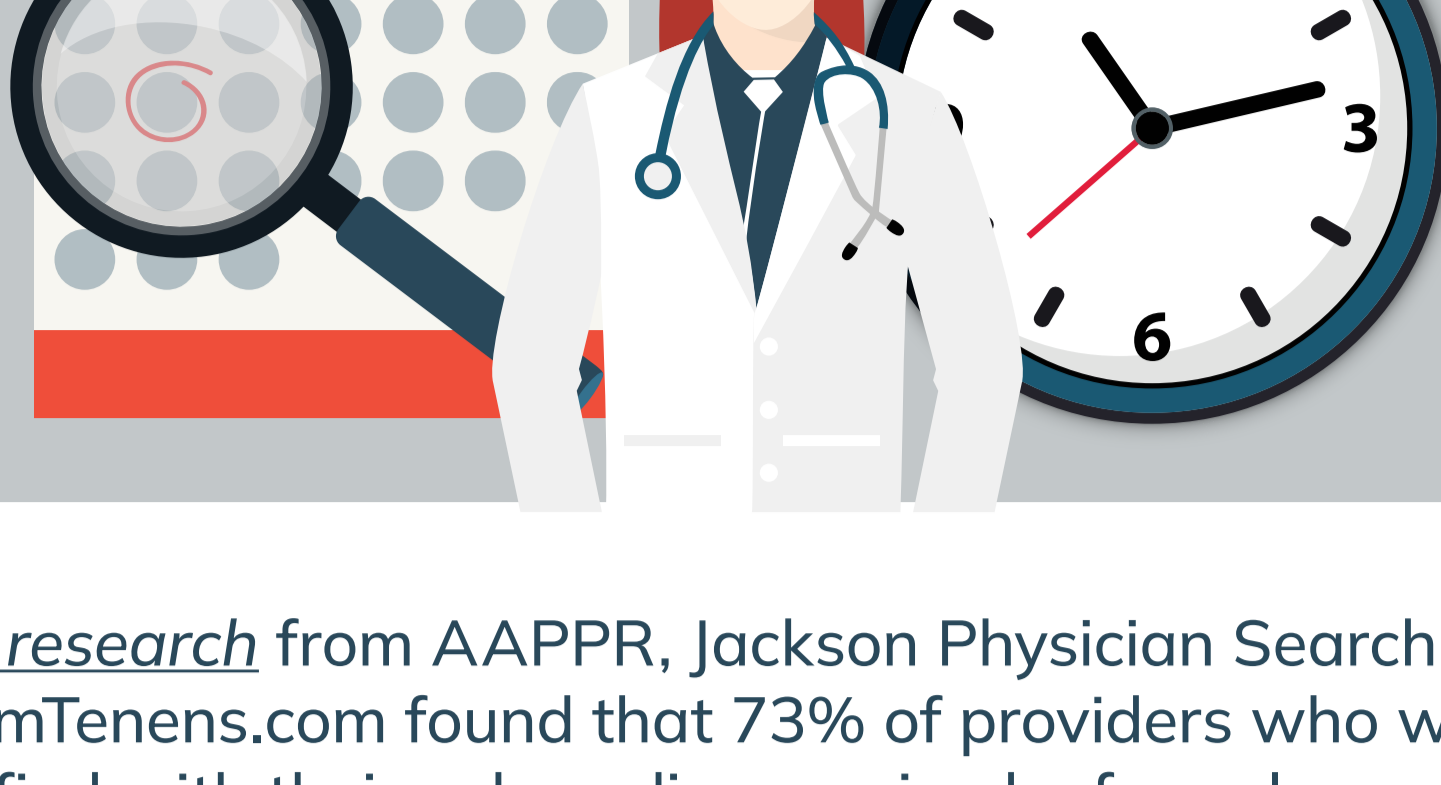


THE IDEAL TIMELINE FOR PHYSICIAN ONBOARDING



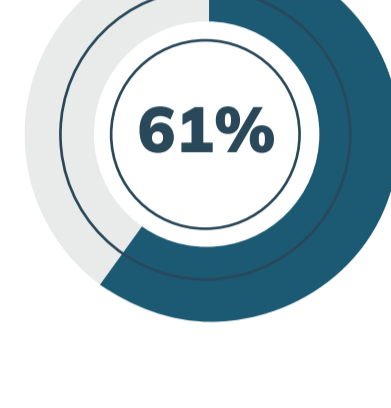
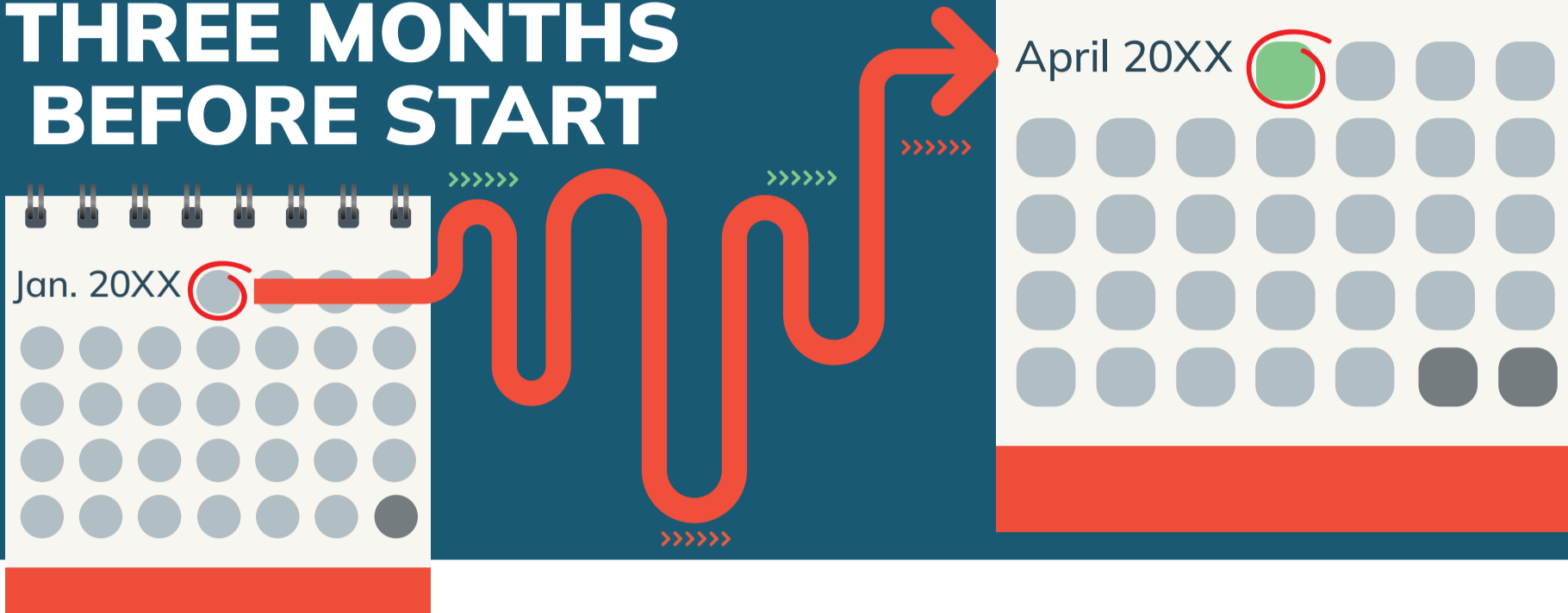
New research from AAPPR, Jackson Physician Search, and LocumTenens.com found that 73% of providers who were satisfied with their onboarding received a formal process, and 56% reported higher job satisfaction.

