

# Establishing Your Strategic Vision

Supply Chain Management

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Vice Chair of Supply Chain Management Operations

Singapore Healthcare Supply Chain Management Congress August 18 – 20, 2015



### Mayo Clinic Mission

To inspire hope and contribute to health and well-being by providing the best care to every patient through integrated clinical practice, education, and research.









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### **About Mayo Clinic**

- Charitable, not-for-profit; academic medical center
- Provides essential healthcare to over 1 million patients annually from 135 countries
- \$9.4B in net revenue
- 3,700 physicians and scientists
- 3,900 residents / fellows / students
- 57,000 employees
- 3,450 beds 25 hospitals





### **About Mayo Clinic**

- Fortune Magazine
   "100 Best Companies to Work For"
  - 10 consecutive years
- US News and Report
   Ranked "Best Overall Hospitals"
  - Ranked 1st
    - Orthopedic, Neurology & Neurosurgery, Diabetes
    - Disorders, Digestive Disorders,
    - Cardiac Surgery, Heart & Respiratory Disorders





### Mayo Clinic Supply Chain Management

- Gartner Research
   "Top 25 Supply Chain" in healthcare and life sciences
  - 2013 2nd (Top 25 past five years)
- Supplies & Purchased Services \$2.4+ billion
  - Supplies \$1.6B / Purchased Services \$800M
  - Capital \$628M
- 2014 Operating Expense Plan
  - 602 FTEs ≈ \$52M ≈ Fully loaded
- Upper Midwest Consolidated Services Center
  - Aggregation group consisting of 42 systems; 143 hospitals with \$5+ billion in spend



# Mayo Clinic and Networks



### How to Make it Happen

- What do you WANT TO BE when you grow up
  - What does the organization need
- What CATALYSTS will get you there
  - People / Process / Technology
- What can you COUNT or measure
  - Where is your data
  - What do you have for history
  - Benchmark yourself first
  - Benchmark industry second
- Create a PICTURE
- Create a STORY
- TELL your story
- Focus on WHAT IS IMPORTANT to the organization



### Pathway to Best Practice

(circa 2008)



