





Presenter

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Learning objectives

By the end of this course, you will be able to:

Understand the key considerations and steps involved in initiating a margin transformation project

Determine the scope of what the your organization can accomplish

Gain insights into the timeline and expectations for achieving results from margin transformation efforts, including factors impacting timeline and milestones to assessing progress.

RSM Health Care Analysts' Critical Themes in 2024

Causes

- Value-based reimbursement
- Consumerism and mental health & wellness
- Labor trends
- Regulatory and legislative changes
- Medical cost inflation and demographics changes

Effects

- Outside disruption
- Transaction activity
- Alternative Deals
- Health inequity

Enablers

- Data transformation
- Al and digital health
- Medical science innovation

State of the union – the post-pandemic world

New workforce challenges

- Labor shortage
- Mental health
- Training deficit for RN's that graduated during the pandemic

Payor challenges

- Increased denials
- Downgrading DRG's
- Observation versus inpatient

Automation in health care

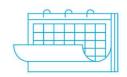
Leveraging new technology

Chronic disease management increases
Supply cost increases
Increased volumes

Disease specific programs unraveling Unreliable reporting analytics



During the pandemic nearly 20% of healthcare workers quit their jobs (HFMA)



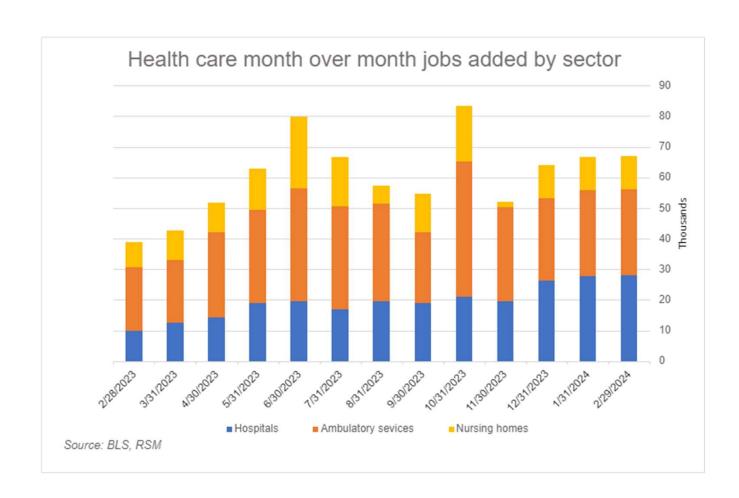
Up to 40% of health care workers plan to quit their job by 2025 (HFMA)



Outlook for RN's in 2030 is a projected shortfall of 275,000 nurses from 2020-2030 (Haddad)

Haddad LM, Annamaraju P, Toney-Butler TJ. Nursing Shortage. [Updated 2023 Feb 13]. In: StatPearls [Internet]. Treasure Island (FL): StatPearls Publishing;

More Health Care Jobs are Added Monthly but...



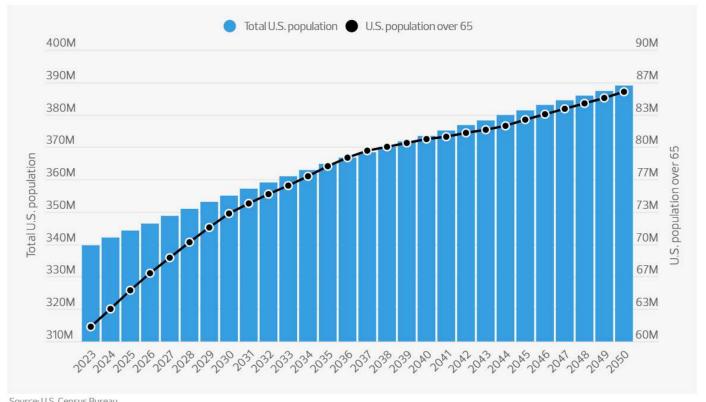
... the Supply-Demand Gap is Widening



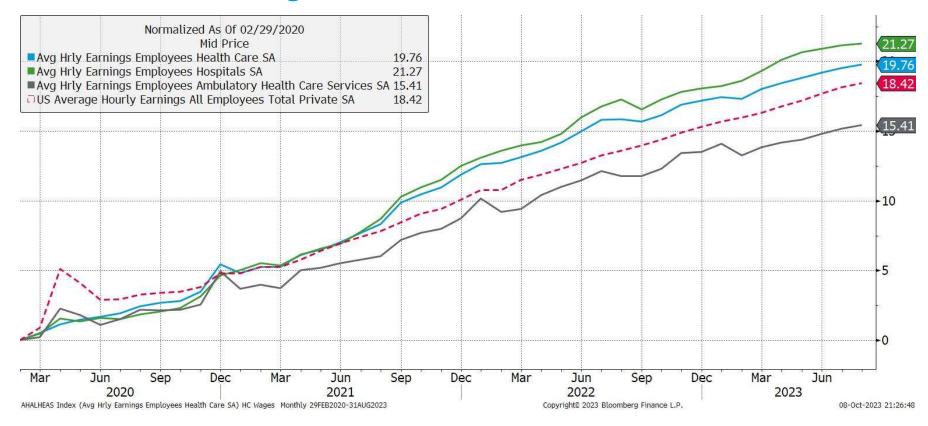
Source: Bloomberg & Job Openings and Labor Turnover Survey BLS