However, onboarding restricted to only the first week was less likely to be a formal process. **The data is clear: an extended onboarding period is crucial.**

What is the ideal physician onboarding timeline? Keep reading to find out.

1

THREE MONTHS BEFORE START



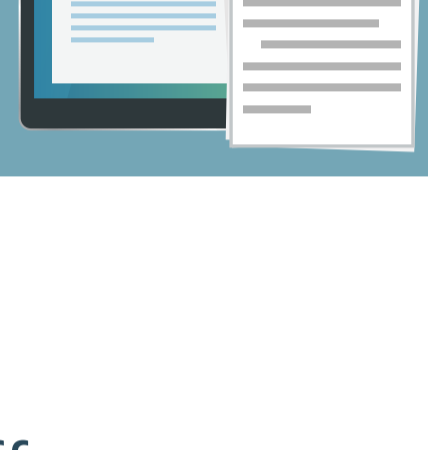
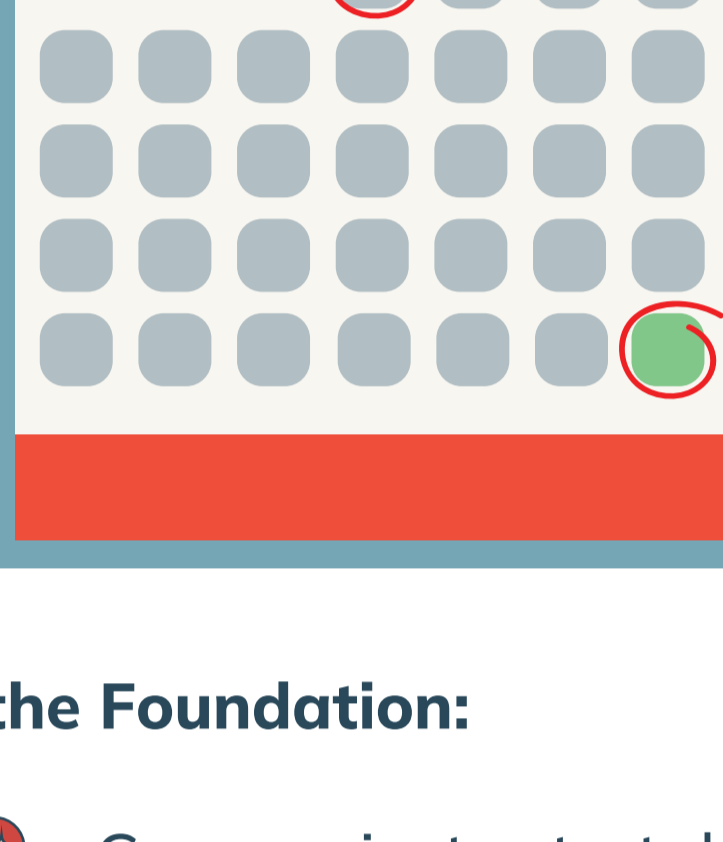
61% of organizations say onboarding starts when the contract is signed.