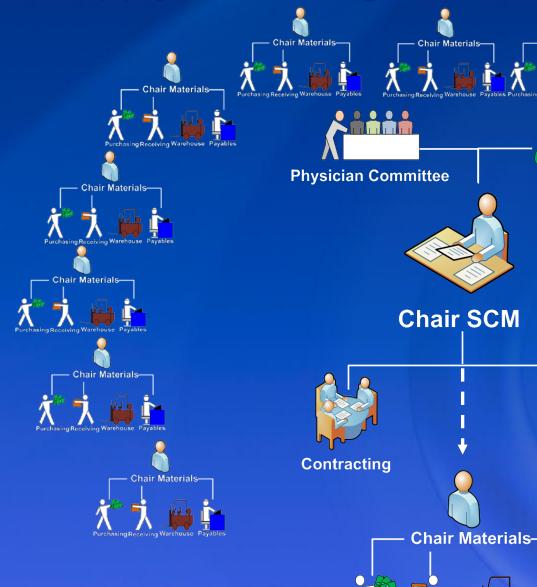
# **Supply Chain Organization**

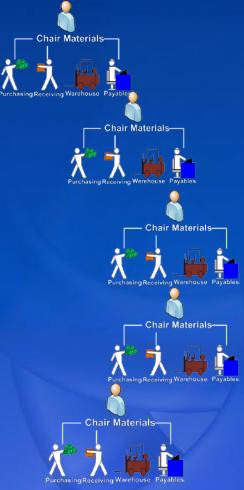


**CFO** 

**Systems** 

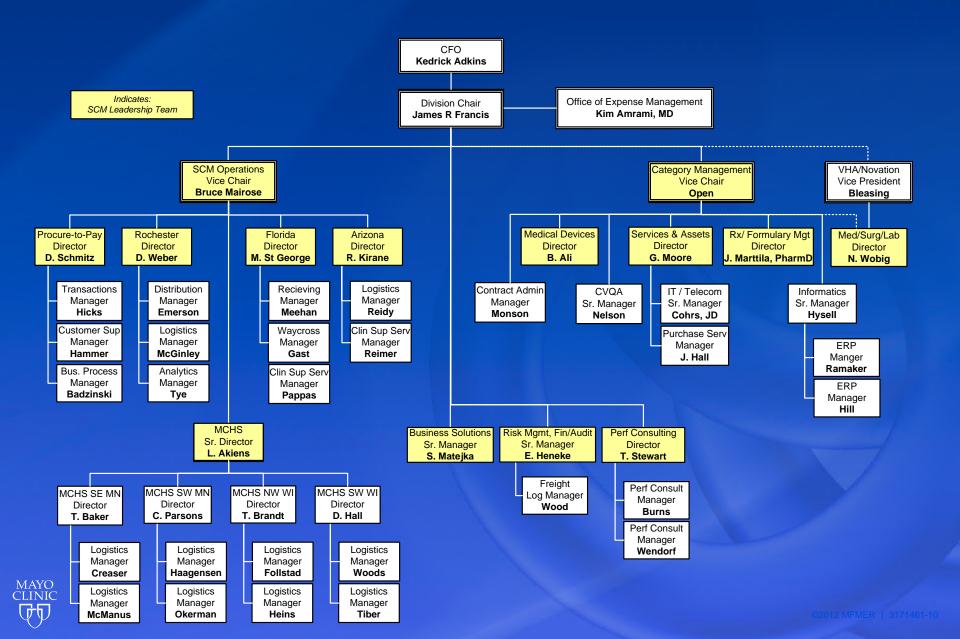
Purchasing Receiving Warehouse Payables







### **Supply Chain Organization**



Gary Moore Stacy Fitzgerald Key: Manager Capital Contracting Senior Systems Analyst ERP Staff Total - 4 / Directs 4 P2P Staff Total- 9/ Directs 9 AAS and SCI Barket Ali Kindra Ramaker Manager PPI Contracting Senior Systems Analyst ERP Perf. Consulting Category Mgt Staff Total - 5 / Directs 5 Kay Hysell Staff Total- 10/ Directs 10 Senior Manager AAS Lacy Van Hill Bus, Develop Dist. & Logistics Staff Total- 29/ Directs 3 Barry Cohrs Senior Systems Analyst AAS Manager IT/Telecom Contracting Staff Total- 7/ Directs 7 Leadership NOT in SS Staff Total - 4/ Directs 4 Budget Team Joe Dudas Tammy Monson Lisa Heins Open Vice Chair SCM Category Mgt P2P Sup. Business Solutions Manager Contract Administration Supervisor Data Integrity Staff Total - 91/ Directs 9 Staff Total - 17 / Directs 10 Staff Total-7/ Directs 7 Staff Total -13/ Directs 13 .lim Hall Lindsey Sheeran Mgr Purchase Serv Contracting P2P Sup. Tech and Process Becky Blaesing Staff Total - 5 / Directs 5 Staff Total -8/ Directs 8 Nancy Wobig Vice President VHA Manager Med/Surg Contracts Kristie Huber Staff Total - 12/ Directs 12 Staff Total- 10/ Directs 10 Terri Nelson P2P Sup. Records Management Manager CQVA Staff Total 12/ Directs 12 Staff Total - 5 / Directs 5 Karla Ernster James Marttila P2P Sup. Procure Transactions Dir Pharm Contract/ Form Mamt Robert Badzinski Staff Total -22/ Directs 22 Staff Total -7 / Directs 7 Operations Manager P2P Jennifer Grovdahl Staff Total-21/ Directs 8 P2P Sup Disbursements Transact Dan Schmitz Tim Hicks Jeff Ronning Staff Total -13/ Directs 13 Director Procure to Pay Operations Manager P2P Par/Dist Supervisor Logistics Tammy Williams Staff Total-122/Directs15 Staff Total - 78 / Directs 6 Staff Total -5/ Directs 44 P2P Sup. A/B Procurement Jennifer Matey Staff Total -19/ Directs 19 Diane Priebe James Francis Operations Manager P2P Nights Supervisor Logistics Joe Liesse Chair SCM Staff Total-23/ Directs 2 Staff Total-14/ Directs 14 P2P Sup. Quality & Process Reporting Structure & Spans of Control Linda Akiens-Castiglioni Staff Total -12 Directs 12 Roger Buescher Staff Total - 704 / Directs 6 Sr. Director Operations MCHS MCHS on Pg 2 - 207 FTE **Days Supervisor Logistics** Scott Hammer Staff Total-207/Directs 10 Staff Total-12/ Directs 12 P2P Sup. Payment Services Ken Hamand Ryan Tye Staff Total -9/ Directs 9 Manager Logistics Systems **Days Supervisor Logistics** Nicole Henderson Staff Total- 6 / Directs 6 Staff Total-12/ Directs 12 P2P Sup. Custom Support Staff Total -14 Directs 14 Ben Levno Bruce Mairose Dean Weber Angela McGinley **Evening Supervisor Logistics** Vice Chair SCM Operations Director Operations MCR Manager Logistics Dist. Staff Total -15/ Directs 15 Staff Total - 583 / Directs 5 Staff Total-138/ Directs 5 Staff Total-62 / Directs 5 Julie Emerson Trov Thul Manager Logistics MIC 2<sup>nd</sup> Shift MIC Sup Logistics Staff Total-67/ Directs 5 Staff Total -15/ Directs 15 Bryan Suess David Reidy Kyle Bucey 1<sup>st</sup> Shift Outbound Supr Logistics Manager Logistics Supervisor Logistics Erich Heneke Staff Total -10/ Directs 10 Staff Total 17/ Directs 17 Staff Total 21/ Directs 4 Senior Manager Audit and Controls Fabio Morello Staff Total - 4 / Directs 4 Ryan Kirane Darvl Elder RN Dan Gast 3<sup>RD</sup> Shift MIC Supervisor Logistics **Director Operations MCA** Supervisor Clinical Sup Srvs Supervisor Mail Room Staff Total -18/ Directs 18 Staff Total 2/ Directs 2 Staff Total-35 / Directs 6 Staff Total- 11/ Directs 7 Fabio Morello Donada Reimer RN Edith Young 1<sup>st</sup> Shift MIC Supervisor Logistics Manager Clinical Sup Srvs Sup. Clinical Sup Services Staff Total -10/ Directs 10 Staff Total 7/ Directs 7 Staff Total- 4/ Directs 4 Mark St George Director Operations MCF Les Teston Operations Manager Waycross Staff Total-72 / Directs 6 David Burns Staff Total- 12/ Directs 12 Tom Stewart Mar Performance Consulting **Director Performance Consulting** Staff Total - 3 / Directs 3 Ted Pappas Joseph Carr Staff Total - 14 / Directs 8 Supervisor Clinical Sup Service **Operations Manager Logistics** Flizabeth Wendorff Staff Total- 20/ Directs 17 Staff Total- 3/ Directs 3 Mgr Performance Consulting. Stephanie Mateika Matt Wood Paul Meehan Kary Metcalf Staff Total - 3 / Directs 3 Senior Mar. New Bus Development Mgr Freight Program Operations Manager Logistics Supervisor Logistics Staff Total-3 / Directs 3 Staff Total - 6 / Directs 3 Staff Total -10 / Directs 10 Staff Total-19 / Directs 10

