



Q BETTER LEADERS. BETTER CARE.

TOPGRADING A LEADERSHIP TEAM FOR A HOSPITAL

The CEO of an inner-city hospital was looking to bring about much-needed change to their organization. Their plans included securing funding, expanding services, and hiring new leadership to improve the quality, efficiency, and outcomes of their care.



PERFORMANCE TOGETHER™ Our Recruitment Solution Model in Action

01.
CLARITY

02.
T-MAPPING™

03.
LEADERSHIP
ANALYSIS

04.
PLACEMENT
ASSURANCE™

Triad Healthcare Recruiting met with this CEO to understand his options for topgrading his leadership team. We conducted a complete needs analysis to understand his vision, business plan, financial goals, staffing models, and clinical outcome measures. We then explored his current challenges and workplace dynamics. We asked deep, probing questions about his leadership and management style, personal and business values, and his orientation toward high-performance teams.

We initiated a regional search designed to identify the best talent for six hospital department heads, including emergency medicine, surgical services, behavioral health, revenue cycle management, social work, and health information management. These individuals needed to share the CEO's vision and commitment to improving efficiency, productivity, and patient outcomes. Our business intelligence software allowed us to identify

and capture the target candidate population within only hours of starting the search.

The candidate population for the department head positions needed to undergo a variety of testing and assessments to ensure they matched the educational background, work experience, and professional achievements the CEO requested for these roles. Furthermore, the candidates prepared PowerPoint presentations for evaluation, outlining their strategies for change implementation and improving clinical and business outcomes.

Once the CEO chose the best of the best, executive coaching was provided to each of the new leaders to expedite orientation, onboarding, assimilation, and acculturation to reach the needed performance standards.