

CEO Javon Bea: Doing "The Next Right Thing" at Mercy Health System

Written by Heather Punke | October 09, 2012

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Javon Bea has served as the president and CEO of Mercy Health System in Janesville, Wis., since 1989.

When Mr. Bea joined Mercy in 1989, it had no integrated physicians. During his time as CEO, Mr. Bea led Mercy to grow from a stand-alone community hospital into a vertically integrated healthcare system. To help this growth along, Mr. Bea implemented culture of excellence programs and new physician compensation models, among other initiatives.

Mr. Bea also oversaw the installation of an electronic medical record system throughout Mercy and the installation of automated medication systems, as well as other clinical quality initiatives.

In a speech posted on Mercy's website, Mr. Bea said that he strives to "always do the next right thing," in his career, even in the face of controversy. One example he gave was when he took intensive care unit privileges away from physicians except for ones who had specialized training in ICU procedures in order to improve quality of care even though the decision was controversial with his staff and physicians. He did this about 10 years prior to the Leapfrog initiative that recommended closing ICU to only physicians with specialized training in intensive care in order to improve the quality of care.

In addition to his duties as CEO, Mr. Bea is a published author. He co-authored *A Practical Guide to Managing At-Risk Arrangements* and authored *Journey to Excellence. Five Principles for Delivering Exceptional Service and Quality You Can Measure*. He also is a speaker and consultant.



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