### Strategic Planning



Strategic Plan Framework

2014-2019

Primary Value: The

Note:

A "Framework" and not a Plan

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ment come first.

Mission: To inspire hope and contribute to health and well-being by providing the best care to every patient

To continuously deliver supply chain excellence and innovation.

To provide information, services, and solutions that result in high-value healthcare and improved performance.

### Goals

- 1. Execute to achieve superior performance.
- 2. Sustain improvements through people, process, and technology solutions.
  - 3. Contribute to the transformation of healthcare.

#### Strategic Requirements

- 1. Attract, develop, and retain the best talent.
- 2. Excel at supply chain performance and deliver results.
- 3. Provide superior business intelligence that enhances knowledge
- 4. Serve as a trusted collaborator to the Practice.
- 5. Innovate through discovery and development.
- 6. Enable through technology and systems.

### **Annual Operating Plan**

in order to



2015 Operating Plan

#### EXECUTE

#### SUSTAIN

#### TRANSFORM

#### People

Create the Healthcare Workforce of the Future that Sustains Mayo's Values **Processes** 

Transform Mayo Clinic's Knowledge Management and Healthcare Delivery Process Outcomes

Dalissan Highart Value Come R

### "indispensable PARTNER"

 Establish a culture of teamwork, innovation and diversity designed to transform and improve performance

- Invest in staff development through job placement, mentorship, skill enhancement, leadership training, and succession planning
- Continue workforce management opportunities associated with supply chain shared services integration achieving a 7.5% improvement by FYE 2016.
- Provide timely feedback (30 days) on performance and

"establish culture of innovation and diversity to TRANSFORM"

ipplies, equipment and fe, high quality patient

as the destination uring supply chain

esource for shared

annough process, service level optimization, and technology solutions achieve Fusion integration and improvements (WMS, AP, Par Excellence, SIMS).

- Identify and document at least 10 practices that demonstrate best supply standardization and utilization management.
- Improve life-cycle costs of the installed asset base through improved management of

l equipment, service, and maintenance. nue optimization of supply chain shar es by achieving full MCHS integration

by FYE 2015; develop MCCN/APN consulting opportunities, and growing UMCSC membership.

 Innovate and commercialize products and services that improve the supply chain. uenvery and security

- Implement controls to manage and sustain value of supplies, purchased services, and capital equipment expenditures.
- Increase spend management under contract and achieve best value.

Achieve Mission-Advancing
Financial Performance

 Achieve SCM division net operating expense target of \$51.55M.

"innovate and commercialize"

denvering agreements with an overall value of at least 10%.

 Identify for implementation incremental SCM revenue growth of > \$2.0M by FY 2016.

"Identify 10 best practices"



### **Annual Operating Plan**



#### 2015 Operating Plan

#### EXECUTE

#### **SUSTAIN**

#### **TRANSFORM**

Outcomes

#### People

Create the Healthcare Workforce of the Future that Sustains Mayo's Values

- Establish a culture of teamwork, innovation and diversity designed to transform and improve performance
- Invest in staff development through job placement, mentorship, skill enhancement, leadership training, and succession planning
- Continue workforce management opportunities associated with supply chain shared services integration achieving a 7.5% improvement by FYE 2016.
- Provide timely feedback (30 days) on performance and recognition to improve staff satisfaction and retention.

#### Processes

Transform Mayo Clinic's Knowledge Management and



Deliver Highest Value Care - Be

#### Achieve Mission-Advancing Financial Performance

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membership.

- Achieve SCM division net operating expense target of \$51.55M.
- Achieve >\$100M in documented value (annually).
- Sustain value proposition of the UMCSC by delivering agreements with an overall value of at least 10%.
- Identify for implementation incremental SCM revenue growth of > \$2.0M by FY 2016.

