CHRO Conversation
Health Transformation Alliance – Robert Andrews, CEO
Video Length 14:54
https://www.youtube.com/watch?v=WoZH94bEQCU

Topic	Time
What are the major challenges in the health care industry today? ● Incentive System: We pay people to do things they shouldn't do ○ Hospitals are paid based on # of procedures, not quality of service	1:01
How did our healthcare system get to this point? ● A series of historical accidents; lack of planning ● 20th Century: Public Hospital systems, tuberculous outbreak ● WWII: Companies paid employees through health benefits to compensate for wage cuts ● Johnson Administration: Medicaid & Medicare ● Affordable Care Act	1:51

What is HTA doing to change the current state of healthcare?
● Cohort of 46 American companies
● Coordinate spending on healthcare and arrange it in a way that encourages top performers (i.e. most effective care)
● Rank providers: identify who is better
   ○ Effective providers can help people live longer, healthier lives
   ○ Will cost more in the short-term, but the long-term matters most
	3:42

What challenges do you face in making HTA as effective as possible? ● Disruption: shaking-up the business model ● Resistance from healthcare providers	6:11

What role does data analytics play in achieving HTA's goal?
● Who is most likely to develop X disease?
   ○ Build a database that can assist with figuring this out
● Early detection/intervention can…
   ○ Prevent health problems from worsening
   ○ Help individuals find better methods of care
	7:32

What role does the government play? ● Guard individual's privacy and confidentiality (i.e. family medical facts) ● De-identification via aggregate data; the larger the sample size, the more accurate the data	9:25
What does the future of HTA look like? ● HTA should trigger a marketplace of competition, where healthcare buyers challenge healthcare providers to compete in a better way	10:35

○ Consortium of buyers that challenge providers to do better ● Regulated effective markets work!	

Helpful Quotes:
1. "The same analytics that are predicting the weather and forecasting who might buy a pair of shoes that you should advertise to, could just as easily be used to prevent health problems from worsening or to find better methods of care for those who already have health problems." (8:55)
2. "If you are objectively better at something than your competition, you should do better than your competition financially." (12:47)

Discussion Questions:
1. How can HR support the business to ensure alignment with HTA's business goals and the healthcare industry as a whole?