Set the Stage:

- ✓ Order essentials (business cards, white coats, laptop, etc.)
- ✓ Begin privileging and provider enrollment
- ✓ Introduce provider to onboarding team

2

ONE MONTH BEFORE START

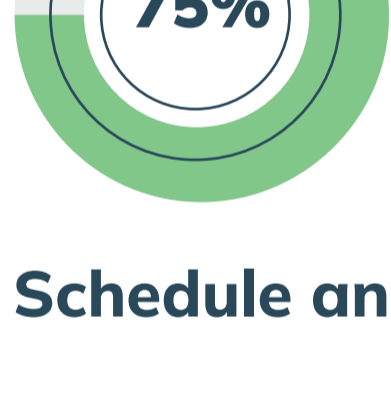


Lay the Foundation:

- Communicate start date with staff
- Send welcome letter and gift
- Set up workspace, parking, and facility tours
- Prepare orientation agenda
- Add physician to contact sheet and update marketing materials

3

FIRST DAY



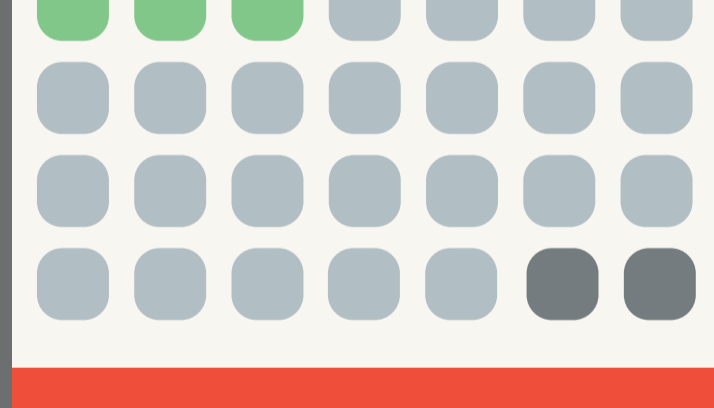
75% of providers expect a comprehensive overview of the job and productivity expectations on day one.

Schedule an Orientation to Include:

- ✓ EMR/IT training
- ✓ Review facility workflows, policies, and processes
- ✓ Introduce onsite clinicians
- ✓ Introduce a clinical buddy

4

FIRST WEEK

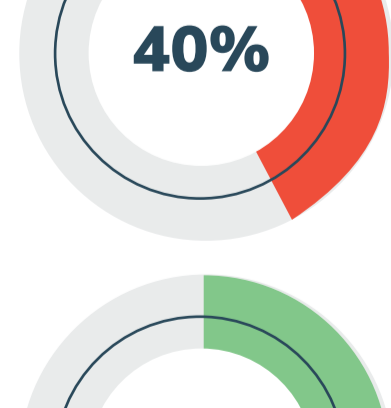


Build Connections:

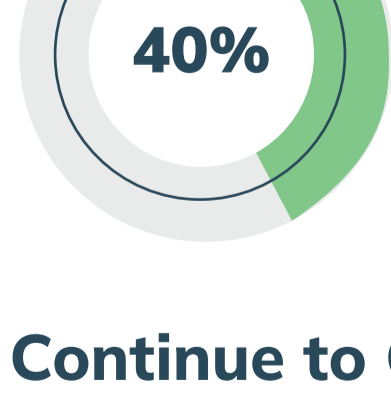
- Arrange social interactions outside of work
- Schedule an end-of-week check-in
- Gradually increase patient volume

5

THROUGH THE FIRST YEAR



40% of providers reported that their onboarding ended within the first month.



40% while another 40% reported that their onboarding process extended three months to a year.

Continue to Grow Together:

- ✓ Market new provider to the community
- ✓ Initiate ongoing check-ins throughout the first year
- ✓ Survey physicians about their onboarding experience
- ✓ Discuss future growth opportunities