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2015 - May



### 2015-2016 Priority Initiatives

Updated December 2014

Priority	Accountability	Initiatives	Measures			
Shared Services Integration & Fusion	Mairose / Akiens Schmitz / St. George / Heneke	Meet go-live dates for Infor implementation and MCHS Integration FY 2016.	<ul> <li>1A. SEMN – July 2015</li> <li>1B. SWWI &amp; Waycross – October 2015</li> <li>1C. 7.5% improvement in staffing mix by FYE 2016 on fully loaded employee base of 650 FTE for entire Fusion project.</li> <li>2. Achieve full integration of supply chain policies, process and technology implementation plans by FYE 2015.</li> </ul>			
Achieve Operational Excellence		<ol> <li>Accelerate adoption of internal controls, policies and processes by closing gaps identified through assessment.</li> </ol>				
Supply Chain Excellence  Achieve Operational Excellence	Dudas/Heneke	Develop an optimal strategy and solution for master data management and vendor authentication.	<ul> <li>1A. Request for new vendor adds to date of activation &lt; 10 days.</li> <li>1B. Achieve TIN, OIG and other sanction checks monthly on 100% of General, Unincorporated and Foreign suppliers.</li> <li>1C. Develop streamlined A/C/D process.</li> </ul>			
Invest in Talent and Technology	Weber/Mairose	<ol> <li>Identify and develop standardized technology plan that drives operational efficiencies, logistics and inventory management (e.g., WMS, Par Replenishment and AP software)</li> </ol>	2. Complete plan by end of Q1 2015			
Support Clinical Practice	Dudas / St. George Akiens /	Utilize category management strategies and cross functional teams to maximize	1A. Achieve > \$100M in documented value (annually)			
Transform the Practice  Deliver Highest-Value Care to Be Most Trusted and Affordable	Kirane/Stewart	value, minimize conversion cost and reduce supply variability.	Cost of conversion baselined and improved.			
		Advance SIMS as enterprise auto-	Reduce SKUs/Suppliers on functionally equivalent products for commodities and clinical preference items.			
	Mairose Kirane	replenishment for procedural areas.	2. CPC endorsement by Q2 2015			
		<ol> <li>Provide SCM support to large campus initiatives (PCAP, PBT, EMR, etc. )</li> </ol>	Contribute to projects being on budget, on time and support needs are proactively resourced.  1			





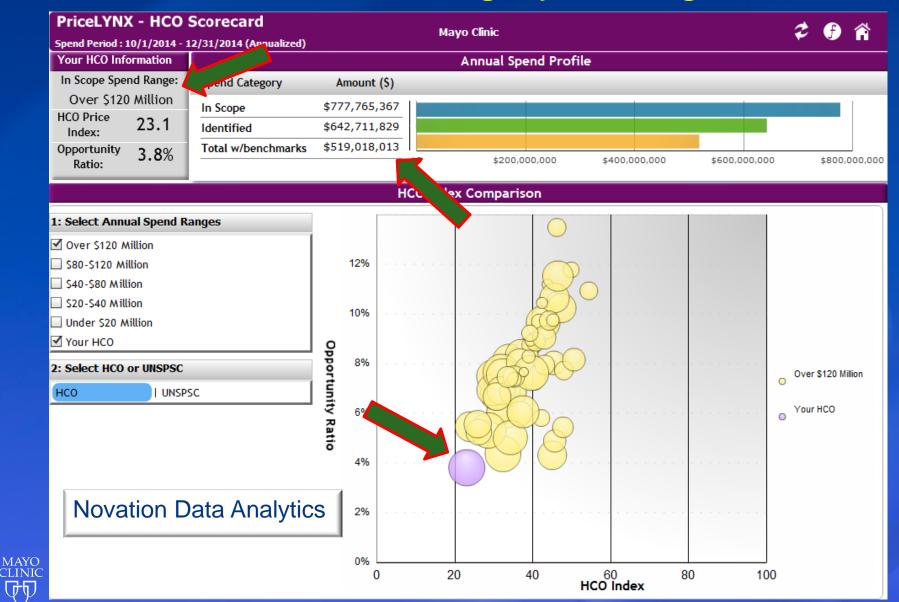
### 2015-2016 Priority Initiatives

Updated December 2014

Priority	Accountability	Initiatives	Measures	
Information and Knowledge Management  Expand Our Reach  Achieve Mission-Advancing	Stewart/Dudas  Mairose/Weber	Complete the implementation of the Supply Chain Analytics project and focus on identification of supply standardization opportunities      Assess need for Analytics to support SCM	1A. Remaining gaps need to be prioritized and finalized by Q2 2015.  1B. Identify 10 opportunities for best demonstrated supply standardization and/or utilization management.	
Financial Performance	Schmitz	operational activities (Support and Data Gaps)	2. Q2 2015 Assessment Complete	
Talent Management	Francis	Develop and maintain a comprehensive     Supply Chain Management Talent     Management Program.	Single integrated scope and plan to leverage common tools from OLOD . Q4     - 2015	
Achieve Mission-Advancing Financial Performance		2. Create visibility to the entire talent pool	2A. Identify and consolidate talent pools from each area – Q1 2015  2B. Identify SCM key positions with succession planning and talent pool crosswalk – Q3 2015	
2015-2016 Budget and Future Business Model	Francis / Heneke Francis	Achieve 2015-2016 operating expense targets.	Operating expense targets:	
Expand Our Reach  Achieve Mission-Advancing Financial Performance	Matejka/ Schmitz	Develop new business model for SCM that enables agility and facilitates future strategic needs.	Endorsed long-term plan that sustains the operation and ensures a best in class SCM.	
Deliver Highest-Value Care to Be Most Trusted and Affordable	Matejka/ Mairose Stewart/ Mairose	Systematically grow sources of revenue.     (i. e. UMCSC, P-card, discounts,     MCCN/APN relationships, etc)      Identify external benchmarks for top-decile operational performance.	<ul><li>3. Achieve revenue growth &gt;\$2M by 2016.</li><li>4. Minimum of 2 benchmark activities per year</li></ul>	



