



AAOE Annual Conference Topic Ideas

Top 20 Topics

Topic Area	Session Topic
Business Development ASCs and Ancillary Services	How to expand your clinic
Financial	Optimizing ancillaries
Compliance	Using financial statement analysis to better manage a practice
Business Development ASCs and Ancillary Services	Compliance concerns associated with AI and Chat GPT
Financial	Strategic planning
Culture	Meeting prior authorization requirements
Financial	Contract negotiations/renegotiations (e.g., insurance)
Human Resources	Creating a better office culture
Business Development	Financial Key Performance Indicators (KPIs)
Business Development	Productivity metrics for staff
Coding	Lifecycle of Private Equity
Business Development	Progress from PE owned practices
Information Technology	What you missed in the new coding regulations
Leadership	Business development opportunities
Operations	Technology to drive efficiency in clinics
ASCs and Ancillary Services	Leadership: How to develop leaders inside your organization
Coding	Strategies for negotiating higher reimbursement for procedures performed in office
Information Technology	Building a stand alone ASC: Lessons learned
	What is coming next for coding regulations
	Cyber security

Remaining Topics

Human Resources	Tips/tricks on hiring office staff (Indeed, social media, etc.)
Leadership	High performance teams
Human Resources	Staffing challenges facing practices and workflows that can help overcome them
Human Resources	Mental health in the workplace
Legislation/Advocacy	No Surprise Billing Act Precert Reform
Operations	Prior authorization solutions
Business Development	Private Equity Nuts & Bolts Session
Business Development	Real estate options for private practice (leverage building loans vs. paying off loans; potential buy-in/buy-out strategies)



Operations	Management structure by practice size
Human Resources	Compensation and benefit changes that are needed today (salaries, 4 day work weeks, vacation amounts, including families in paid health coverage
Culture	Ideas for Employee engagement
Human Resources	What do practices need to do differently in current environment?
Financial	Direct contracting with self-insured employers
Human Resources	Navigating physician & provider recruitment (job boards, head hunter, social media, etc.)
Information Technology	Computer applications for improving the Orthopedic practice
ASCs and Ancillary Services	Adapting plans to meet changing requirements
Compliance	Stark Laws
Human Resources	HR practices
Leadership	Succession planning
Operations	Direct pay strategies
Operations	Improving clinical efficiencies and throughput
Operations	Post-Bundle Environment/Move to Risk-Based Contracting
Operations	Revenue Cycle
Operations	Staff utilization to the top of license
Operations	Practice management 101 track/content
Compliance	HIPAA compliance in marketing
Human Resources	Efficient and/or best practice with staffing models
Human Resources	How to handle difficult conversations with Employees
Information Technology	Searching for a new EHR or practice management system– key features and selection criteria; template to complete when evaluation systems
Legislation/Advocacy	Legal round table
ASCs and Ancillary Services	Determining ASC site and needs
Business Development	Ancillary start laws (dos and don'ts)
Financial	Budgeting
Leadership	Changing leadership tactics for the current workforce
Leadership	Professional development series
Operations	Struggles with physicians
Culture	Diversity, equity and inclusion
Operations	Value-Based Care
Human Resources	Mentoring employees
Operations	Contracting – what should be included/not included?
Operations	Different clinic operations
Financial	When to hire a CFO
Human Resources	Hiring practices for staff
Human Resources	Managing across generations



Human Resources	Toxic employees – when to say no
Information Technology	Self-pay collections
Leadership	Confidence: How to build
Leadership	New leaders; early engagement strategies starting with new hires
Legislation/Advocacy	High profile political person or expert on political issues as it relates to the impact on healthcare
Operations	Day to day operations
Human Resources	Building hybrid work models that work
Human Resources	Helping employees communicate effectively
Operations	Licensing and credentialing process (delays occurring in some states)
ASCs and Ancillary Services	Mentality required to manage an ASC, not the same as a hospital operating room
Culture	Corporate Social Responsibility ecosystems of industry diversity and inclusion
Business Development	Managed Service Organizations (MSO) models
Operations	Outsourcing
Financial	Financing for real estate and equipment
Information Technology	Determine when to upgrade your EHR or practice management system; full practice management review
Information Technology	Implementing a new EMR
Information Technology	What you have to train on now that you didn't have to before
Human Resources	Include other minority groups in the workplace and how to change that landscape, not just about women in the workplace
Operations	Navigating Managed Medicaid; waiting for authorization for urgent surgeries
Human Resources	Employee healthcare purchasing (national leaders)
Operations	Avoiding or helping with cancellations
Operations	Networking/discussions of hospital practices – compare/contrast
Information Technology	Compliance classroom
Operations	Population medicine
Financial	RFP for bank loans
ASCs and Ancillary Services	Incorporating Occupational Medicine into partnership track
Financial	Fractional CFOs
Information Technology	Workshops offered by EHR vendors
Operations	Virtual sales/product opportunities – gray market products that may not be FDA approved; what questions should practices ask?
Business Development	Pediatric orthopedics