

## **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.

## **HMP Competency**

### **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.