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Healthcare Workforce Solutions

From Data Fragmentation to Strategic Workforce Intelligence

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BON SECOURS MERCY HEALTH


American Hospital
Association

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Your Presenters



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Data Fragmentation in Health Care

- **Siloed Systems** from technologies to processes necessary to manage the care delivery
 - Overwhelming challenge of identifying where data resides and determining **which data is relevant, valid, and actionable**
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Data Fragmentation in Health Care

- **Inconsistent metrics and reporting** results in limited performance insights and hinder informed decision-making
 - **Variability in processes and structures** leads to delays in care and can potentially lead to less desired outcomes.
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Bon Secours Mercy Health by the Numbers

FIFTH LARGEST U.S. Catholic health care system;
the LARGEST not-for-profit private provider in Ireland



MORE THAN **1,200** SITES OF CARE  IN THE US
AND IRELAND



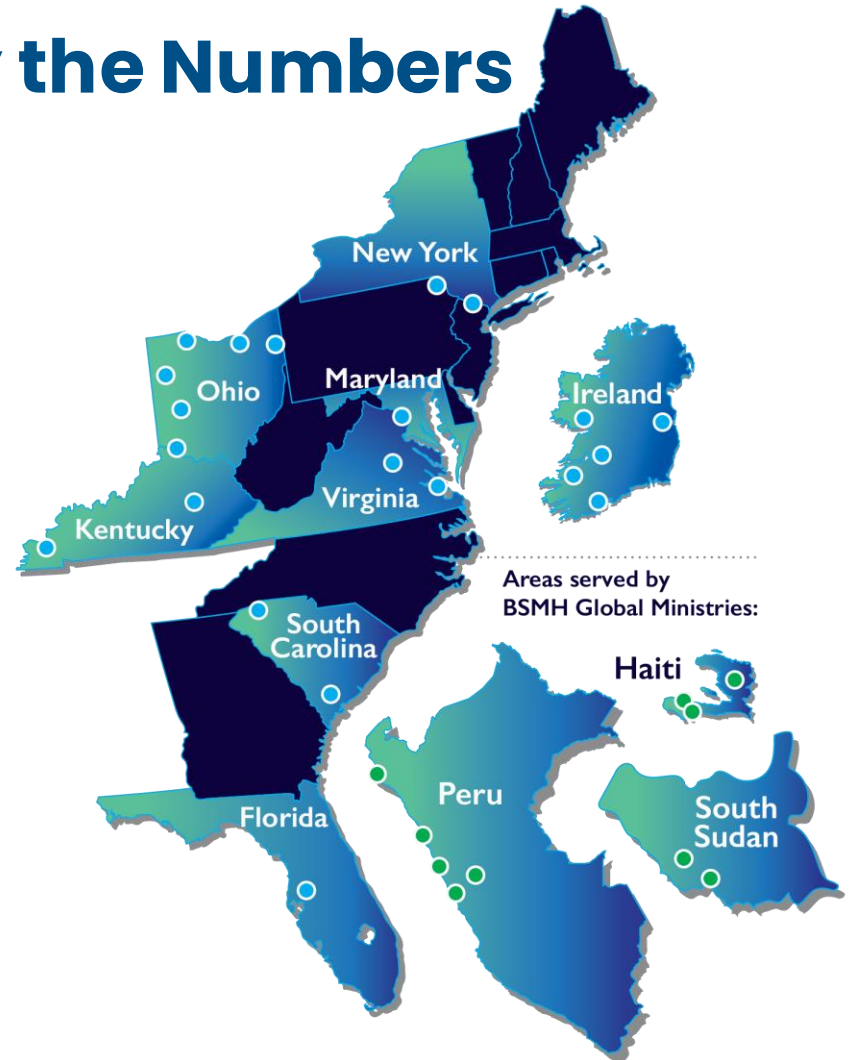
Approximately **\$13 BILLION**
in proforma net operating revenue

MORE THAN **\$600 MILLION** IN
ANNUAL COMMUNITY BENEFITS ACROSS **5** STATES 



49 HOSPITALS

3,000* PROVIDERS IN THE US
450 CONSULTANTS IN IRELAND
60,000 TOTAL ASSOCIATES



Bon Secours Mercy Health

OUR VALUES:

HUMAN DIGNITY

INTEGRITY

COMPASSION

STEWARDSHIP

SERVICE

Consequences of Data Fragmentation

- Missed opportunities for upskilling
- Inefficient resource allocation
- Poor strategic alignment



Strategic Workforce Intelligence

- **Why strategic workforce intelligence is critical to the organization**
 - Centralized, real-time data
 - Cross-functional insights
 - Predictive and prescriptive analytics



Centralized Insights, Strategic Actions

- Better talent decisions
- Proactive workforce planning
- Stronger alignment with business goals
- Measurable outcomes






A Critical Transformation in Healthcare

**Fragmented Systems → Integrated
Ecosystems**



Shifting from Fragmentation to Integration

- Data integration across platforms
 - Interoperability to enable a seamless, real-time data exchange
 - Governance and data quality
 - Governance ensures that data is accurate, secure, and usable across its lifecycle
 - Leadership buy-in and change management
 - Must balance results, process, and relationships to sustain change.
- 


What Health Care Organizations Can do Now

- Start with a workforce data audit
- Identify key metrics that matter
- Build cross-functional partnerships
- Invest in scalable, integrated solutions
- Foster a culture of data-driven decision-making





Summary

- Innovation must be aligned with strategy.
 - Treat technology as an enabler.
 - The future of healthcare is a connected, data-driven ecosystem.
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