

FMEA: New Internal Medicine MD as Co-Physician

With a 65 y/o Pre-Retirement MD | Hernando, FL

Anticipate Failures. Build a Stronger Future. Better Training. Healthier Patients. A Smoother Transition.



Our Shared Vision



Continuity
of Care



Sustainable
Practice



Smooth
Transition



Thriving
Community



Failure Modes and Effects Analysis (FMEA)

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Identify risks. Understand effects. Take action. Build a better training model.

#	Process Area	Failure Mode	Potential Effects	Possible Causes	S	O	D	RPN	Recommended Actions (Training / Mitigation)	Outcome
1	Clinical Care	Diagnostic error	Misdiagnosis, patient harm	Inexperience, atypical presentation	9	4	5	180	Case reviews, clinical guidelines, mentorship	Improved diagnostic accuracy
2	Patient Management	Poor care transition	Fragmented care, patient dissatisfaction	Inadequate handoff, unclear roles	8	6	6	288	Structured handoff process, joint visits	Smooth continuity of care
3	Communication	Miscommunication	Errors, conflict, loss of trust	Different communication styles	7	6	5	210	Communication training, regular meetings	Stronger collaboration
4	Practice Operations	Billing/coding errors	Financial loss, compliance issues	Lack of familiarity, complex rules	8	5	6	240	Billing/coding training, audits	Accurate & compliant billing
5	Team Dynamics	Role confusion	Conflict, inefficiency	Unclear expectations	6	5	5	150	Define roles, written agreements	Clear accountability
6	Patient Expectations	Preference for senior MD	New MD underutilized, morale issues	Long-term patient loyalty, resistance	6	7	4	168	Patient education, joint visits	Balanced patient relationships
7	Technology/EHR	EHR misuse	Errors, delays, frustration	Lack of training, system complexity	7	5	5	175	EHR training, super-user support	Efficient EHR use
8	Compliance/Legal	Regulatory violation	Fines, legal action, reputation damage	Unfamiliarity with regulations	9	3	6	162	Compliance training, regular updates	Regulatory adherence
9	Wellness	Burnout	Reduced quality of care, turnover	High workload, stress	8	6	4	192	Wellness program, flexible scheduling	Sustainable work-life balance
10	Transition Planning	Delayed retirement	Uncertainty, business risk	Lack of formal plan, emotional factors	7	5	5	175	Formal transition plan, regular review	Successful, timely transition

FMEA-Informed Training Model

Turn Risks into Readiness



Key Success Factors



Proactive risk management



Open communication



Ongoing education



Patient-centered focus



Commitment to long-term success



A Healthier Hernando, FL Together

- Patients receive excellent, continuous care
- New MD grows with confidence
- Senior MD transitions with peace of mind
- Practice remains strong and sustainable
- Community health thrives

"Foresee. Prepare. Train. Thrive."



Hernando, FL

| Internal Medicine

| A Stronger Tomorrow



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