Demographic Changes

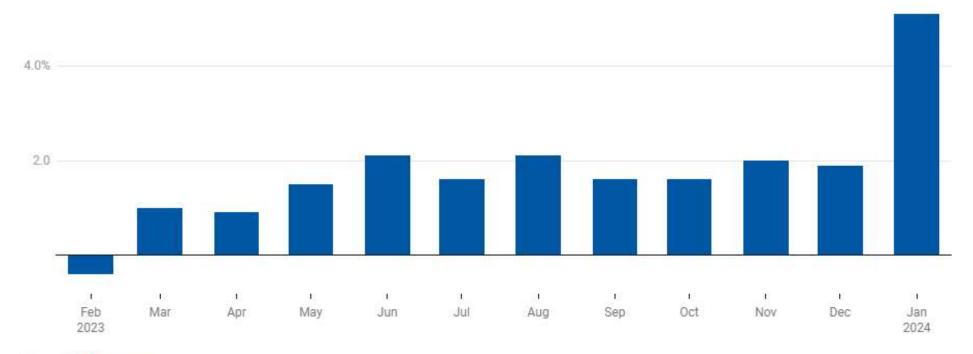
Total U.S. population and total U.S. population over 65



Health Care Wages



Kaufman Hall CYTD Operating Margin Index: Feb. 2024

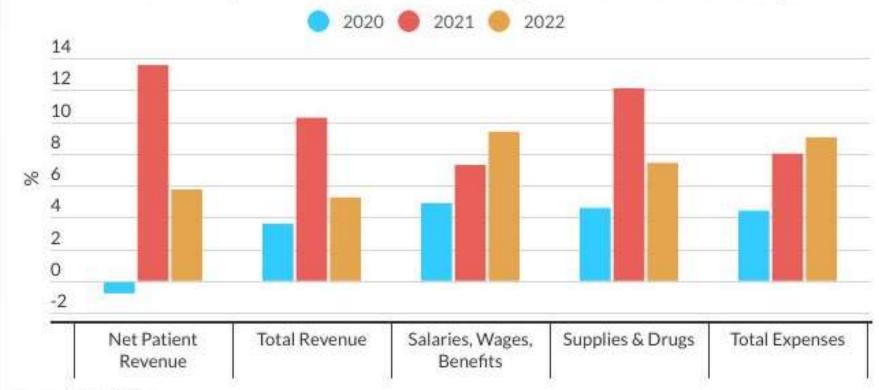


Created with Datawrapper

Controlling Labor Costs Will be Key to NFP Hospital Margin Improvement

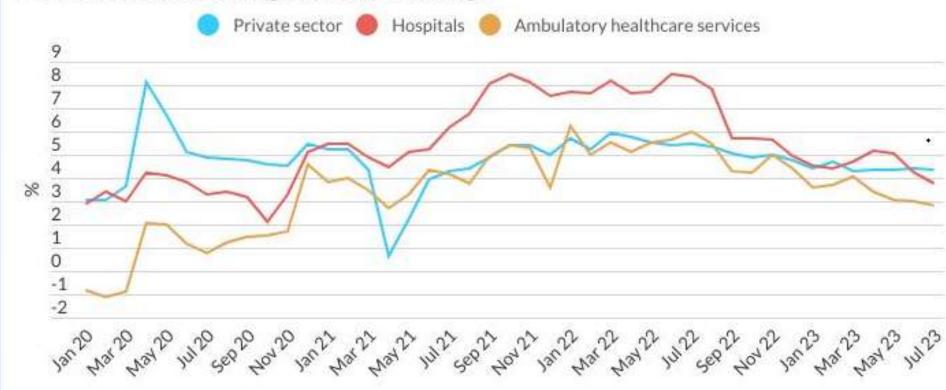
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Source: Fitch Ratings

YOY Growth in Average Hourly Earnings



Source: Fitch Ratings, U.S. Bureau of Labor Statistics

HEALTH CARE MARGIN TRANSFORMATION

Collaboration Driven

REVENUE CYCLE OPERATIONS

- Governance, organizational structure and human capital
- Performance and production management
- Workflow optimization
- Denials prevention
- Operationalize technology, analytics and automation

REVENUE INTEGRITY / HIM MANAGEMENT

- Charge master
- Charge capture and reconciliation
- Clinical documentation improvement
- Coding reviews and education
- Item master alignment
- HIM operations standardization
- Revenue integrity program development

PAYOR STRATEGY

- Managed care strategy
- Price transparency
- Net revenue modeling
- Underpayment recovery
- Value-based, population health and alternative payment models

GOVERNMENTAL FUNDING STRATEGY

- Cost reporting/ reimbursement
- Wage index and occupational mix
- Medicare bad debts
- Disproportionate share and Worksheet S-10 uncompensated care
- Medicare direct and indirect graduate medical education

- Transfer payments
- Transplant payments
- Low-volume Adjustments
- Provider relief funding
- Medicaid supplemental payments
- Medicare elections and designations

Pharmacy strategy Clinical **Enabling** operations technology Revenue integrity/Health information **Data analytics** management MARGIN **IMPROVEMENT** Revenue cycle Governmental operations funding strategy Payor strategy Supply chain

SUPPLY CHAIN

- Nonlabor expense reduction
- Supply chain strategy
- Group purchasing organization market assessment
- Logistics inventory and distribution
- Purchased services

CLINICAL OPERATIONS

- Perioperative services
- Emergency department processes
- Care management and patient throughput
- Labor resource management
- Service line strategy
- Outpatient Service
- Ambulatory Care Practices
- Patient Experience

PHARMACY STRATEGY

- Retail pharmacy strategy
- Specialty pharmacy strategy
- 340B optimization
- Medicare/caid, HRSA and FDA compliance

ENABLING TECHNOLOGY

- EHR integration/ optimization
- Process automation
- Private equity
- ERP integration/ optimization
- Cloud migration
- Strategic solutions

Revenue cycle

- Revenue integrity
- Payment strategy

DATA ANALYTICS

- Governmental funding
- Supply chain
- Clinical and operations
- Pharmacy strategy
- Executive reporting

