



Q BETTER LEADERS. BETTER CARE.

# NEW CLINICAL LEADERSHIP IN PLACE AT REGIONAL HOSPITAL

The flagship hospital in an award-winning healthcare system needed to implement drastic change in their perioperative division. As they struggled to find a leader that the key surgeons and executive management could all agree on, they turned to Triad Healthcare Recruiting to find the right candidate to take on the challenge.

## PERFORMANCE TOGETHER™ Our Recruitment Solution Model in Action

### 01. CLARITY

The new director would need to enhance efficiency, productivity, revenue, and clinical outcomes for all surgical specialties. They also would need to manage surgeon recruitment and retention as well as OR staff stabilization and enhancement. Our extensive background in hands-on healthcare delivery and management allowed us to quickly understand the administrative and clinical leadership perspectives and demands to conduct a specialized search for a perioperative director, whose span of control would cut across orthopedics, general surgery, cardiothoracic surgery, neurosurgery, bariatrics, and many other areas.

Through the Triad Healthcare Recruiting T-Mapping™ method, we conducted a search spanning 50 states to identify appropriate candidates. We also completed a compensation analysis and benchmarking for this position.

### 02. T-MAPPING™

### 03. LEADERSHIP ANALYSIS

Top-tier candidates underwent extensive testing and analysis to ensure they would be the right fit for the position. This included evaluating complete work history, clinical skill set, and professional experience as well as psychometric assessments, deep dive skill evaluations, assessment for cultural fit, achievement orientation, and personal values alignment.

After the organization was able to reach consensus on the best candidate for the position, Triad Healthcare Recruiting created a plan where the candidate would receive the necessary support to succeed in his or her role. The new leader exceeded performance expectations in their first year. They were given additional responsibilities to build and grow the hospital's hybrid ORs in years two and three as they continued to flourish in their position.

### 04. PLACEMENT ASSURANCE™

