



AAOE Annual Conference Topic Ideas

ASCs and Ancillary Services

- Building a stand-alone ASC: Lessons learned
- Mentality required to manage an ASC, not the same as a hospital operating room
- Adapting plans to meet changing requirements
- Incorporating Occupational Medicine into partnership track
- Optimizing ancillaries
- Meeting prior authorization requirements

Business Development

- How to expand your clinic
- Real estate options for private practice (leverage building loans vs. paying off loans; potential buy-in/buy-out strategies)
- Private Equity Nuts & Bolts Session
- Lifecycle of Private Equity
- Progress from PE owned practices
- Strategic planning
- Business development opportunities
- Ancillary start laws (dos and don'ts)

Coding

- What you missed in the new coding regulations
- What is coming next for coding regulations

Culture

- Corporate Social Responsibility ecosystems of industry diversity and inclusion
- Creating a better office culture
- Ideas for Employee engagement
- Diversity, equity and inclusion

Data Analytics

- Key Performance Indicators (KPIs)
- How to complete the AAOE Benchmarking Survey
- Review benchmarking results
- Value of benchmarking data
- Patient satisfaction and patient reported outcomes (AAOE Empower)
- Lessons learned from top performing practices

Financial

- Using financial statement analysis to better manage a practice

Human Resources

- Navigating physician & provider recruitment (job boards, headhunter, social media, etc.)
- Tips/tricks on hiring office staff (Indeed, social media, etc.)
- HR practices
- How to handle difficult conversations with Employees
- Include other minority groups in the workplace and how to change that landscape, not just about women in the workplace
- Hiring practices for staff
- Employee healthcare purchasing (national leaders)
- Efficient and/or best practice with staffing models
- Productivity metrics for staff
- What do practices need to do differently in current environment?
- Staffing challenges facing practices and workflows that can help overcome them
- Mental health in the workplace
- Building hybrid work models that work
- Compensation and benefit changes that are needed today (salaries, 4-day work weeks, vacation amounts, including families in paid health coverage)

Information Technology

- Computer applications for improving the Orthopedic practice
- Technology to drive efficiency in clinics
- Workshops offered by EHR vendors
- Implementing a new EMR
- Cyber security
- What you have to train on now that you didn't have to before
- Compliance classroom

Leadership

- Leadership: How to develop leaders inside your organization
- Confidence: How to build
- High performance teams

- Succession planning
- Professional development series

Legislation/Advocacy

- No Surprise Billing Act Precert Reform
- High profile political person or expert on political issues as it relates to the impact on healthcare
- Legal round table

Operations

- Staff utilization to the top of license
- Different clinic operations
- Networking/discussions of hospital practices – compare/contrast
- Improving clinical efficiencies and throughput
- Day to day operations
- Struggles with physicians
- Licensing and credentialing process (delays occurring in some states)
- Impact of Covid/new work environment on overhead
- Outsourcing

Revenue Cycle

- Prior authorization solutions
- Strategies for negotiating higher reimbursement for procedures performed in office
- Navigating Managed Medicaid; waiting for authorization for urgent surgeries

Value-Based Care

- Direct pay strategies
- Post-Bundle Environment/Move to Risk-Based Contracting
- Population medicine