Margin Improvement Ideation—Clinical Operations

	TOPIC 1	TOPIC 2	TOPIC 3
Outcomes Key Discussion Topics	Lines of Business Growth Enabling volume growth	Procedural Services Efficiency Schedule management and supply analysis to reduce cost	Cost of Care Ensure the organization is evaluating every area
	Consider the opportunities to optimize care management processes to reduce cost. Identify and build reporting capabilities to consistently track	Review the current operations and supplies to identify cost reduction opportunities.	in the delivery of high quality cost-effective care Develop a process approach to reviewing metrics and a cadence to ensure sustainability of cost of care
	 understand Multi-Disciplinary Rounds automation and redesign Learn how to implement a consistent staffing plan and position control roster Learn how to improve throughput and reduction of barriers to discharge Identify staff training needs Strengthen Physician Advisor Program Develop collaborative work environment Review ED MSE process redesign Understand social admissions management Understand importance of patient progression and	 Review service demand: case types, volumes, practice styles Refine present state model: staffing model, call coverage, support services, sites of service not covered Optimize anesthesia services scheduling for demand and capacity matching Identity how to assess service product: quality, patient safety, staff and patient engagement, financial performance Identify ideal state: staffing model Become familiar with supply chain cost reduction including preference cards Strengthen and/or implement value analysis committee 	 improvements Develop a team to review data that starts with focus on quality – recognizing that high quality translates to lower costs of care Review data to help make data guided recommendations and decisions Identify areas of opportunity and develop prioritization matrix Develop a tracking mechanism for ongoing savings and outcomes. Be prepared to adjust and readjust if outcomes (clinical and financial) do not meet projected improvements Communicate and listen – the "why" is important to communicate in the reason for the area selected, the outcome is important to share whether good or inadequate
	cost reduction	Identify opportunities to reduce operational costs	Identify key areas to start
	Understanding of RSM capabilities	Reduce variances of care and throughput to reduce costs	List actions for opportunities to reduce cost

Understand analytics requirements to track progress

Understand analytics requirements to track progress

Estimate cost reduction total across 3 topics

Areas of focus in Clinical Ops

- Staffing efficiency and predictive modeling of patient demand
 - Using EHR data, environmental data, and claims data
- Reduction of length of stay
- Discharge prioritization automation through analytics

Margin Improvement Ideation – Revenue Cycle Operations







TOPIC 1

Denial Avoidance

Root cause analytics and practice standards

Consider the opportunities to reduce denied days through root cause analysis and process improvement

- Identify and build reporting capabilities to consistently track and trend denial patterns and root cause
- Understand front, middle and back end revenue cycle processes and controls
- Learn how to apply analytics data to a comprehensive denial avoidance program
- Create of a culture of communication and collaboration to drive accountability
- Identify staff training needs
- Strengthen Clinical / Revenue Cycle feedback and education
- Develop appeal tracking methodologies that will provide insights into what is or is not working

TOPIC 2

Technical / Operational Alignment

EMR/Billing System Configuration Alignment with Business Processes and Best Practices

Stabilize and optimize your EMR and Billing Systems to drive efficiency and accountability

- Evaluate system configuration against EMR model to identify gaps, defects, impact/
- Analyze in-department workflows for needs driving deviations away from EMR workflows
- Evaluate data throughput from access to collections for integration defects
- Assess organizational adoption of functionality available within the implemented domain for opportunities
- Address denial trends having a root cause attributed to system configuration
- Review staffing model against business demands and production standards to identify opportunity
- Strengthen collaboration between Revenue Cycle Ops, IT and Analytics to support business improvement

TOPIC 3

Standards of Practice
Establish unified standards of practice across the revenue cycle continuum

Develop an accountability model driven by transparency and aligned with industry leading practices

- Understand the cost created by current deviations from a standard model
- Review policies and procedures to provide the detail and clarity required to drive transparency
- Identify areas of opportunity and develop prioritization matrix
- Develop a quality assurance mechanism to evaluate adherence to established practice standards
- Create consistency among new and experienced users by creating a standing reference to drive uniformity
- · Reduce re-work from tasks that are inefficient
- Establish priorities and rules to guide decision making across the revenue cycle team

Identify denial patterns and establish root causes

Implemented denial avoidance program

Understand what appeal actions drive payment

Improve technical adoption

Drive process efficiency

Capitalize your technical investments

Unified organizational processes

Accountability and transparency

Reduce labor waste from low value tasks

. .

Margin Improvement Ideation – Supply Chain





Non-Labor Expense Reduction

TOPIC 2

Strategies for reducing cost in non-labor

Strategies to reduce non-labor expenses in clinical, PPI, pharmaceuticals, and non-clinical areas

- Identify areas of opportunity to reduce supply expense through benchmarking and data analytics
 - Clinical supplies
 - Physician Preference Items (PPI)
 - Pharmaceuticals
 - · Non-clinical supplies
- Understanding of strategic sourcing techniques
 - Analytics & Benchmarking
 - Vendor Management
 - RFP/ & Negotiations
 - · Utilization Management
 - Sustainability
- Discuss strategies to reduce cost in warehousing and distribution
- Learn techniques to optimizing inventory management, logistics, & supply replenishment

Identify opportunities to reduce non-labor cost

Understanding of strategic sourcing techniques

Learn about strategies to reduce cost through, product standardization, inventory management, warehousing, and distribution

TOPIC 3

Purchased Services

Explore ways to reduce vendor spend across the organization

Leveraging operational spend to reduce cost in high spend purchased services

- Discuss how to use analytics and benchmarks to achieve expense reduction & standardization across organizational services
- · Understanding of common high spend areas
 - · Biomed/Facilities/Security/Parking
 - · Clinical Services
 - Food/EVS/Linen
 - IT
 - Laboratory
 - · Finance/ Asset Management
- · Discuss strategies to evaluate Insourcing vs. Outsourcing
- Explore the benefits of conducting a GPO market assessment
- Discuss ways to enhance the GPO partnership
 - · Contract utilization & compliance
 - Tier optimization
 - · Admin fee and rebate realization

