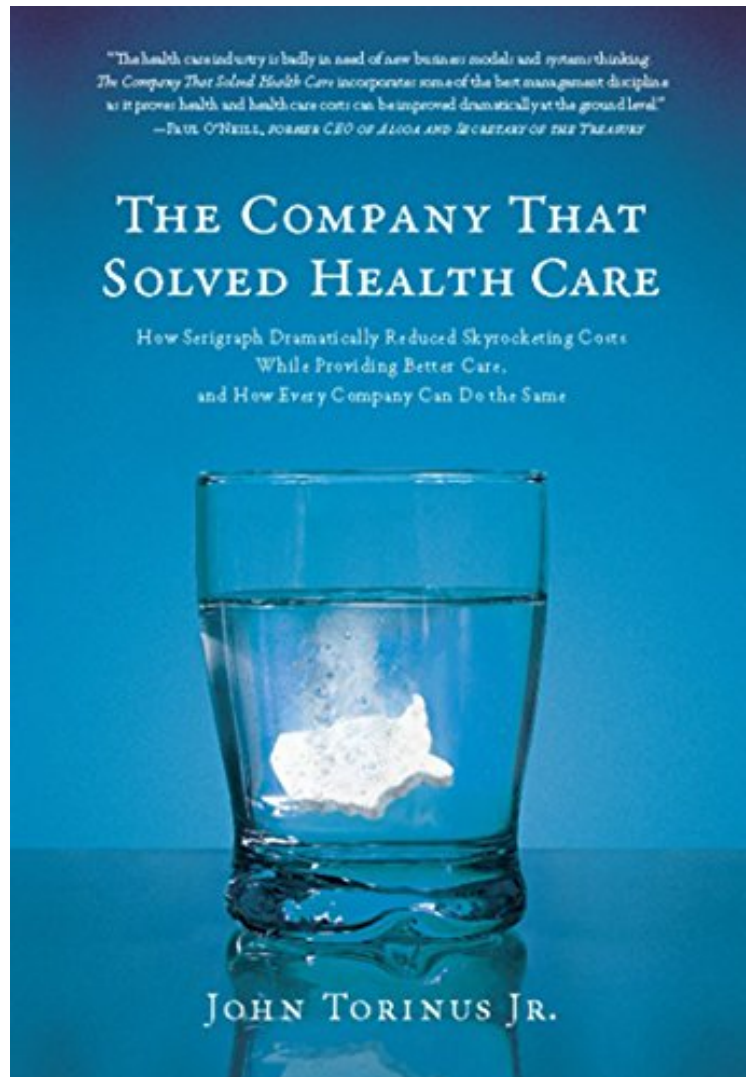


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The Company That Solved Health Care: How Serigraph Dramatically Reduced Skyrocketing Costs While Providing Better Care, and How Every Company Can Do the Same

John Torinus

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John Torinus : The Company That Solved Health Care: How Serigraph Dramatically Reduced Skyrocketing Costs While Providing Better Care, and How Every Company Can Do the Same before purchasing it in order to gage whether or not it would be worth my time, and all praised *The Company That Solved Health Care: How Serigraph Dramatically Reduced Skyrocketing Costs While Providing Better Care, and How Every Company Can Do the Same*:

1 of 1 people found the following review helpful. I love a book which solves a problem. By bbbI really enjoyed reading this book. I have taken an interest in the US healthcare system even though I have never lived in the USA and lived in nations with socialized medicine. This book explains how a company was able to solve an intractable problem, that is the continuing rise of healthcare costs in the USA. And solve it without having to resort to things such as price control. Simply by giving people skin in the game (and their own money in the game) people start to do simple things such as ask "Do I need it? How much is it? What is the total cost? Where else can I go?" And as a result save the company a huge amount of money. This was a book I enjoyed reading over and over on my phone Kindle app while I was eating dinner in McDonalds in Korea. My thanks to the Author for writing this book, and I recommend this text to anyone who wants a good understanding of why healthcare costs so much in the USA, or wants to reduce their own healthcare costs.

3 of 3 people found the following review helpful. Reforming Thyself: Practical ways to reduce healthcare costs. By HRhealth. Every executive or HR manager in self-insured plans with high deductibles should read this book. The book is a fast read and implementing just one of the many ideas found here will save any company thousands of dollars. Senior executives always complain about the rising cost of healthcare, but no one does anything about it. "Success" is defined as working with your benefits administrator so that the premium increase is "only 9%" this year and being happy that at least it's not a double digit increase. John Torinus is one executive who has not abdicated his responsibility in keeping healthcare costs down. Not accepting the standard premium increases at face value, John developed a program to provide transparency to health care costs and employee incentive programs that helped employees make consumer driven healthcare decisions. The result has been premium increases averaging

Whether or not health-care legislation passes, one thing is clear: health-care costs will continue to rise dramatically. While individuals may get better coverage, businesses will have the same problem they've had for the last four decades. Health care, one of corporate America's largest expenses, is growing at double-digit rates, and nothing proposed in Washington will change that. But one medium-size company set out to tame the beast of rising health-care costs, employing best practices and cutting-edge ideas. The results have caused others to sit up and take notice. Serigraph, Inc., a Wisconsin-based manufacturer of decorative parts, and its chairman, John Torinus, did what Washington can't or won't do: reduce cost increases to less than 2 percent while improving the quality of health care for its employees. The implications for corporate America are staggering--the opportunity for genuine reform in an expense category that has been spiraling out of control. Serigraph began its initiative to control health-care costs in 2003, when its annual health-care bill was \$5 million and another \$750,000 was needed for the projected 15 percent annual increase. The company employed three strategies for reform, each of which can cut the health-care bill by 20 percent to 40 percent--consumer responsibility, the primacy of primary over specialty care and centers of value. Applied in concert with other management methods, these three approaches almost eliminated growth in health-care costs while improving the quality of employee care. The results are documented. They are beyond refute. The Company That Solved Health Care describes the fascinating details of Serigraph's program, and shows how any company can achieve similar results. This book is essential reading for any manager responsible for his or her company's health-care expenses, any academic or thinker involved in the health-care debate and anyone who wants to better understand why health-care costs have been rising and what can be done to achieve price stability while improving patient care.

From Booklist. Although the Obama health-care-reform bill did much to address the plight of some 46 million uninsured Americans, it did very little to address the skyrocketing cost increases that are crippling businesses large and small. Many companies are opting to drop health coverage altogether, choosing to pay any fines for doing so rather than face the hyperinflation related to this major expense. With its health-care costs threatening to take down the company in 2003, Serigraph, Inc., a Wisconsin manufacturer, took innovative steps to curtail the costs. By giving their employees a stake in the financial outcome of health care, they cut their costs drastically. Torinus, president of the company, outlines steps that any business can take to achieve similar results, which involve a major shift in behavior on the part of the insured employees. Unfortunately, this requires a plan with a very high deductible and co-pay, giving the insured motivation for staying healthy and not abusing the system. Although this is not the single idea that will fix the health-care crisis, this approach has great potential for medium-size to small businesses grappling with this problem. --David Siegfried. About the Author. Chairman and general manager of Serigraph Inc., John Torinus Jr. has studied and practiced management for more than 50 years. His company had \$40 million in sales annually when he bought it in 1987; it now generates \$120 million and has more than 1,000 employees in plants in the United States, Mexico, China, and India. Torinus graduated magna cum laude from Yale and was a company commander in the U.S. Marine Corps. Torinus has served as business editor and columnist at the Milwaukee Journal Sentinel.