

Attracting and Retaining Young Talent

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Disclosures

- AAHKS Committee Member

A Good Junior Partner

- Criteria are simple: find someone...
 - You like
 - Who does good work
 - Who fits well in the practice
 - Who wants to be there

However, the criteria can be tough to fulfill!!!

“My First Job Ever”

- No experience
- Used to following orders
- Used to delayed gratification
- Deer in the headlights
- Many ill-prepared for the new frontier
 - Lack of understanding
 - Lack of experience



Some aspects to consider

Perhaps the Most Important: A Common Agreement

- **Expectations**
- Patient assignments
- **Help (PAs, NPs, residents, students)**
- **Day-to-day experience**
 - Clinic days, OR days, block time, evening cases, call
- Compensation schedule, changes over time
- Bonus structure
- Growth expectation
- Long-view expectation

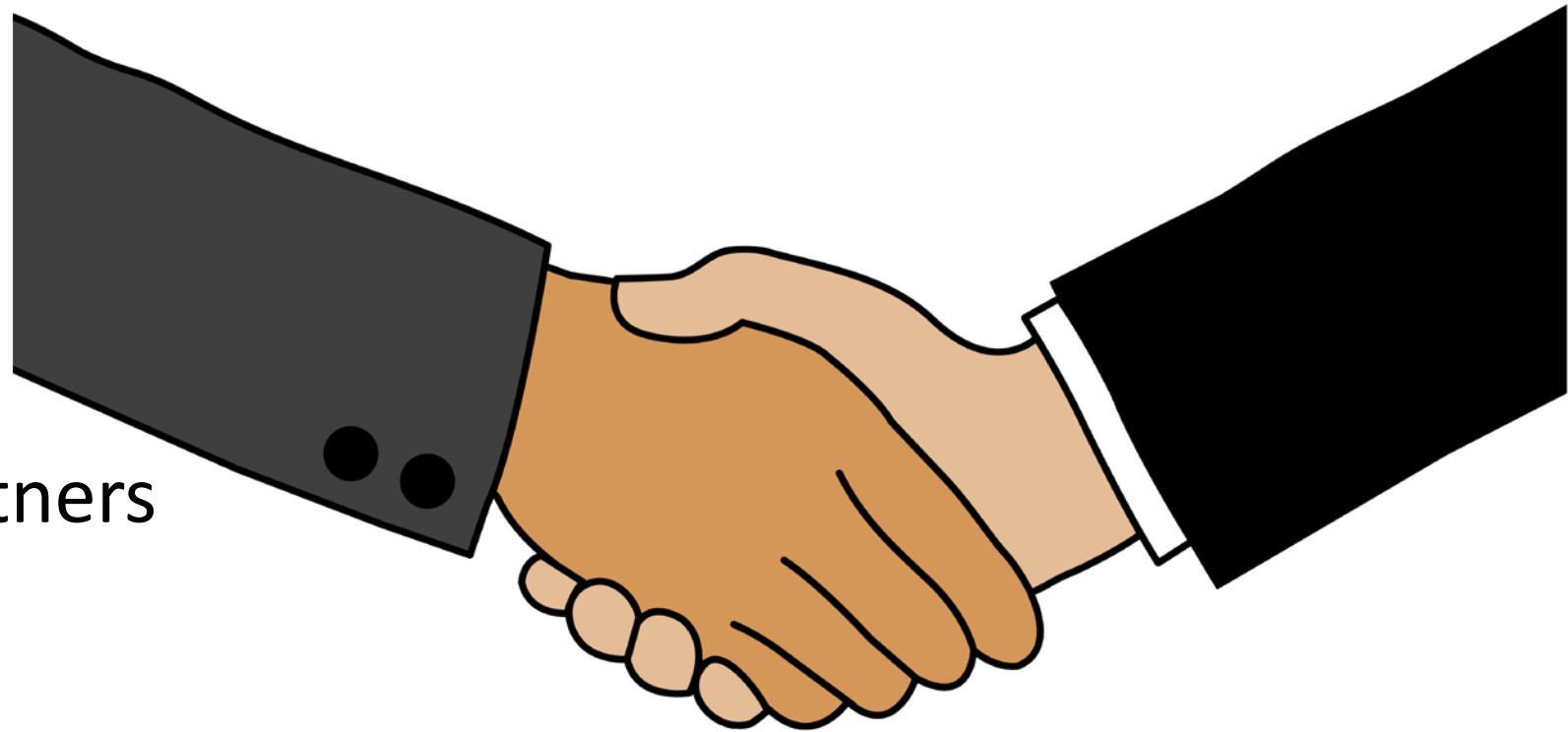
There's Actually a Job That Needs Doing

- Identified need in the community
- Case mix appropriate
- Room for growth



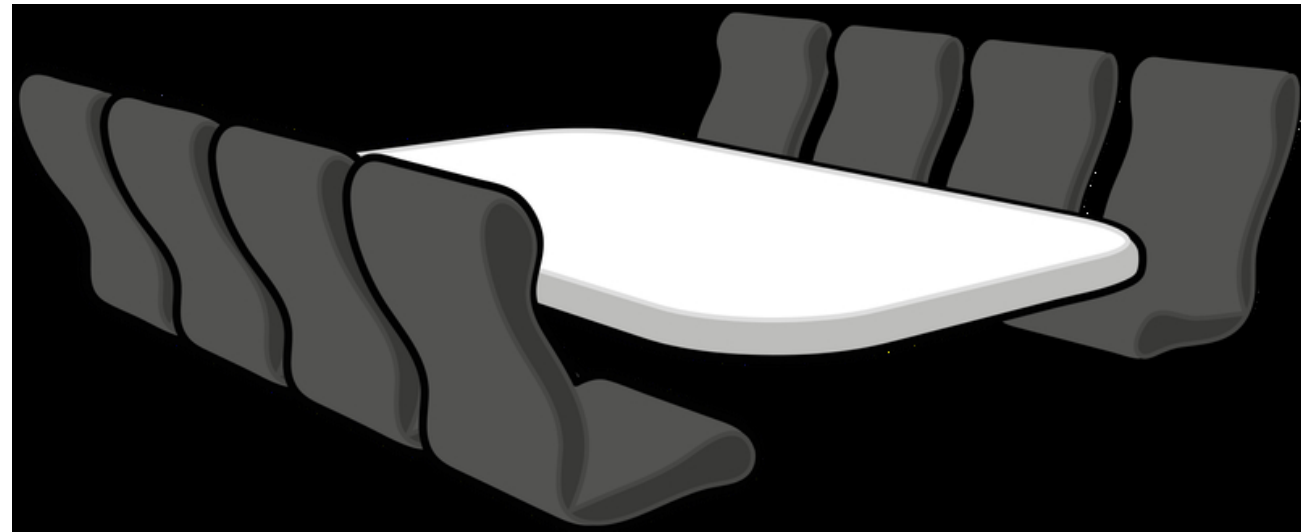
Mentorship

- Can take many forms
 - Formal or informal
 - Clinical
 - Business
 - Academic
- Senior and junior partners



