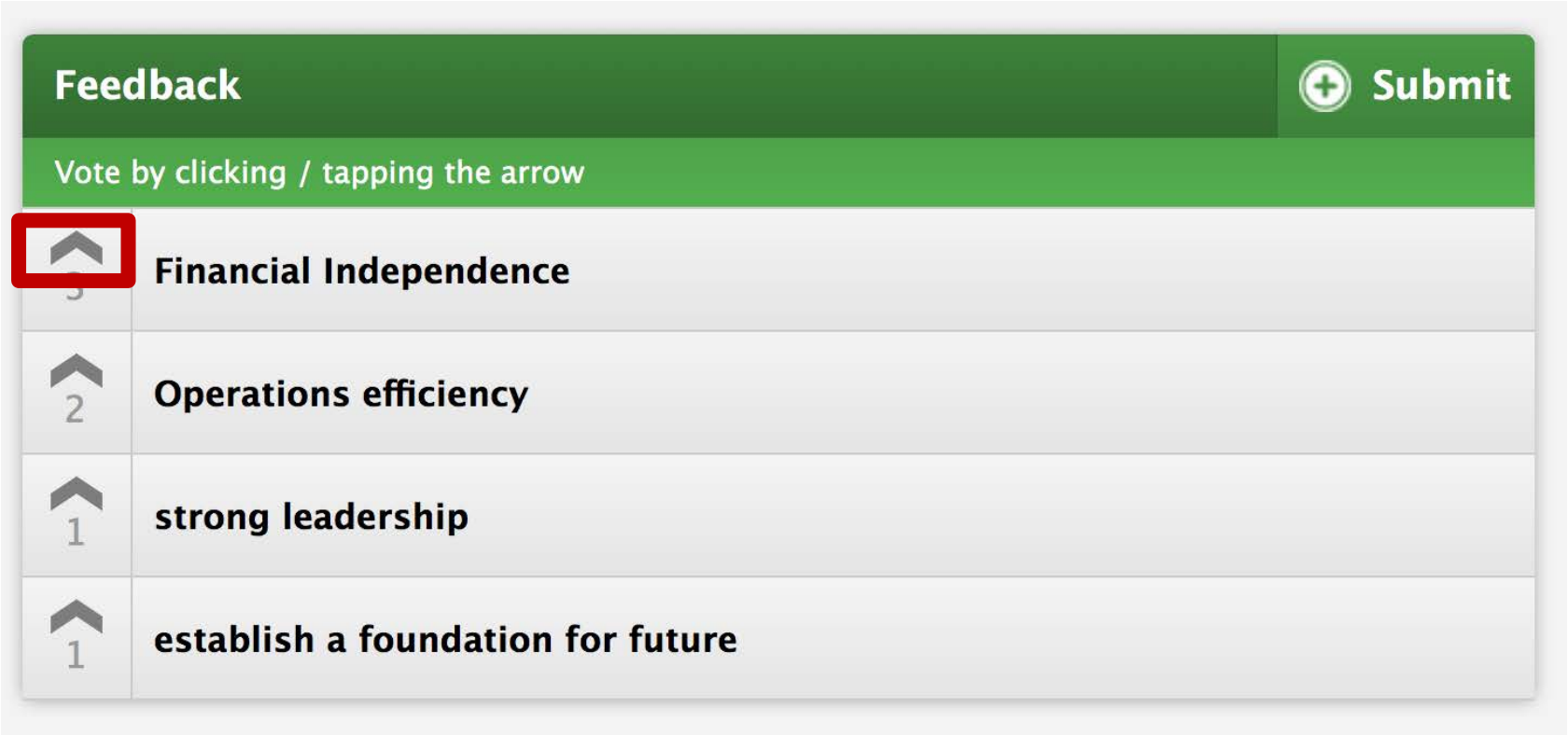


Table Discussion #2 Voting EXAMPLE



Instructions

On the polling platform, vote for the strategies that would be most effective in your scenario.

Leading through Epochal Change

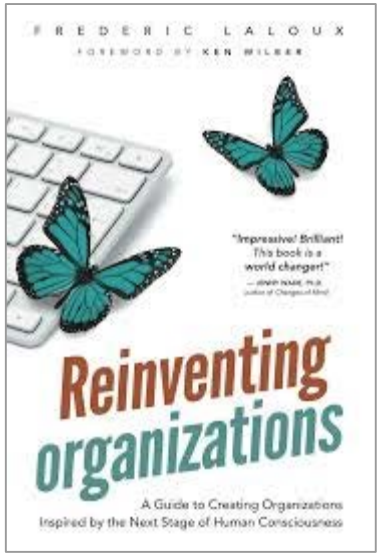
Geological time includes now

Reinventing organizations

Exhibit 1: Evolutionary Breakthroughs in Human Collaboration

Color	Description	Guiding Metaphor	Key Breakthroughs	Current Examples
RED	Constant exercise of power by chief to keep foot soldiers in line. Highly reactive, short-term focus. Thrives in chaotic environments.	Wolf pack	• Division of labor • Command authority	• Organized crime • Street gangs • Tribal militias
AMBER	Highly formal roles within a hierarchical pyramid. Top-down command and control. Future is repetition of the past.	Army	• Formal roles (stable and scalable hierarchies) • Stable, replicable processes (long-term perspectives	• Catholic Church • Military • Most government organizations (public school systems, police departments)
ORANGE	Goal is to beat competition; achieve profit and growth. Management by objectives (command and control over what, freedom over how).	Machine	• Innovation • Accountability • Meritocracy	• Multinational companies • Investment banks • Charter schools
GREEN	Focus on culture and empowerment to boost employee motivation. Stakeholders replace shareholders as primary purpose.	Family	• Empowerment • Egalitarian management • Stakeholder model	Businesses known for idealistic practices (Ben & Jerry's, Southwest Airlines, Starbucks, Zappos)
TEAL	Self-management replaces hierarchical pyramid. Organizations are seen as living entities, oriented toward realizing their potential.	Living organism	• Self-management • Wholeness • Evolutionary purpose	A few pioneering organizations (see "Examples of Teal Management")

Source: Frederic Laloux, *Reinventing Organizations* (Nelson Parker, 2014)



"The general rule seems to be that the level of consciousness of an organization cannot exceed the level of consciousness of its leader."

Frederic Laloux

Leading through epochal change

We grow so we can solve problems.

We face problems so we can grow.

Struggle is a given

Scenario #1: Whiplash

- CHC leaders struggle to maintain basic systems amidst uncertainty

Scenario #2: Divestment

- CHC leaders struggle to survive and adapt to scarcity

Scenario #3: Systems Change

- CHC leaders struggle to compete on value and to adapt to more complex emerging demand

Growing through epochal change

- How are you responding to the current situation?
- Why?
- How would you *like* to respond?
- What new thinking would allow you to do that?
- What evidence is there for that way of thinking?

Final thoughts

“The moral arc of the universe is long, but it bends toward justice.”

-Theodore Parker

“In the long run we are all dead.”

-John Maynard Keynes

Thank you! Good work!

Eric Meade
Futurist & Organizational Strategist
Co-founder, Epochal

www.epochal.us
eric@epochal.us
571-201-5379

Question and Answer

Setting the Stage: The Future of Health Care

Eric Meade
Futurist & Organizational Strategist
Co-founder, Epochal
@ericmeade

EPOCHAL