

Integrating for impact: Tampa General Hospital achieves medical staff alignment across hospitals

The vision

When Tampa General Hospital, an academic health system, acquired three small community hospitals an hour away, leaders knew they needed help aligning medical staff across institutions. They wanted unbiased advice on how to proceed proactively with sensitivity and respect for diverse cultures and physician autonomy. They aimed to integrate to standardize governance processes and improve efficiency.

Co-creating the solution

Seeking a thoughtful approach for system-wide alignment, the health system partnered with Chartis to assess existing bylaws, peer review policies and structures, and medical staff workflows. On-site interviews and observations of medical staff leaders, administrators, and stakeholders provided critical insights into operational variances, risks, and opportunities—and ensured everyone had a voice in the process. Transparent findings and recommendations for all facilities promoted trusted relationships between acquired medical staff and enterprise leaders, allowing the health system to prioritize efforts and maximize impact.

Believe in better

Leading with a foundation of trust and understanding, leaders level-set expectations, avoided disenfranchising the community hospitals' medical staffs, and identified opportunities for collaboration. These proactive post-merger strategies helped dispel tensions and lay the groundwork for standardization and unification. Leaders are now confident they can harmonize processes, reduce administrative burden, and promote consistency system-wide.

Meaningful outcomes

As a result of its comprehensive assessment, Tampa General Hospital achieved the following:

Built trust and alignment

with the community hospital
medical staff

Preserved the strengths

of each hospital's unique environment

Enabled cost savings

by keeping peer review within the system

Building to better

Health systems that seek to integrate medical staffs following a merger should:

EVALUATE THEIR OWN PROCESSES

as well as those of the acquired organizations

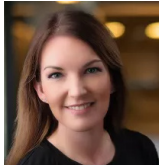
EMBRACE WHAT'S WORKING WELL

in the unique cultures of the acquired organizations

ENCOURAGE A STRONG VOICE

for all stakeholders

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