

HMP Competency

Domain A: Knowledge of Health Care Policy and the Environment

This domain addresses basic knowledge that all health care managers would be expected to possess in order to understand how to make appropriate decisions across a wide variety of private and public organizations.

- A1. Discuss the impact of health services access, quality, cost, and accountability to the health of patients and the community.
- A2. Describe the causes and consequences of health expenditure trends to healthcare organizations, patients, and the population.
- A3. Describe how changes in the health care environment impact individual and social behavior.
- A4. Describe key features of the legal system, the role of law, and the impact of the legislative process on health care systems.
- A5. Identify community stakeholders and discuss how they shape and influence health policy.
- A6. Identify sources of revenue and reimbursement methods in the US Healthcare System and discuss how they impacts health services and delivery of care.
- A7. Compare different health care delivery models, including their effectiveness in various healthcare organizations.
- A8. Describe the underlying causes of health inequity and challenges to effectively delivering health care services

Domain B: Analysis and Critical Thinking

This domain includes more specific high-level skills used by health care managers to evaluate different options and make decisions that achieve the objectives of its organization.

- B1. Apply statistical methods and critical thinking to evaluate and implement evidence-based knowledge.
- B2. Utilize epidemiological methods to determine patterns of disease, injury, and population health.
- B3. Apply systems thinking to identify problems and evaluate solutions for healthcare organizations.
- B4. Apply decision making tools, such as survey research, market analysis, operations research, and quantitative methods to problem solving.
- B5. Conduct service area competitive market analysis to determine the strategic direction for various healthcare organizations.
- B6. Manage, analyze, and interpret different types of data.
- B7. Apply managerial and cost accounting information to evaluate financial performance and for decision making in healthcare organizations.
- B8. Apply different reimbursement formulas used by third party payers to cost containment and revenue improvement.
- B9. Compare alternative policies for health care transformation, and assess their potential impacts on health care organizations and population health.
- B10. Apply economic models, concepts, and tools necessary to engage in effective policy analysis and advocacy.

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Domain C: Management

This domain encompasses skills and knowledge necessary to make decisions that allow health care organizations to operate efficiently.

- C1. Characterize the structures of healthcare organizations and how they influence the various components and their interaction.
- C2. Apply an evidence-based management approach to evaluate and improve organizational processes.
- C3. Align mission, vision, goals, and objectives to improve healthcare organizations' performance.
- C4. Analyze external and internal environment to achieve competitive advantage.
- C5. Identify critical legal and ethical issues related to the delivery of health services and apply them to healthcare organizational settings.
- C6. Understand how interpersonal dynamics affect organizational performance
- C7. Articulate how health information systems support and contribute to organizational performance.
- C8. Understand compliance laws to protect patients.
- C9. Demonstrate skills for managing group dynamics.
- C10. Demonstrate awareness of cultural competence and how it influences the delivery of health care services within the context of population health.

Domain D: Professional Skills and Leadership

This domain addresses communication and other skills necessary to become successful health care leaders.

- D1. Communicate appropriately in oral, written, and electronic formats for different audiences.
- D2. Demonstrate leadership skills to motivate and influence individuals, groups, and organizations.
- D3. Understand the role of advocacy for influencing health policies and engage appropriately.
- D4. Participate in professional development and networking activities.
- D5. Form and lead teams to improve healthcare organizations' performance.
- D6. Apply professional standards of business and medical ethics in the analysis and solution of health care problems.