Identify opportunities to reduce vendor spend across the organization

Understanding of common high spend areas

Learn about the strategies to optimize GPO partnerships to reduce non-labor spend

TOPIC 1 Supply Chain Strategy

Development of Supply Chain Strategies for building resiliency

Optimizing supply chain vision, strategy and operational efficiency

- Develop long term supply chain vision and strategy
- Optimize vour supplier networks
- Upgrading and leveraging modern day technology
- Identify areas of opportunity to improve operations through benchmarking and data analytics
- · Create metrics on cost, utilization, quality, and compliance
- Discuss ways to create or enhance your organization's Clinical Value Analysis Program
- Develop strategies to engage and optimize Leadership & Physician engagement
- Create a rigorous demand forecasting process and methodology
- Explore Al technology and how it can be leveraged to enhance supply chain operations
- Understand your total landed cost of your supply chain

Understanding of the importance of using data and technology to improve operations and reduce cost

Understanding of strategies to enhance clinical value analysis programs

Understanding of ways to optimize leadership & physician engagement to reduce cost

Margin Improvement Ideation - Technology







TOPIC 1

Automation

Use Generative AI/ChatGPT to reduce cost

Consider the opportunities to automate manual processes to reduce cost.

- Understand current automation projects/initiatives and the technical approach of automation work in progress
- Discuss generative Al governance model and security
- Identify the range of automation considerations across technology operations, clinical and revenue cycle
- Discuss how to identify use cases cross function group or individual groups
- Present the range of use cases that are most commonly discussed by health care systems currently
- Demo patient messaging automation and discuss how it can be used to automate service ticket response
- Run return on investment for patient messaging automation

Complete Listing of High Level of Use Cases

Understanding of Microsoft Funding Opportunities

Decide to pursue an automation assessment

TOPIC 2

Organizational Structure Review

Consider alternative delivery models to reduce cost

Review the current operational structure to identify cost reduction opportunities.

- Review current organizational structure of staff delivering IT services today; review open positions
- Understand current contracted services to augment the staff delivering IT services today
- Understand if there are any underperforming or outsourced services that are candidates for remediation or insourcing
- Identify service areas/service levels that are candidates for outsourcing or co-management
- Relate technology staffing level to automation use cases to determine how automation may impact staffing levels
- Understand if there is any technology support that can be centralized into technology organization

Identify opportunities to reduce labor cost

Renegotiate any contracted services to reduce cost

Identify decentralized IT support to reduce cost

TOPIC 3

Technology Asset Review

Rationalize, consolidate and retire to reduce cost

Develop strategic recommendations to optimize PeaceHealth cost structure.

- · Review infrastructure assets and tools
- Review list of applications owned with functional description
- · Obtain application list with user counts / usage
- Review the ticket/support volumes by technology category
- Understand end user satisfaction information to determine if there are technologies that we can replace/optimize
- · Consider cloud migration strategies to drive cost down
- · Review clinical technology assets currently in use
- · Identify opportunities to improve Epic with ROI
- Identify archived data from legacy systems that can move to cloud storage in order to eliminate licensing cost

Identify duplicate technology assets

List actions for opportunities to reduce cost

Estimate cost reduction total across 3 topics

C-Suite Margin Opportunities Daily Practice



Data, data and more data-is it meaningful? RSM utilizes "guided data"



Weekly executive meetings to ensure transparency and accountability



Need to spend time on growth, not just putting out daily fires



Identification of opportunities needs to be a collaborative approach



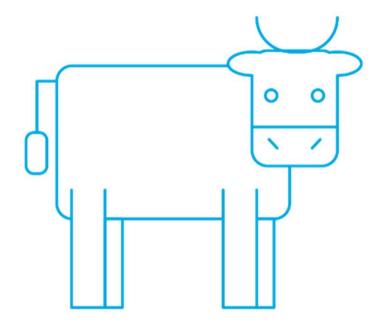
Prioritize projects that are low effort/high impact "low hanging fruit" first



Politics within your organization

Political influencers

- Medical staff
- Nursing
- Board members
- Silos
 - Departmental
 - -Leaders
- Long standing contracts
- Philanthropic Donors
- Community business leaders
- Change management and culture
- "sacred cows"-everyone has them



Margin Improvement Resource Constraints



Data Analysis



Tools and resources to monitor progress (Tableau, Power BI)



Bandwidth



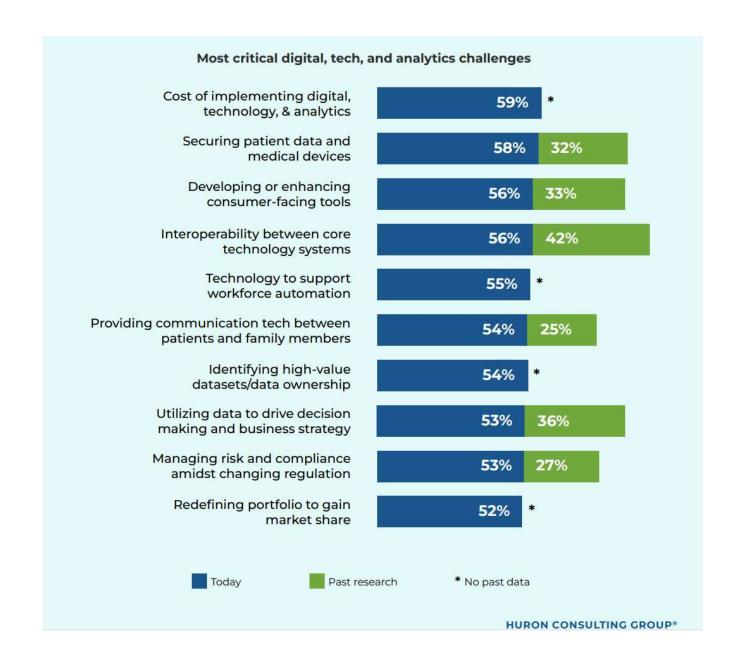
Skill set - organization, project management, knowledge of workstream



Technical skills (Epic SME)



Leadership accountability structures



61%

Financial constraints prevent us from investing in needed technology.

