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# Special Report

## Characteristics of Successful Medical Groups





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In our work with medical groups, we encounter many different types of situations. Some groups seem to be constantly struggling and in turmoil, while others operate in an effective manner.

Over the years we have identified a number of characteristics of "successful" medical groups. By "successful," we mean that the group practice meets the needs of the members of the organization in a positive, effective manner.

The members of successful medical groups:

1. Have similar goals and objectives (arrived at either through luck or on-going communication and planning).
2. Have similar practice styles (or respect each other's style).
3. Trust and support each other.
4. Give each other the "benefit of the doubt" and discuss concerns directly with other physicians.
5. Recognize that they will "win" on some issues, "lose" on other issues, but the benefits of being part of the group far outweigh any negatives.
6. Use a compensation system which supports the goals of the group and encourages desired performance.
7. Have a reasonable decision-making process which includes not only giving responsibility but also authority.



8. Have effective management which is supported by the group.
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As you might expect, our knowledge in this area is based on the fact that Latham Consulting Group has substantial experience in assisting medical groups with improving their governance through our **Governance Services**.

If we can provide assistance or answer any questions you might have, please contact us at 704/365-8889 or e-mail us at [wlatham@lathamconsulting.com](mailto:wlatham@lathamconsulting.com).