

## FTE / Productivity Benchmarking



.....And where do we get the benchmark standards??

*Consultants*



*Database that  
Includes Hospitals  
across the nation*

## Directors and Consultants on Benchmarks



## Benchmarking Productivity has 3 Components

- 👉 **Stats – Units of service**
- 👉 **Hours – What hours do you include as productive**
- 👉 **Target – From database, are those hospitals similar to how we operate?**

..... Teamwork....

*Collaborative  
Effort*



*Working towards  
the common good*

OR.....Teamwork....



**And the results are.....**



**Rolling out the new  
benchmark standards**

**Reaction for some...**



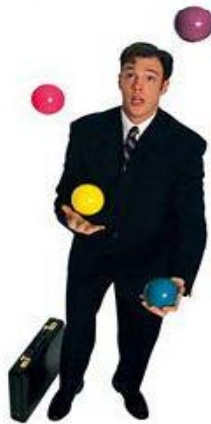
Reaction from others....



What you find out is...



Managing FTE's / productivity is just .....



Staff / Managers are *Tricky*.....



## Managing 4 Different Work Generations



## The 4 Different Generations

**Traditionalists**

**Baby Boomers**

**Gen Xer's**

**Millennials**



## Productivity Benchmarking The Fine Line

**What's the target?**



**vs. Who is the target!**