Was 31% in 2023

57%

We often make technology investments with the purpose of generating cost savings.

56%

We are fully utilizing recent investments in technology.

55%

Our technology is right-sized to our needs.

54%

We often make technology investments with the purpose of catalyzing organizational growth.

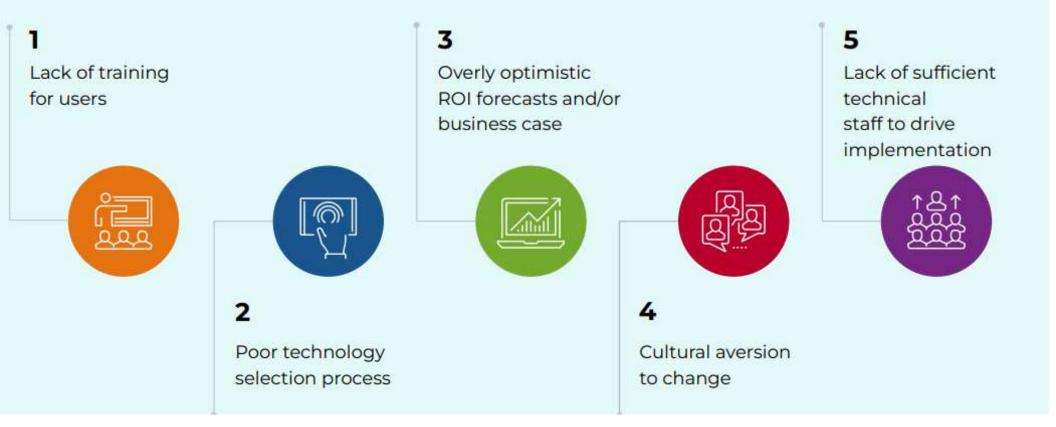
51%

Our technology investments often achieve their projected ROI and outcomes.

49%

We often make technology investments with the purpose of preparing ourselves for future trends.

Why digital, technology, and analytics investments don't achieve ROI



How outside help can boost successful results in Margin Improvement and Transformation Projects

Unbiased approach and deep industry experience

Political roadblock navigation

High level project management and accountability structures

Data guided recommendations

Monitoring of results

Advanced technology capabilities

Automation recommendations

Provides bandwidth that organizations may not necessarily have

C-suite determination of timelines and expectations

Project planning is a must with measurable outcomes and milestones

Workstreams must be organized in "bites" and strategically planned to align with activities within the organization

Baseline data should be identified and documented

Milestones and results should be tracked and reported

Readiness to change should be assessed and a communication plan developed

C-suite should hold leaders accountable for deliverables

Sustainability plans should be part of the overall project planning

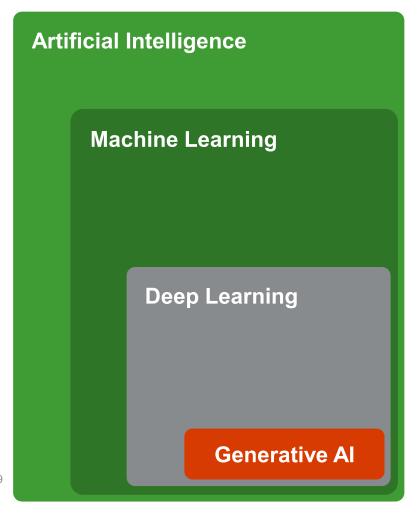
Evaluate and understand the capability and skill sets of the team. Determine if a third party is needed



What is Driving the Interest in Al/Generative Al/GPT?

- Labor challenges
- Margin challenges
- Payor dynamics
- Cost of technology / ease of implementation
- FOMO

Artificial Intelligence



1956 Artificial Intelligence

the field of computer science that **seeks to create intelligent machines** that can replicate or exceed human intelligence

1997 Machine Learning

subset of AI that enables machines to **learn from existing data** and improve upon that data to make **decisions or predictions**

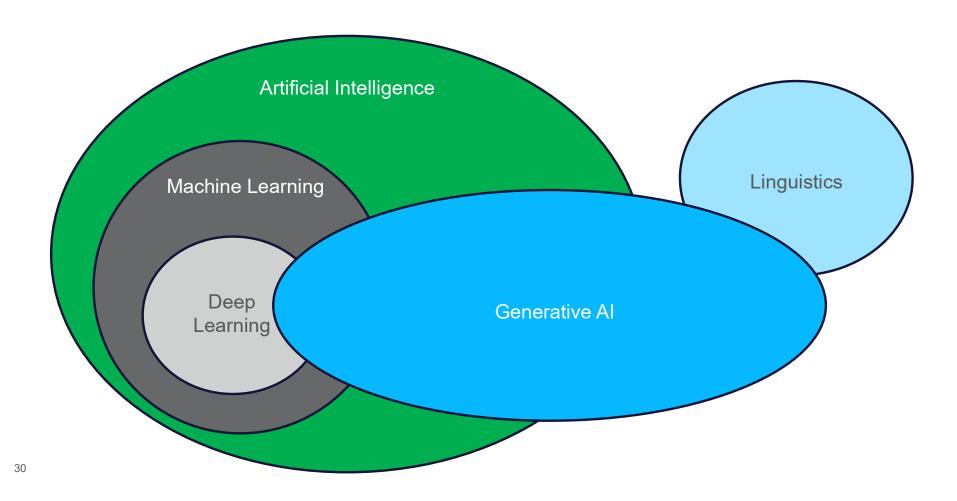
2017 Deep Learning

a machine learning technique in which **layers of neural networks** are used to process data and make decisions