### External Metric – Category Management

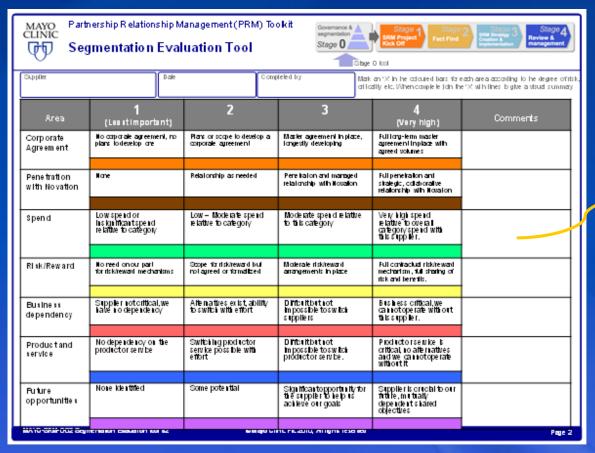


# External Metric – Category Management

нсо	Through	All	Cardio	Spine	Joints	Trauma	Other	All		
Mayo	12/31/2014	23.3	15.8	18.9	16.7	31.5	25.7			
HCO 45	10/31/2014	24.2	19.7	22.3	25.7	35.1	26.0			
HCO 100	6/30/2014	25.3	29.1	16.9	27.6	15.3	24.6			
HCO 90	9/30/2014	28.6	26.8	19.6	15.8	20.2	31.2			
HCO 19	11/30/2014	29.7	28.4	28.0	34.9	27.2	30.2			
HCO 118	11/30/2014	30.1	23.2	34.3	50.0	31.6	28.4			
HCO 128	11/30/2014	30.9	22.8	30.0	37.1	33.9	33.5			
HCO 147	9/30/2014	31.2	20.2	42.7	39.0	30.3	35.5			
HCO 1	10/31/2014	31.5	36.7	35.4	60.2	40.2	28.3			
HCO 125	10/31/2014	31.9	20.9	38.4	56.3	39.4	32.5			
HCO 166	12/31/2014	32.1	25.5	40.2	40.9	30.4	31.8			
HCO 244	10/31/2014	33.5	34.8	35.2	44.2	36.3	31.4			
HCO 68	12/31/2014	34.1	30.6	50.1	37.5	54.2	31.2			
HCO 27	10/31/2014	36.0	30.3	31.0	44.4	28.3	37.2			
HCO 13	9/30/2014	37.6	44.5	50.0	38.8	33.3	35.2			
HCO 22	9/30/2014	38.1	50.1	37.4	41.2	47.5	35.7			
HCO 167	5/31/2014	38.5	68.0	41.6	77.7	51.0	35.9			
HCO 3	7/31/2014	43.0	47.9	43.2	40.5	59.	ovatio	n Data Analytic		
HCO 136	10/31/2014	43.7	41.7	61.3	64.3	44.				
HCO 156	10/31/2014	47.3	35.9	54.4	66.5	65.4	46.3			
HCO 113	9/30/2014	47.5	37.5	68.3	50.0	51.6	47.6			



