



Q BETTER LEADERS. BETTER CARE.

SUPPORTING A MAJOR CHANGE INITIATIVE

One of the area's largest healthcare employers announces the internal promotion of a new CEO. During his first year of service, he announces a new strategic vision for the organization which includes the building of a brand new Level 1 emergency department, expanding behavioral health, orthopedic, and oncology programs, investing in new operating rooms, and the complete remodeling of the face of their main campus. In addition to these ambitious goals, the CEO commits to bringing about culture change as well as major service and operations related improvements.



PERFORMANCE TOGETHER™ Our Recruitment Solution Model in Action

01. CLARITY

The board of directors and the CEO call upon Triad Healthcare Recruiting for consultation and executive search. The chairman of the board, board of directors and CEO meet with senior consultants of Triad Healthcare Recruiting to initiate a comprehensive search for a new Chief Human Resources Officer, Vice President of Operations, Administrative Director of Laboratory Services and the Director of Pharmacy. The goal is to identify, qualify and place leaders within these key areas to drive organizational culture change that enhances and improves staff and patient satisfaction scores, clinical outcomes and financial results without creating major disruptions and PR nightmares in this highly unionized environment.

Triad Healthcare Recruiting launches a national search within 24 hours to support this mission. Our consultants complete the searches in 12 weeks with great success.

02. T-MAPPING™

03. LEADERSHIP ANALYSIS

Driving culture change and leading process improvements that enhanced quality, efficiency, and overall productivity were at the forefront of selection criteria. Our consultants created screening tools to evaluate candidates for dispositional markers that revealed innate attributes that supported a "change agent" disposition. These individuals were carefully vetted for communication skills, persuasive skills, trust and consensus building ability, aptitude for forming coalitions, and the ability to create a shared vision and a sense of urgency to execute the plan of action.

Six months later, during a follow-up meeting with the CEO and the chairman of the board, we are notified that our candidates are thriving in their roles. As planned, the candidates are making steady improvements organizationally and supporting the CEO's goals. During that conversation, Triad Healthcare Recruiting is re-engaged to complete several additional searches that are geared towards enhancing and growing clinical areas.

04. PLACEMENT ASSURANCE™