

THE FUTURE OF THE HOSPITALIST

As the specialty of Hospital Medicine (HM) matures, the hospitalist's role inevitably shifts and expands as well. However, in order to grow to their full potential, HM physicians need executive-level support and respect. Here are three ways you can facilitate and sustain HM provider satisfaction well into the future.



EMPOWER HOSPITALISTS TO FORGE COMMUNITY BONDS

As the leader of the inpatient care team, the hospitalist typically has a good understanding of the patient population. If your HM program is well-developed, your hospitalists have gained the trust and favor of the community.

To expand market reach and improve your population's overall health, clinical leaders should provide training for hospitalists on how to:

- ✓ Engage and educate community members at area health events.
- ✓ Communicate effectively with local business leaders, including other clinical companies, to collaborate on improving population health.
- ✓ Screen for and handle social determinants of health that may negatively affect a patient's or a group of patients' ability to recover and remain healthy.



SOLICIT HOSPITALIST INPUT ON AND LEADERSHIP OF CLINICAL TECHNOLOGY INITIATIVES

As a key influencer in the hospital, the HM provider's perspective is important and buy-in is critical. Particularly when you're considering introducing new applications or processes that will disrupt or alter normal procedures, you'll need HM physician champions on your side. First, hospital executives should ensure that hospitalists receive ongoing education and skill development opportunities around the intersection of technology and patient care.

Then, involve hospitalists in decisions regarding relevant technological investments by:

- ✓ Giving them a seat at the table from the beginning.
- ✓ Asking their input on who else should be involved in the conversation.
- ✓ Addressing their concerns and pushing for their priorities, when at all possible.
- ✓ Publicly recognizing their contributions to the project.
- ✓ Emboldening them to lead the rollout of new tech initiatives.



CREATE AN ENVIRONMENT THAT ENCOURAGES HOSPITALISTS TO PRACTICE JOYFULLY

As a still-developing specialty, HM has the potential to be an example to the industry of practicing medicine without enduring burnout. But in order for hospitalists to lead that charge, hospital executives need to create a culture that:

- ✓ Prioritizes provider wellbeing
- ✓ Celebrates wins often
- ✓ Cultivates thankfulness
- ✓ Allows for open conversations about stress
- ✓ Destigmatizes mental health challenges
- ✓ Welcomes suggestions for change

This type of environment helps hospitalists feel comfortable personally adopting self-care and stress-relieving habits, mentoring the next generation of hospitalists in healthy practices, and becoming leaders in the organization to change any patterns or pressures that place unnecessary burden on the care team.