### Segmentation – Supplier Benchmarks

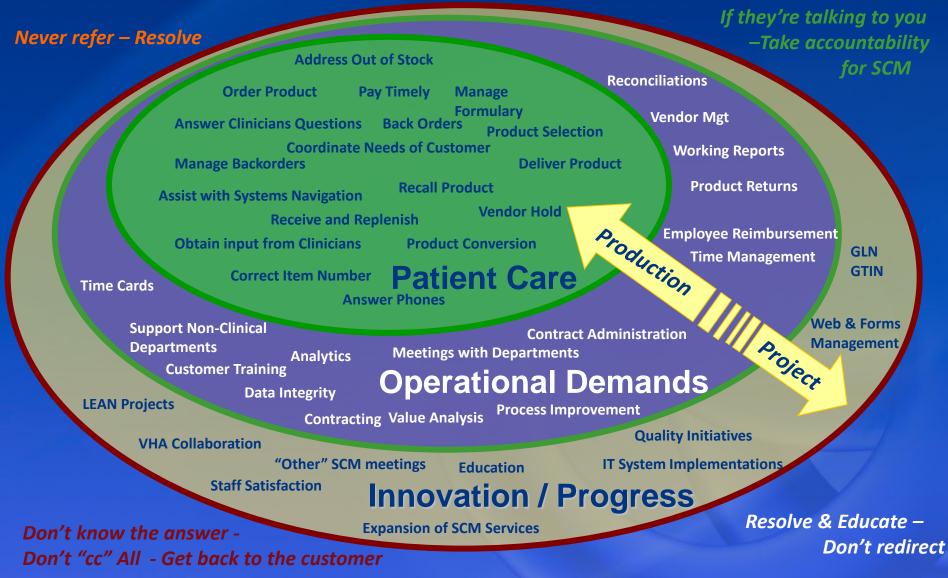








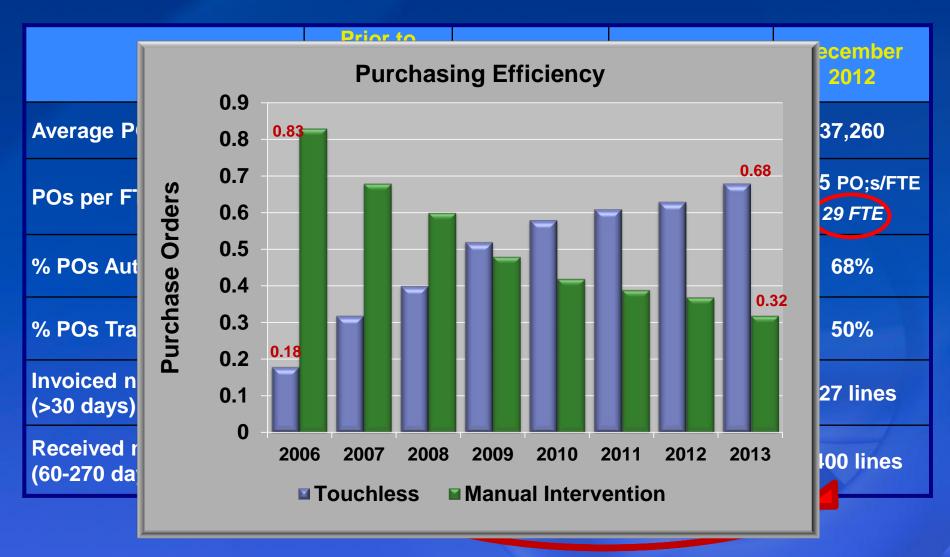
### **Segmentation – Focus Your Efforts**





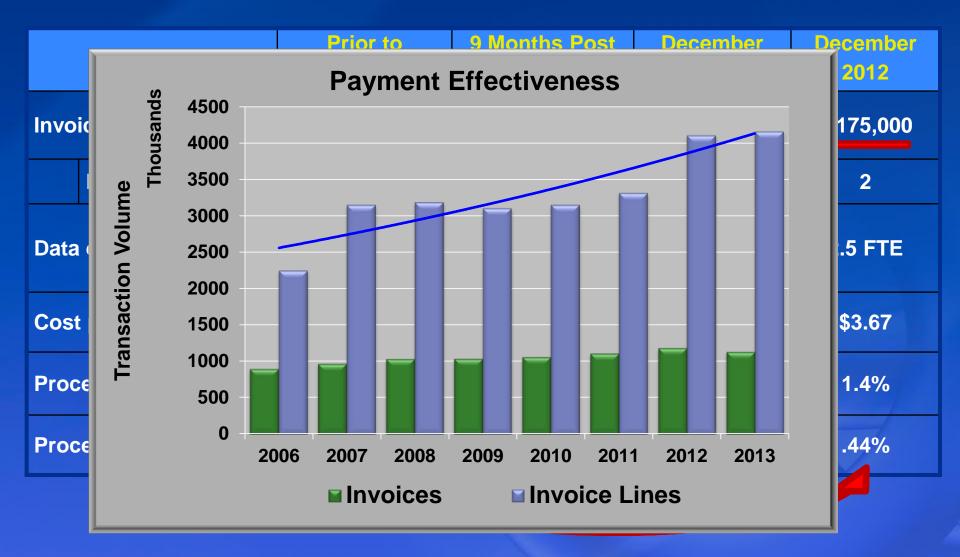


### Procurement – Efficiency / Effectiveness





### Disbursement – Efficiency / Effectiveness





# Internal – Supply Expense



#### Mayo Clinic Supplies & Services Review YTD January 2015

ratios include institutional fee increases \*\*

#### Supplies & Services Summary

Supplies a Services Summary							
	AZ	FL	WAYCROSS	ROCHESTER ^	MCHS	PT CARE	
Supply Expense as % of GMSR	10.2%	9.7%	6.8%	10.1%	7.7%	9.3%	
∆ from Prior Year	0.2	0.6	(0.8)	0.3	(0.2)	0.2	
Supply Expense (excluding Drugs) as % of GMSR	5.4%	5.2%	3.6%	7.1%		6.3%	
∆ from Prior Year	(0.1)	0.2	(0.5)	0.0		0.0	
Supply Expense as % of NMSR	20.2%	22.5%	23.9%	17.3%	15.7%	17.9%	
∆ from Prior Year	1.2	2.3	(0.1)	0.9	(0.2)	0.8	
Supply Expense (excluding Drugs) as % of NMSR	10.8%	12.1%	12.6%	12.1%		11.9%	
∆ from Prior Year	0.3	1.0	(0.3)	0.4		0.5	
Supply Expense as % of Total Operating Expense	21.1%	22.8%	19.2%	16.6%	16.0%	17.7%	
∆ from Prior Year	0.9	1.3	(1.8)	0.5	0.3	0.5	
Supply Expense per Case Mix Adjusted Discharge for the quarter-ended 09/30/2014 In order to account for outpatient activity, inpatient discharges are adjusted using gross revenue. Due to the difference in revenue recognition (inpatient vs. outpatient) across the Enterprise, the dollar metric is not comparable between sites.							
Supply Expense per Case Mix Adjusted Discharge	\$2,086	\$2,184		\$1,295		\$1,551	
% ∆ from Prior Year	(4.0%)	(3.5%)		11.8%		6.5%	
Supply Expense (excluding Drugs) per Case Mix Adjusted Discharge	\$1,239	\$1,238		\$864		\$983	
% ∆ from Prior Year	(6.0%)	(11.7%)		7.2%		1.7%	
Total Supply Expense per Case Mix Adjusted Discharge	e as defined per LISN ar	nd has a lag in reporti	ng time.				

