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# USING THE FUTURE TO FOSTER TRANSFORMATION

- **WE DO NEED TO  
LEARN ABOUT THE  
FUTURE TO PREPARE  
OURSELVES FOR WHAT  
IS COMING!**

# Some Mega Trends to 2020

- US and Europe decline; Asia advances.
- US has high inflation and unemployment.
- US political gridlock continues.
- Five generations in the workplace; millennials are the first to out-migrate.
- Links to IT/social media are ubiquitous.
- Tribalism ascends; rationalism recedes.
- Genetic engineering is commonplace.

# Some Micro Trends to 2020

- Whole health, person centered care, and recovery advance rapidly.
- Integrated care/related organizational arrangements are ubiquitous.
- Integrated care extends to social services.
- Benefit management occurs through case and capitation rates.
- Much service communication becomes virtual.
- Peer support & health navigation are ubiquitous.

# Some Important Trends for Behavioral Healthcare

- Changing US demography:
  - Bigger ( 282 → 350 m)
  - Older (12 → 18 %)
  - More racially and ethnically diverse (81 → 78 % white)
- Virtually all persons with behavioral health conditions will have personal insurance cards.
- Medicaid (→ 80 m) and Medicare (→ 75 m) will continue to grow.

# Some Important Facts for Behavioral Healthcare

- People with behavioral health conditions die years earlier than others, up to 25-35 years earlier.
- One million people with behavioral health conditions will die from heart attack or stroke in the next 5 years.
- Behavioral health conditions are implicated in all major chronic diseases.

# So, what can we do?

- I hope that we will take some aggressive actions to prepare for the Affordable Care Act.
- Thus, I want to create some action possibilities for you today.
- First, you need to identify a **Strategy Officer** who will help to adapt your organization into the rapidly changing environment.

Now . . .

- **SOME GIVENs ABOUT  
OUR FUTURE**



# Changing Context/Future Givens

- Likely Future: Managed care will become ubiquitous through case and capitation rates.
- Actions:
  - Begin developing a managed care solution that you can manage yourself (Self-Management).
  - Find out how others are doing this (Shop the Competition).
  - Don't fear managed care when you manage it!

# Changing Context/Future Givens

- Likely Future: Integrated care will become ubiquitous, and will extend to social services.
- Actions:
  - Become very deliberate about how you will become part of an integrated care system.
  - Assume that you will be part of an ACO.
  - Assume that you will not control the ACO.
  - Pay attention to any quality measures.

# Changing Context/Future Givens

- Likely Future: Underlying model will change from “care delivery” to “prevention and promotion delivery + care delivery”.
- Actions:
  - Develop new products that offer “prevention and promotion delivery”.
  - Start thinking in population and community terms, rather than just in clinical terms with a single client.
  - Move from the office to the community.

Now...

- **A FEW PREDICTIONS  
ABOUT THE ACA**

## SCOTUS Outcome:

- **We are thrilled with the Supreme Court Decision on the Affordable Care Act!**

# ACA—Medicaid Expansion

- Fact: System will go live on 1/1/14 for all adults up to 138 % of poverty. About 40 % will have behavioral health conditions.
- Likely Future:
  - You will need to reach out and enroll people in the new system.
  - At the same time, you will have an opportunity to offer them services.
  - Begin strategizing now—may need to run some focus groups to help develop your approach.

# ACA –Health Insurance Exchange

- Fact: System will go live on 1/1/14 for all uninsured adults above 138 % of poverty. About 40 % will have behavioral health conditions.
- Likely Future:
  - Reach out to the companies offering insurance products through the Exchange—many enrollees will need “public” level of services.
  - Don’t be shy about reaching across the aisle; this will represent an important business opportunity.
  - Be engaged in NJ’s efforts to develop an Exchange.

# ACA—New Coverage Mandates

- Fact: Prevention and promotion, pre-existing conditions, and those up to age 26 are covered.
- Likely Future:
  - There will be a fight in each state over the Essential Health Benefit for that state.
  - You need a ***NJ Coalition for Whole Health*** now—need to start one today.
  - Mental health and substance use services available to your new clients will depend upon it.



# ACA—Health Homes and ACOs

- Fact: Everyone (including you) will be in a “health home” by 2020.
- Likely Future:
  - Health homes will be operated by ACOs.
  - Behavioral health entities can’t form ACOs.
  - You will need to become a provider in an ACO.
  - Think about some out of the box approaches—community collaboratives!

# ACA—Health Homes and ACOs

- Fact: We do have a lot to offer ACOs!
- Likely Future:
  - We can and should contribute the concepts of recovery to chronic illness care.
  - We can and should contribute the concept of resilience (“wellbeing”) to prevention and promotion care.
  - We can contribute peer support and health navigation for cost reduction.

# ACA—Pymt and Pgm Performance

- Fact: By 2020, all ACOs will be paid through a population-based case or capitation system.
- Likely future:
  - Population will be community-based.
  - Begin working with the community now.
  - Begin thinking in a public health way about population health, not just clinical services for a single person.

# ACA—Payment and Pgm Performance

- Fact: By 2020 all case and capitation payments will be based upon performance.
- Likely future:
  - Begin or enhance collection of performance data now.
  - Include outcome measures, particularly outcomes in the community.
  - Start thinking about prevention and promotion care outcomes for a single person and for the community.

# ACA—Health IT

- Fact: Health IT and social media will become ubiquitous, and will provide a strong infrastructure for effective ACO operation.
- Likely future:
  - Become linked to a local EHR and PHR system if you do not already have your own.
  - Judge the local EHR and PHR system on the basis of CMS “meaningful use” criteria.
- Become engaged in social media and the tools that it provides—important links to consumers.

# The Mayans & Nostradamus Really Got It Wrong

- To paraphrase President Franklin Roosevelt:
- **“THE ONLY THING WE HAVE TO FEAR (ABOUT THE FUTURE) IS FEAR ITSELF.”**
- Knowledge and careful planned action will dispel your fear about the future.

# Let's Rally

- ***1-2 We love you!***

# Let's Rally

- 3-4 *Leaders of yore*



# Let's Rally

- 5-6 *You can fix!*

# Let's Rally

- 7-8 *Our broken state*

# Let's Rally

- **1-2    *We love you!***
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- **7-8    *Our broken state***

# Again

- 1-2 *We love you*
- 3-4 *Leaders of yore*
- 5-6 *You can fix*
- 7-8 *Our broken state*

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