



Q BETTER LEADERS. BETTER CARE.

# IN SEARCH OF A GROWTH FOCUSED CEO

A market-leading specialty healthcare practice was in great need of a high-growth CEO who could take on and succeed at the difficult task of doubling revenue in a three-year span. The board of directors and physician ownership needed this person to have the right disposition, behavioral drivers, and emotional intelligence to assimilate into the organization and meet aggressive business goals efficiently.

## PERFORMANCE TOGETHER™ Our Recruitment Solution Model in Action

### 01. CLARITY

### 02. T-MAPPING™

### 03. LEADERSHIP ANALYSIS

### 04. PLACEMENT ASSURANCE™

Triad Healthcare Recruiting met with the ownership to discuss business options. Because of our background in many different aspects of healthcare, we were able to understand their specialty practice's needs. Finding an individual who could meet the substantial requirements they had to increase revenue without affecting the quality of care would be difficult in a typical search scenario, but this is an area in which we thrive.

Our research team was able to complete a comprehensive search within 12 weeks. We identified 150 executive-level qualified candidates and narrowed the list down to the top three who were most able to meet their business objectives.

Candidates then underwent rigorous testing and analysis, including psychometric assessments, deep dive skill evaluations, and a three-step interview process to evaluate

complete work history and professional experience. Additionally, we carefully assessed candidates for cultural fit, achievement orientation, and personal values alignment, as well as assimilation and acculturation ability.

As a candidate was selected by the healthcare practice, Triad Healthcare Recruiting developed a plan of Placement Assurance™ to support the candidate and the organization in reaching their set goals with six executive coaching sessions. During our one-year follow up, we learned from the physician ownership that our candidate had already more than doubled the organization's revenue and significantly enhanced their operation as well as business partnerships in the region. Our candidate continued to perform exceptionally well over the 1 year, 2 year, and 3 year marks.