



Tony Kouba is a Managing Director with the Physician Services practice of Integrated Healthcare Strategies, a division of Gallagher Benefit Services, Inc. Mr. Kouba has over ten years of experience in physician compensation, acquisition, and integration.

Mr. Kouba's uniquely balanced perspective of drawing conceptual conclusions from detailed analysis has helped many clients realize their strategic vision and accomplish corresponding objectives. Mr. Kouba's consulting is dedicated to helping clients ensure that their existing compensation programs are market competitive while delivering reasonable compensation. His areas of focus include physician-hospital alignment, audit, design and implementation of physician compensation models, market research and surveys, practice operational improvement, physician resource planning and community healthcare needs assessments, and strategic planning.

Mr. Kouba works with healthcare organizations nation-wide that include large multi-specialty clinics, integrated healthcare systems, stand-alone hospitals, critical access hospitals, prestigious academic medical centers, and children's hospitals.

Prior to joining Gallagher Integrated, Mr. Kouba worked in multiple healthcare settings, including an integrated healthcare system, children's hospital, an academic medical center, and for the federal government.

Mr. Kouba received a Bachelor of Arts degree in Biology from Gustavus Adolphus College. Post-graduate education at the University of Minnesota earned Mr. Kouba a Master of Science degree in Health Services Research, Policy, and Administration, and a Master of Health Care Administration degree. Mr. Kouba is a member of the American College of Healthcare Executives (ACHE).



Tony Kouba
Managing Director