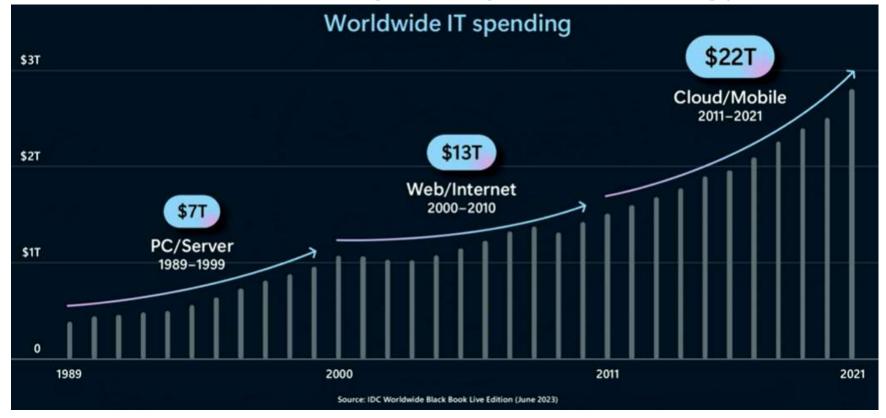
Generative AI

Create new written, visual, and auditory content given prompts or existing data.

Artificial Intelligence



Worldwide IT Spending – Major Technology Shift



Source: Microsoft

Worldwide AI Opportunity – Most profound change in % impact of GDP



Source: Microsoft

Potential Impact – OpenAl Research



80% of the U.S. workforce could have at least 10% of their work tasks affected by the introduction of GPTs



19% of workers may see at least 50% of their tasks impacted



About 15% of all worker tasks in the US could be completed significantly faster, at the same level of quality



Influence spans all wage levels, with higher-income jobs potentially facing greater exposure

Generative Al Use Cases – Hospitals and Physician Groups



Continuity of Care

- Summarize discharge information and follow-up needs for post-acute care
- Generate care summaries for referrals
- Synthesize specialist notes for primary-care physician teams



Quality and Safety

 Synthesize and recommend tailored risk considerations for patients based on their medical history and existing medical literature



Value-Based Care

- Improve documentation accuracy
- Create patient education videos, images, and summaries
- Autogenerate provider segmentation summaries by specialty



Market & Clinical Insights

- Summarize market performance and comparisons based on external resources and data
- Leverage conversational language to obtain analytics insights
- Use Al-assisted coding to automate repetitive tasks or generate new code



Reimbursement

- Develop prior authorization documentation for payers
- Generate a list of current conditions and potential codes based on voice, electronic medical records (EMRs), text, and other data
- Automate coding and checks based on physician notes



Clinical Operations

- Generate post-visit summaries and instructions
- Generate care coordination notes, changes in EMRs, dictations, and messages
- Create educational materials on disease identification and management



Corporate Operations

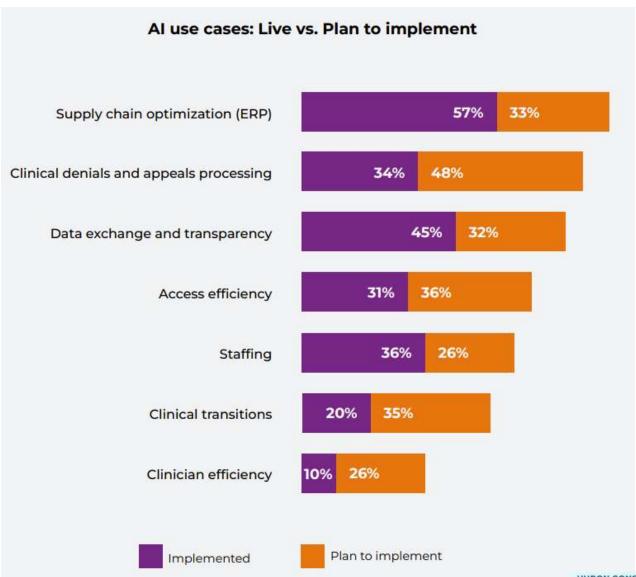
- Draft contracts and vendor communications
- Create purchase orders based on supply levels
- Create customized standard operating procedures and education for new hires
- Develop chatbots to address IT and HR questions



Patient Satisfaction

- Analyze patient feedback by extracting online text/images
- Create personalized care instructions, videos, visuals, and communications
- Improve chatbots for patient servicing of nonclinical topics
- Autogenerate notifications and outbound communications

Source: McKinsey Insights



Learn, Adopt, Compete



UNDERSTAND

- Invest in research and education
- Foster continuous learning cultures
- Investigate cross-functional collaborations

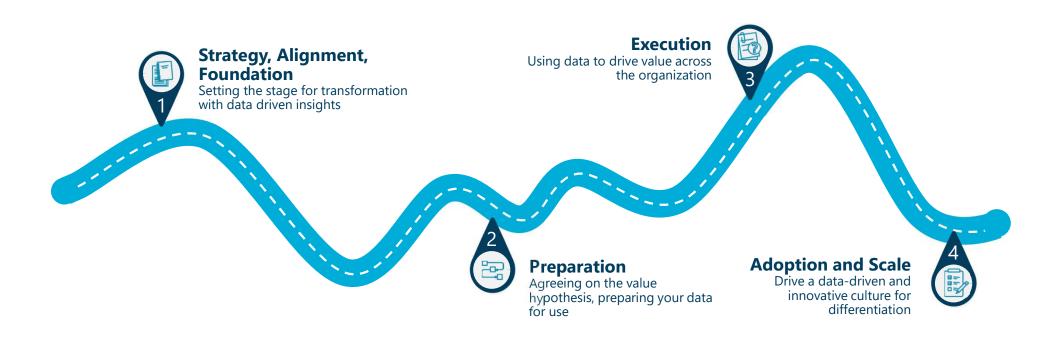
BE INTENTIONAL

- **Define** the business objectives.
- Develop a purposeful roadmap and adoption plan.
- Align Al initiatives with the organization's vision and mission to drive value

PURSUE

- **Educate** staff on cyber / data hygiene
- Evaluate business processes and data
- Establish governance and controls
- Create technology partnerships

Following a Path on the Data and Al Journey



Why Govern AI?