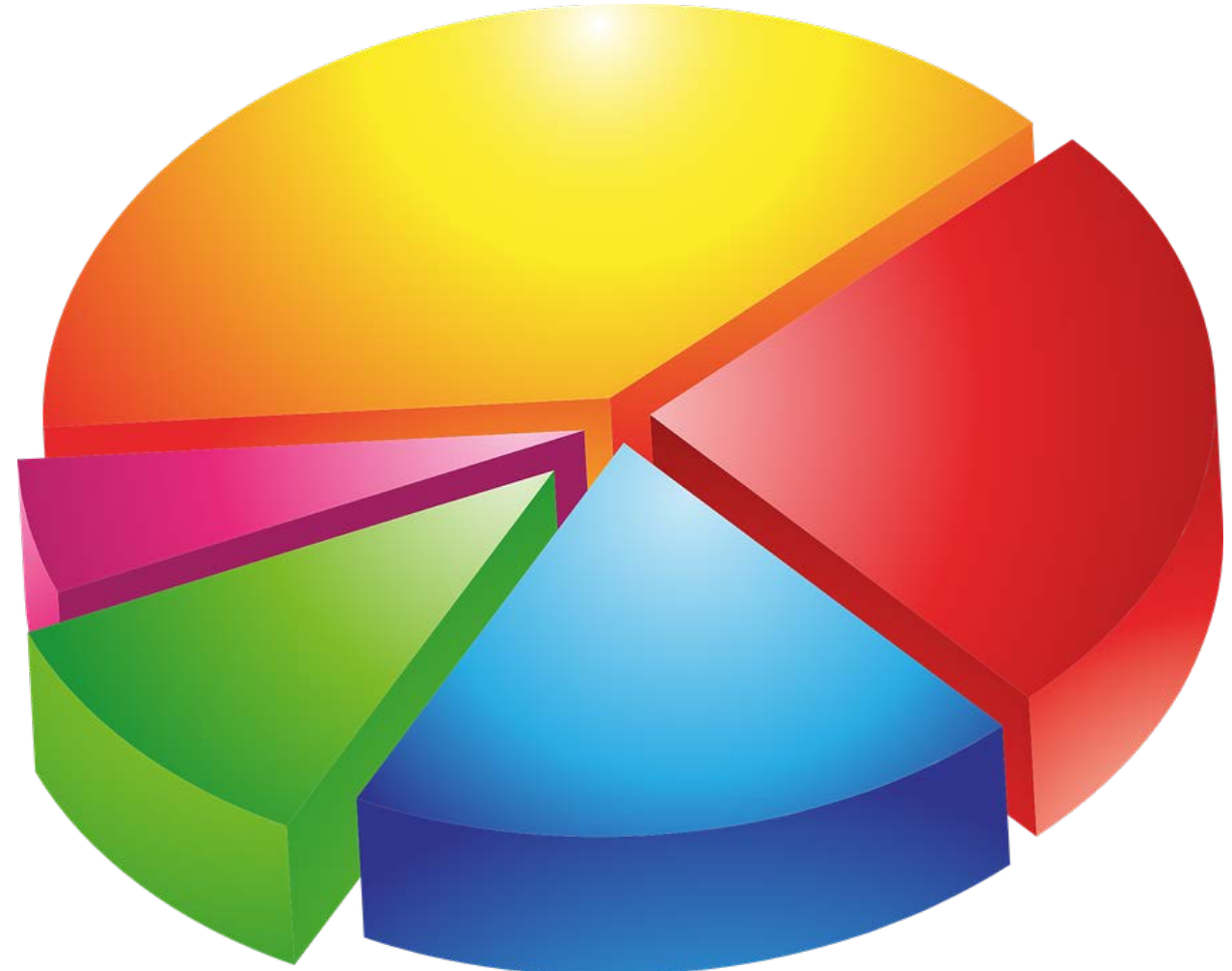
Mechanism to Develop A Voice

- At first it's great just to be working, then the honeymoon is over...
- Seat at the table within the practice
 - Business decisions
 - Compensation management
 - Recruitment decisions
 - Practice direction



Opportunities for Growth and Advancement

- Interests can shift
- Skill development
- Leadership opportunities
- Expansion into other spaces
 - Business
 - Academic mission
 - Teaching
 - Administration
 - Orthopedic community



Summary

- The right fit is hard to find
- Some criteria to consider to maximize mutual satisfaction and recruit stability
 - **SET EXPECTATIONS EARLY**
 - A need exists
 - Mentorship
 - Mechanism for integration into practice decision-making
 - Opportunities for advancement

Thank you

