

Framework Component Workbook

Employer Benefits IQ

Use this worksheet to turn a single Framework component into an employer-owned decision process. Complete one sheet per component.

THE TEN FRAMEWORK COMPONENTS

1. Plan Financing & Risk Strategy
2. Data, Analytics & Transparency
3. Medical Network & Provider Economics
4. Pharmacy & Specialty Drug Management
5. Stop-Loss & Catastrophic Risk
6. Primary Care & Early Intervention
7. High-Cost Care & Clinical Strategy
8. Navigation & Employee Experience
9. Fiduciary Governance & Accountability
10. Employee Engagement, Communication & Measurement

HOW TO USE THIS WORKBOOK

Select the component your team is prioritizing. Work through each of the five sections in order. Assign a single accountable owner before the session ends. Revisit the completed sheet at your next governance review.

The workbook is a decision tool, not a checklist. Depth matters more than speed. One well-owned component decision is worth more than ten incomplete ones.

FRAMEWORK COMPONENT WORKBOOK

Component: _____

Decision owner: _____ Deadline: _____

1 DEFINE THE DECISION

What business outcome should improve?

What does success look like in twelve months?

2 ESTABLISH THE BASELINE

What does the current plan design, contract, or report show?

What information is missing?

Which cost, clinical, access, or experience measure will be used?

3 TEST THE CURRENT APPROACH

What assumption should be validated?

Which vendors or partners must provide evidence?

4 CHOOSE THE NEXT MOVE

Priority action:

Accountable executive:

Supporting partners:

Decision date: _____

5 REVIEW PERFORMANCE

Measure:

Baseline:

Target:

Review cadence:

Course correction if off target:

NOTES