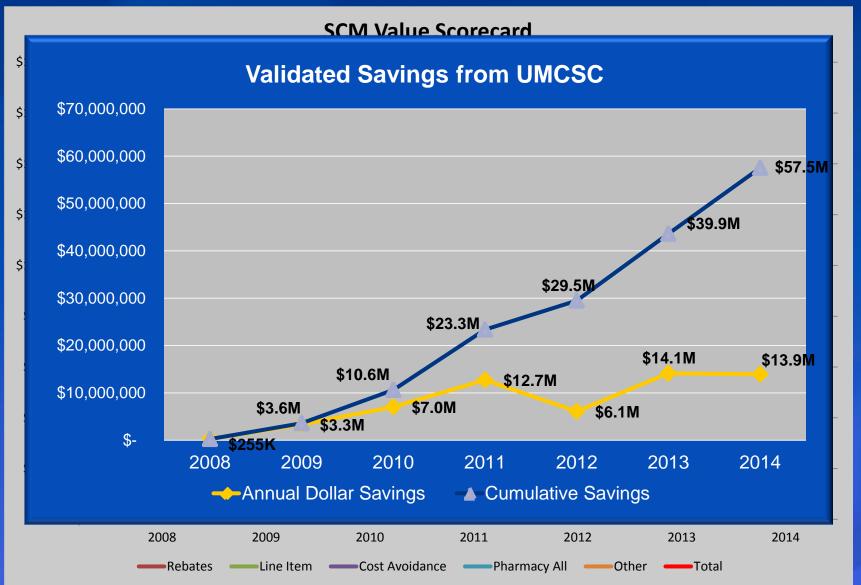


## Internal – Project Value Benchmark

Chart 4: Supply Expense by Procedure and Provider \$600 Chart 2: Departments Utilizing SCM Analytics Reports \$550 100+ departments \$500 \$450 \$400 \$350 5 departments \$300 Baseline Post Implementation Provider A Provider B Provider C Provide Baseline Post Implementation

