



Contemplating a Merger or Affiliation? Here's Help!

Overall, the behavioral health sector is ripe for consolidation. The cost of doing business has risen dramatically in the past decade with greater demand for sophisticated infrastructure including health information technology, business intelligence, data analytics to drive population management, more integrated, coordinated care, and increased efficiency, productivity and cost effectiveness.

Providers across the country are evaluating options for building the necessary infrastructure to support the effective delivery of behavioral health services in a value-based and managed environment. These options include building the infrastructure “in house,” outsourcing it through vendor contracts and/or creating it in partnership with other agencies - up to and including merger.

While no two partnerships are the same, positioning yourself proactively in search of partners can ensure that you enter into merger planning and negotiations from a place of strength and leadership. Our newly updated **Mergers & Acquisitions Manual** includes a wealth of information and useful tools to help you on your way, as well as the following critical lessons learned:

1. Communication, communication, communication.

Mergers and affiliations can be disruptive to core operations, engender anxiety and fear in your employees and affect current service delivery. You can minimize these potentially negative effects by communicating early and often with your team. As soon as you are comfortable doing so, engage your team in the discussion and establish a clear, transparent communication plan and approach that will continue through the planning process, throughout the negotiation and execution of the affiliation agreement, and well into the implementation and integration process.

2. Have your house in order first.

Take control of your own destiny. Take a hard look at your organization's weaknesses and gaps and address them systematically as much as possible before you initiate partnership discussions. Be prepared to disclose them early to potential partners, to discuss strategies in which you're engaged to mitigate these organizational weaknesses and to be transparent about liabilities and gaps.

3. Treat others as you would want to be treated.

Throughout the process be engaged, transparent, open, direct, fair and demonstrate the leadership and humility that a situation of this magnitude calls for. You set the tone for this process within your own organization and can guide the process with thoughtfulness and integrity.

4. Trust, but verify.

Ask for the information you need. Allow time to compile, but set ambitious timelines and stick to them.

5. Be data driven in your approach.

Build your partner selection and your negotiations on analytic rigor supported by human instincts.

6. Insist on a clear and expeditious process.

The process should be well-managed, deliberate, well-documented and routinely revisited and revised. Although the process can be lengthy, if it bogs down for too long, or meanders on a circuitous route, your merger is unlikely to be effectuated successfully.

If you're interested in hearing about [specific approaches](#) to navigating the preliminary evaluation and planning phases through the negotiations and execution of a successful merger or affiliation, we have a great session in store for you at our **Summer Conference** in Detroit, Michigan. This session, led by **Health Management Associates**, will be specific to mental health providers in the context of the current broader healthcare policy landscape. Hope to see you there!

Simplifying Complexity™

EHR technology and services for behavioral health and human services.
Keeping you ahead of the accelerating pace of change.

- ✓ Connect Strategically
- ✓ Operate Efficiently
- ✓ Make Data-Driven Decisions
- ✓ Use a Differentiated Platform

Elevate the quality of care for every individual and community you serve.

qualifacts

866.386.6755 | info@qualifacts.com | qualifacts.com

Register for our Summer Conference in Detroit!



Summer Conference

Join us in Detroit **August 14-17** to learn about hot topics in behavioral health from nationally-recognized speakers, best-selling authors and industry experts, and see how innovation is fueling a renaissance in this city that gave birth to the American dream.

Register Now!



Member News

To stay up-to-date on the latest **mhca** news, follow us [Twitter](#), or read the member news feed on our website.

Read More

If you are interested in submitting an article or advertisement for publication in this monthly e-newsletter, contact Lonnie Parizek at lparizek@mhca.com.

Unsubscribe from Monthly Minute Newsletter



1876 Eider Court, Suite A
Tallahassee, FL 32308

1876 Eider Court, Suite A
Tallahassee, FL 32308

TEL: (850) 942-4900

If you don't want to get similar messages from us in the future, you can Unsubscribe here:

<https://mhca.com/index.php?>

[option=com_civicrm&task=civicrm/mailing/unsubscribe&reset=1&jid=&qid=&h=](https://mhca.com/index.php?option=com_civicrm&task=civicrm/mailing/unsubscribe&reset=1&jid=&qid=&h=)