TRIAD
HEALTHCARE RECRUITING

BETTER LEADERS. BETTER CARE.

AMBITIOUS CEO SATISFIED

The CEO of a $30MM healthcare management company had a brilliant idea – the timing was right and the market was ready for his offering. The CEO wanted to reach $100MM in revenue in five years. Ambitious? Absolutely. Our senior consultants partnered with the CEO to understand his vision, specific business objectives, and his personality. We were thrilled and inspired by his energy, unwavering determination and his bold business plan. Over several meetings, we created the strategic human capital plan to build the leadership team that would create the right infrastructure to meet his ambitious business goals.

PERFORMANCE TOGETHER™ Our Recruitment Solution Model in Action

01. CLARITY	02. T-MAPPING™	03. LEADERSHIP ANALYSIS	04. PLACEMENT ASSURANCE™

It was clear that the right candidates for the organization would not have a 9 to 5, weekends off mindset. We activated the four-step PERFORMANCE TOGETHER™ search model to support the CEO's recruitment needs.

Our research team launched a national search to identify the type of candidates that had the right technical, behavioral and experiential attributes to support the CEO's vision and thrive in a fast-paced, high growth organizational culture. We started by building his C-level executive team which included the Chief Administrative Officer, Chief Operating Officer, Chief Financial Officer, and the Chief Marketing Officer. Then we completed searches for Vice President of Finance, Vice President of Urgent Care Operations, Vice President of Emergency Services, Vice President of Hospitalist Operations, Director of Revenue Cycle Management, four Regional Directors of Operations, and twelve Multi-Site Directors of Operations.

Given the complexity of this major recruitment project, we created highly customized candidate screening and selection methods to support our Leadership Analysis phase of our recruitment model. While education, experience, and professional achievements were very important components for careful consideration, we needed to make sure that these leaders were able to respond quickly to the needs of a highly demanding CEO. Additionally, we absolutely needed to ensure that these leaders were able to find work-life satisfaction in a fast moving high-growth organization.

The new team enhanced the organization's performance and started to capture significant market share in the territories they operated in. They also expanded into new territories and created additional streams of revenue. The CEO and the organization received favorable media coverage and regional and national accolades for their achievements. And, yes, they did reach and exceed their $100MM revenue goal in five years.