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Therapeutic Associates Physical Therapy Orthopedic Residency Program

The leadership program is required for all residents and new PT staff. It is called “The New PT Cohort.” This is a one year program, with four quarterly events (tracks), that include 48 contact hours, which includes time spend doing assignments. The first year includes the following topics: Professionalism, Crucial Technology, Billing, Coding, and Documentation, Understanding the metrics we drive, Efficiency boosters for clinical and operational behaviors, Financial wellness, Healthcare trends, Marketing, Shared decision making, and Creating a unique professional track. The faculty are all internal to TAI. There are assignments between tracks, including one larger change challenge, that is assigned in track 2, and reported on in track 4. **We monitor assignment performance, and ability of participants to influence (change) lead indicators for the metrics (lag indicators) they have selected.** These metrics, or lag indicators are selected from a list of metrics that make up our four tiles (quadrants) of TAI Business Health (Employee Engagement, Quality, Operations, Finance).

Currently, this program is limited to our physical therapists, and is part of our orthopedic residency program. We are currently in the process of developing a follow up process for year two and three. It is likely that by year three, other TAI departments will be involved.