

From Volume to Value: VBC Transformation Checklist for Executives

Value-based care success requires more than good intentions—it requires operational excellence across every part of your organization.

Use this checklist to evaluate the 12 critical operational domains that drive successful transformation so your organization is ready to take on risk and deliver better outcomes.



READY TO MEASURE YOUR READINESS?

Review this checklist with your leadership team to assess your operational readiness & identify opportunities to strengthen your value-based care strategy.



1 Executive Sponsorship

- ☐ An executive sponsor is accountable for VBC.
- ☐ Physician leaders participate in governance.
- ☐ Decision-making authority is clearly defined.
- ☐ Leadership regularly reviews VBC performance.
- ☐ Resources have been allocated for transformation.

2 Strategic Alignment

- ☐ Executive leadership has approved a documented VBC strategy.
- ☐ Clinical, financial, and operational goals are aligned.
- ☐ VBC priorities are reviewed at least quarterly.
- ☐ Success metrics have been defined.
- ☐ A multi-year VBC roadmap exists.

3 Implementation & Change Management

- ☐ Dedicated implementation support.
- ☐ Structured onboarding & activation plan.
- ☐ Formal change management methodology.
- ☐ SOPs, learning resources, and role-based training support long-term adoption.
- ☐ Executive and physician engagement.
- ☐ Defined implementation milestones, responsibilities, and timelines.
- ☐ Ongoing optimization after go-live.

4 Operating Model

- ☐ Roles and responsibilities are documented.
- ☐ Core workflows are standardized.
- ☐ Governance meetings occur regularly.
- ☐ Improvement initiatives are tracked.
- ☐ Operational issues have defined escalation paths.

5 Clinical Model Readiness

- ☐ Primary care coordinates patient care.
- ☐ Care management workflows are standardized.
- ☐ High-risk patients are proactively identified.
- ☐ Care gaps are tracked before visits.
- ☐ Referral management follows defined workflows.

6 Data & Analytics

- ☐ Leadership receives performance dashboards.
- ☐ Cost, quality, and utilization are monitored.
- ☐ Patient risk is stratified.
- ☐ Care gaps are reported routinely.
- ☐ Affordable analytics drive operational and strategic decision-making.



BEST COMPLETED AS A LEADERSHIP TEAM

This assessment evaluates organizational capabilities—not the knowledge of any one individual.

7 Technology

- ☐ EHR supports VBC workflows w/out added administrative burden.
- ☐ Systems exchange data electronically.
- ☐ Population health tools are actively used.
- ☐ Performance reporting is automated.
- ☐ Technology supports daily workflows.

8 Financial Readiness

- ☐ ROI is evaluated before major initiatives.
- ☐ Financial performance is tracked by contract.
- ☐ Budget exists for VBC investments.
- ☐ Downside risk has been evaluated.
- ☐ Financial goals are measured against results.

9 Market & Payer Readiness

- ☐ Current VBC contracts have been evaluated.
- ☐ Financial risk by contract is understood.
- ☐ Growth opportunities have been prioritized.
- ☐ Contract performance is monitored routinely.
- ☐ Contracting decisions are supported by data.

10 Physician Alignment

- ☐ Physicians understand VBC expectations.
- ☐ Physician leaders influence decisions.
- ☐ Performance feedback is shared regularly.
- ☐ Compensation supports VBC objectives.
- ☐ Physician engagement is actively measured.

11 Performance Management

- ☐ Enterprise KPIs are clearly defined.
- ☐ Leaders review scorecards monthly.
- ☐ Performance targets are documented.
- ☐ Corrective actions are tracked.
- ☐ Performance improvement is continuously monitored and sustained.

12 Risk Management

- ☐ Organizational risk has been assessed.
- ☐ Compliance is routinely monitored.
- ☐ Coding quality is reviewed.
- ☐ Performance variances trigger action.
- ☐ Risk mitigation plans are documented.

NEXT STEPS

Once your leadership team has completed this checklist, [scan the QR code on the front side](#) to complete the online **VBC Transformation Index** and receive:

**Your Executive
Readiness Score**

**Readiness scores
across 12 operational
domains**

**Identification of your
organization's
highest-priority
capability gaps**

**Opportunity to review
your results with a
VBCTP value-based
care expert**

We are a physician-led organization delivering value-based care solutions that optimize clinical and financial outcomes. We help you build your **VBC Operating System** through embedded technology, real-time analytics, and upskilled teams—so your people, workflows, and performance stay aligned.



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