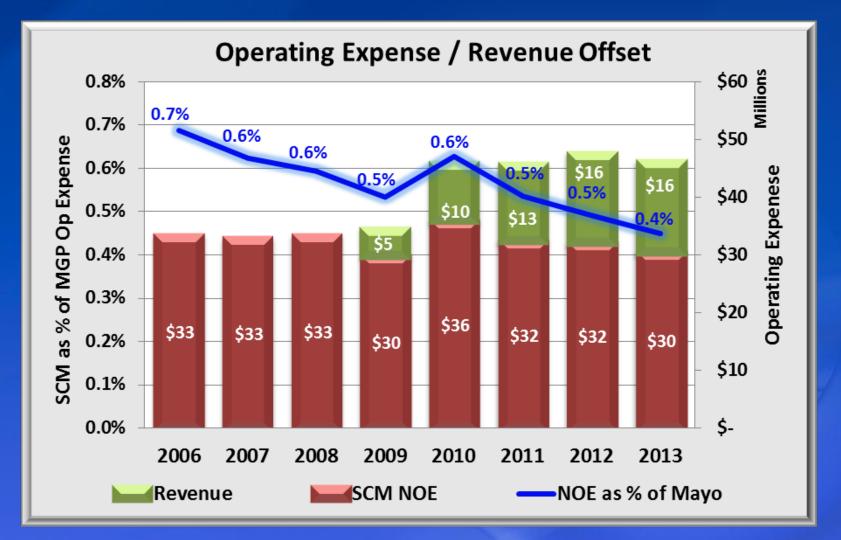


### Internal – Savings and Cost Avoidance



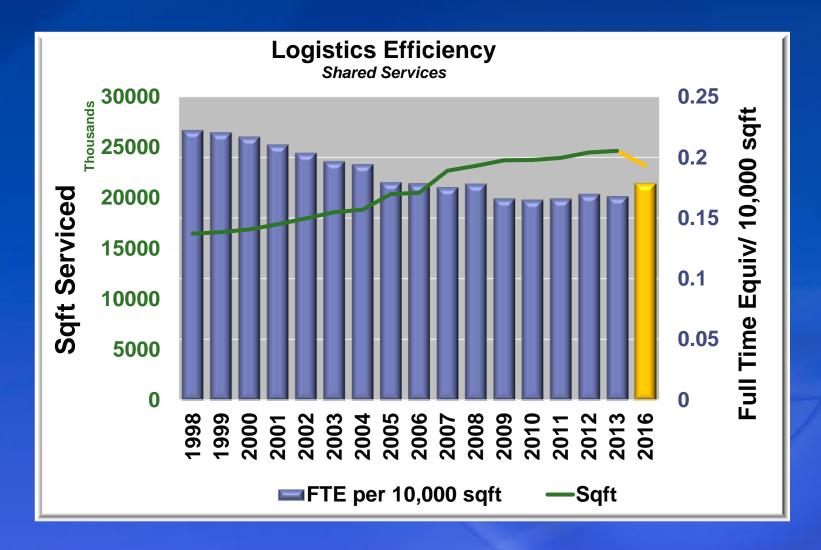


### Benchmark - Value of Commercialization



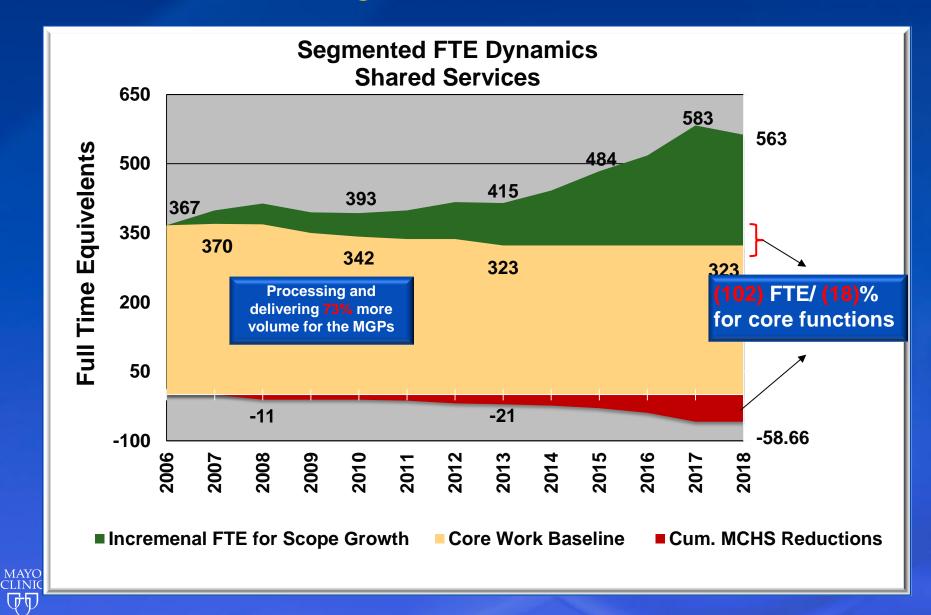


### Measure What You Cannot Scale



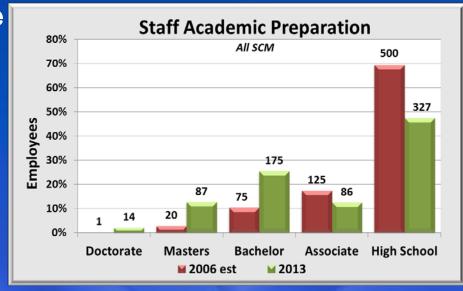


### Value of Looking Back



### How to Make it Happen

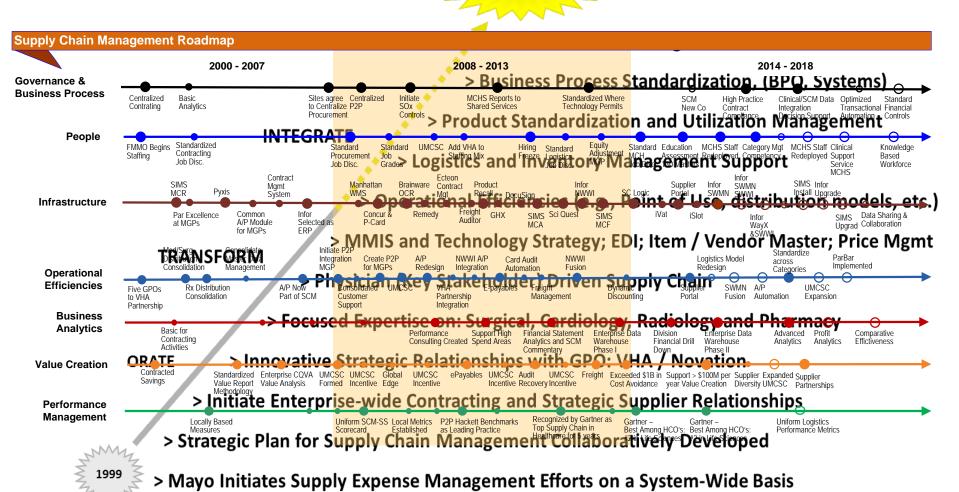
- What do you WANT TO BE when you grow up
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  - What do you have for history
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  - Benchmark industry second
- Create a PICTURE
- Create a STORY
- TELL your story
- Focus on WHAT IS IMPORTANT to the organization





# Pathway to Leading Practice Best Practice Supply Chain Mgmt

(circa 2008)





# Establishing Your Strategic Vision

Supply Chain Management

### Terima Kasih

