



Q BETTER LEADERS. BETTER CARE.

HIGH PROFILE CEO SEARCH FOR A REGIONAL POWER PLAY

The region's largest multi-specialty provider of medical care comprised of 1,000 physicians needed a new CEO to lead the organization to a better and more profitable future. The board of directors and the executive search committee selected Triad Healthcare Recruiting to lead and manage the search for the new CEO.



PERFORMANCE TOGETHER™ Our Recruitment Solution Model in Action

01. CLARITY

The new CEO needed to craft a highly competitive organizational strategy, gain support from a large board of directors, quickly improve physician member engagement, create a new branding campaign, build an executive team, and fully operationalize the new strategy without delay.

Triad Healthcare Recruiting's senior consultants met with the board of directors and executive search committee to establish the search protocols and initiate the four-step PERFORMANCE TOGETHER™ search model. We were able to complete a comprehensive search within 12 weeks. We identified 62 candidates then narrowed the list to the top ten who best fit the organizational business needs, cultural fit requirements, and personality attributes.

02. T-MAPPING™

03. LEADERSHIP ANALYSIS

The vetting process included rigorous testing and analysis, deep dive skill evaluations, and a three-step interview process to evaluate complete work history and professional experience, and completing due diligence. We coordinated the entire interview process including managing travel and lodging accommodations for candidates, providing interview questions to the interviewing panels to ensure interview consistency, interview facilitation and moderation services to support multiple large interviewing panels, and candidate scoring documents to measure and rate candidates efficiently.

Once a final selection was made, Triad Healthcare Recruiting activated Placement Assurance™. This included six executive coaching sessions, three high profile community events to introduce and highlight the new CEO, and sponsoring the new CEO to well-renowned community boards and committees to expedite the CEO's assimilation to the region.

04. PLACEMENT ASSURANCE™