Different than Other Technologies

- Extremely fast evolution
- Takes decision on its own
- Generates new and original ideas



Powerful Compared to Human

- More persuasive
- Always on
- Transmit knowledge faster

Establish Al Governance Program before you implement Al Technology







RSM Customer Use Cases

- 1. Azure OpenAl / GPT / CoPilot Use Cases
- 2. Application Rationalization & Cloud Migration
- 3. EMR Data Ingestion and Orchestration to Azure Health Data Service (FHIR) and Dynamics
- 4. Service Ticket & Messaging Automation with GPT
- 5. Prior Authorization & Revenue Cycle Automation with GPT
- 6. Revenue Cycle Analytics & Price Transparency
- 7. Call Center and patient messages with GPT
- 8. Supply Chain Documents and Contract Summarization with GPT
- 9. Remote Patient Monitoring / Clinical Trials / Hospital at Home
- 10. Inpatient Workflow Automation
- 11. Teams Provider Connect / eConsults / Referrals
- 12. Virtual Rounding / Virtual Urgent Care / On Demand Virtual Visits
- 13. Care Team Communication and Collaboration
- 14. EMR Data Archiving & Business Continuity



Health Care Use Cases – Denials

Claim denials are increasing 10%-15%.

The State of Claims 2022, Experian Health







Forbes

Cigna Sued Over Algorithm

Coverage To Hundreds Of

Allegedly Used To Deny

Thousands Of Patients

Lawsuit Alleges Humana Used AI to Deny Medically Necessary Claims

The Al model projections led Humana to deny medically necessary claims, resulting in beneficiaries paying costs out of pocket or









What can you do? What are your options?

- 1. Hire more staff / FTEs?
- 2. Outsource to RCM company like R1 or Optum?
- 3. Send it offshore?
- 4. Wait for EMR vendors to solve the problem?
- 5. Send your data to a cloud solution provider?
- 6. Robotic Process Automation?
- ✓ Keep it in house and automate with Al and tools you already own.



Let's explore that last option

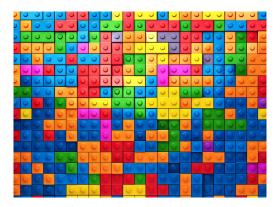








Azure Al Solutions





Microsoft and OpenAl partnership



Ensure that artificial general intelligence (AGI) benefits humanity





Empower every person and organization on the planet to achieve more

Azure OpenAl Service – as of November 15, 2023

GPT-4, GPT-4-Turbo, GPT-3.5-Turbo

Language

GPT-4-Turbo with Vision

Multi-Modal

Babbage, Davinci, GPT-3.5-Turbo

Fine Tuning

DALL-E 3

Images

Whisper

Transcription & Translation

Azure Al Studio



Microsoft is powered by Azure Al

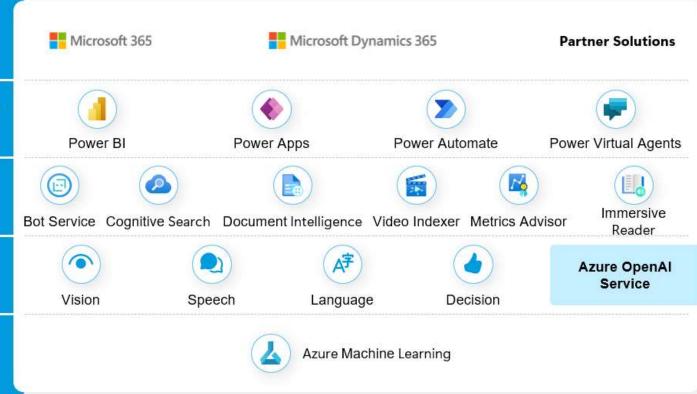


Application Platform
Al Builder

Scenario-Based Services

Customizable Al Models

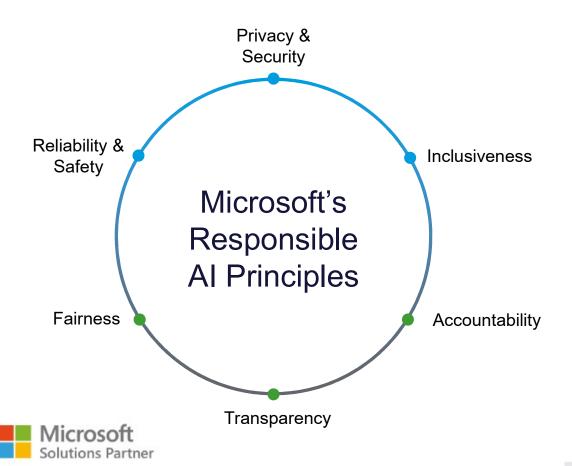
ML Platform

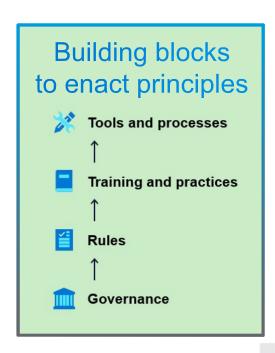






Microsoft's responsible AI principles







You can have confidence when using Azure OpenAl Service

When you use Azure OpenAl Service, your prompts (inputs) and completions (outputs), your embeddings, and your training data

Are not available to other customers.

Are not available to OpenAl.

Are not used to improve OpenAI models.

Are not used to improve any Microsoft or 3rd party products or services.

Are not used for automatically improving Azure OpenAl models for your use in your resource (the models are stateless, unless you explicitly fine-tune models with your training data).

