

Executive Reading and Action Guide

Employer Benefits IQ

Use this companion to make the book a working discussion with your leadership team.

FIVE PARTS. FIVE LEADERSHIP CONVERSATIONS.

Part 1 Reframe the Plan

Part 2 See the Economics

Part 3 Design the Strategy

Part 4 Guide People to Care

Part 5 Lead the Work

HOW TO USE THIS GUIDE

Read each part of the book, then work through the corresponding questions with your leadership team. Assign an owner and a next action before leaving each conversation.

The questions are designed to surface assumptions, gaps and decisions not to produce a perfect answer in one sitting.

NEXT STEP

Use the Health Plan Score to identify the Framework components that deserve the earliest attention, then assign an accountable owner and review date.

Employer Benefits IQ is the practical application platform for the High Performance Health Plan methodology.

EXECUTIVE READING AND ACTION GUIDE

PART 1 REFRAME THE PLAN

What is currently managed only at renewal?

Which executive owns the business outcome of healthcare?

What would change if the plan were treated as a business system?

Owner: _____ Next action: _____

PART 2 SEE THE ECONOMICS

Which claims, pharmacy, contract and performance reports are available today?

Where does the team rely on assumptions instead of evidence?

What decision would better data improve first?

Owner: _____ Next action: _____

PART 3 DESIGN THE STRATEGY

Which funding, risk, provider and care-pathway decisions are priorities?

What constraints or objectives should guide the next choice?

Which outcomes will define success?

Owner: _____ Next action: _____

PART 4 GUIDE PEOPLE TO CARE

Where do employees face the most confusion or friction?

Which care moments need clearer support, navigation or communication?

Owner: _____ Next action: _____

PART 5 LEAD THE WORK

What governance cadence will hold the work accountable?

Which measures will leadership review throughout the year?

Owner: _____ Next action: _____

NOTES