Your fine-tuned Azure OpenAl models are available exclusively for your use.

The Azure OpenAl service is fully controlled by Microsoft; Microsoft hosts the OpenAl models in Microsoft's Azure environment and the Service does NOT interact with any services operated by OpenAl (e.g., ChatGPT, or the OpenAl API).





Prior authorization & denial automation



Epic Cerner AthenaHealth eClinicalWorks HL7v2 FHIR X12 835/837 API



Power BI

Azure OpenAl GPT

Resource group

Azure AD

Key Vault

Event Grid

Event Grid Topic

App Service

App service plan

Health Data Service (FHIR)

FHIR Service

Storage account

Function App

API Connection

Application Insights - Log Analytics

Azure VM

Power Automate

Synapse Analytics





Availity
Change
Optum
Payer Portals
Fax



Benefits of prior authorization and denial automation

- Automate prior authorizations minimize the risk of human error and reduce the chance you have missing or incomplete information when the claim is submitted the first time. Goal is to reduce denials by 5% +/-
- Automated denial appeals reduce the burden on your staff, increase response rate by multiples of days



What do our people do now?







Azure OpenAl





RSM

Azure Innovate: 3-week Azure Data & Analytics, Azure OpenAl GPT

RSM's expertise in automation will leverage Azure OpenAl GPT-4, identifying opportunities to optimize your business. We will analyze workflows, define priorities and devise efficient solutions.



application on Azure. The scope includes capturing business and technical requirements as

well as delivery of a rapid prototype to showcase potential features and functionality to the



Arizona

Arkansas California More...

Getting Started with Data and Al

Getting Started



Data and Al Strategy

Get started by defining strategy that aligns data use cases, expected value, and governance required for your organization

Is your organization aligned on data and Al and expected controls around its use?

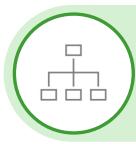


Ready to Execute

Al in a Day

Stand up infrastructure and rapidly iterate on use cases to achieve "AI in a day"

Quick win with a rapid infrastructure and AI deployment that sets the foundation for long-term success



Data Driven Insights

Goal and outcome-driven process of finding business opportunities in the data

What are the challenges faced by the business and how can you use your data to solve them?



Automate Analytics

Operationalize models to enable automated and ongoing data driven capabilities

Remove redundant processes and drive additional value out of data by putting processes into production

Pyramid of Data and Al

Considerations:

- What needs to be measured and improved?
- What data do you need to evaluate the problem?
- What data do you have access to?

Artificial Intelligence

Automation, Machine Learning, quick time to value

Move, Transform, Store, Visualize

Data foundation designed to scale and facilitate data storage, transformation, and governance

Collect Data

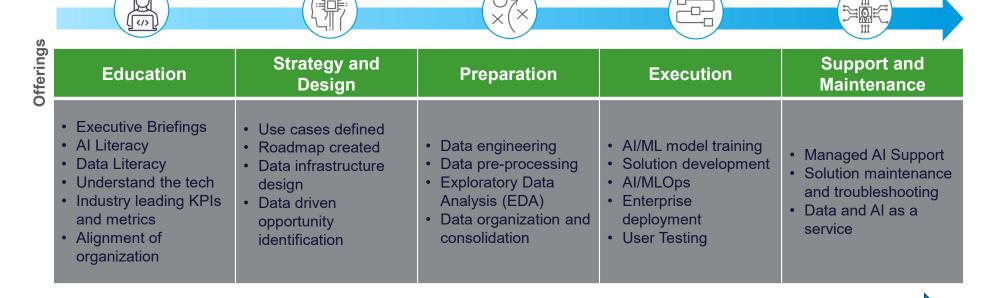
Standardize data intake processes

Al Education, Strategy, Use Cases

Defined strategy, use cases, stakeholder buy-in, technology, and data

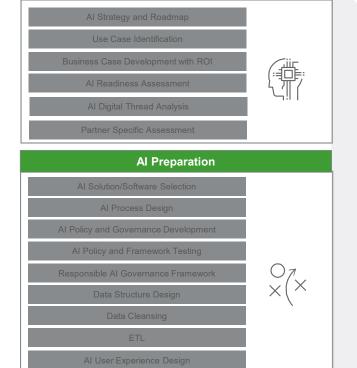
Following a path on your Data and Al journey

RSM's Data and Al journey outlines a strategic pathway for clients to harness the potential of Data and Al, no matter where they are. We support our clients not just with successful strategy, but also the ability to execute on the vision to enable the organization make impactful decisions.

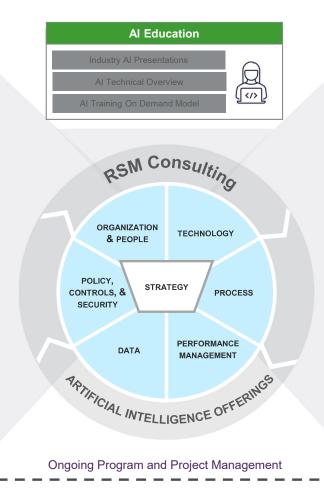


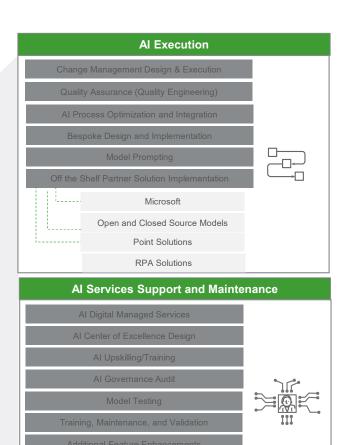
Guiding principles and governance to meet your culture on your Al journey

RSM and AI: SERVICE OFFERINGS BY PHASE



Al Strategy and Assessments







THE POWER OF BEING UNDERSTOOD ASSURANCE | TAX | CONSULTING

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