Leadership Recruitment and Interim Solutions
Whether you’ve been a client for decades or this is your first interaction with the HealthCare Initiative, I want to thank you for taking the time to learn more about us.

Founded by my grandfather in 1974, we have been serving the needs of our customers ever since. Companies put a lot of trust in us to find them the top talent in the land. Candidates look to us for advice on their career moves. These are responsibilities we don’t take lightly.

One thing I have come to learn is that relationships and results speak louder than glossy marketing material. I am proud of the successful track record we have built here. Although we are now ranked among the largest search firms in the United States, we still pause and reflect on each placement we make by asking the question “How did this improve the life of the client and candidate?”

I’m extremely proud of the team we have put together. Being a “Best Places to Work” award winner, we have been able to attract and retain some of the top executive recruiters in the country. By living our company’s motto “Do good things for other people,” I am confident you will enjoy a positive and unique experience with them.

Thanks for reading; we look forward to serving you.

Sean Milius,
CEO
The Healthcare Initiative
Founded in 1974, The HealthCare Initiative is a third-generation family owned executive search firm specializing in the identification, attraction, and delivery of talented healthcare professionals throughout the United States. We have decades of successful history working with top healthcare professionals and organizations. Our contacts are more than just names in a database, they are people we have spent countless hours with building and maintaining long-term relationships.

By specializing only in the healthcare arena, our team of recruiters has uniquely positioned themselves to succeed by developing an extensive nationwide network consisting only of established healthcare professionals. Realizing that a “one size fits all” method seldom works, our expert team of recruiters prides itself in listening to the unique situations of individual clients and candidates. We then tailor a recruitment process to meet each the specific goals, challenges and needs of the organization and candidate.

At the HealthCare Initiative we follow 4 simple rules to assure that you will receive the respect you deserve while being recognized as the individual you are!

1. Say What We Do
   Set up-front commitments so you are clear to what is going to happen.

2. Do What We Say
   Follow-up is key to the communication cycle. You can count on us to stay connected and provide consistent updates.

3. Embrace the “Platinum Rule”
   Treat others how they want to be treated. Put the needs and desires of those we work with ahead of our own.

4. Be Transparent
   Freely and openly exchange information with those we work with in order to help arrive at the best decision.
ABOUT US
4 DECADES OF EXPERIENCE IN HEALTHCARE RECRUITMENT

For 40+ we have been helping healthcare organizations and individuals find each other. Our firm has deep and long-lasting relationships with the most influential individuals in the ever-changing world of healthcare.

Our search firm has never been about chasing a quick dollar, but rather developing and fostering long term relationships.

This takes a single focused approach and dedication to the healthcare industry. Our search consultants are industry experts. By talking to 500+ healthcare professionals and organizations each month, they have positioned themselves to succeed by developing an extensive nationwide network. This includes the best hospitals to work for in the United States as well as the top individual talent America has to offer.

Our contacts are more than just names in a database, they are people we have spent time with building and maintaining long-term relationships. We know this field and know what it takes to attract top talent. We will help through every step of the process, from interview prepping to the assignment of a relocation coach.

HEALTH SYSTEMS AND HOSPITALS TURN TO THE HEALTHCARE INITIATIVE WHEN THEY:

» Are frustrated with key roles being open 30-60 days!
» Are tired of seeing underwhelming candidates for their leadership roles.
» Feel afraid they may have to settle for “Best of the Worst.”
» Fear they may be losing market share or doctors and staff to their competition due to poor leadership.
» Can’t understand why one or more departments aren’t reaching their potential.
» Feel anxious about a surprise accreditation visit or survey.
» Realize current leadership lacks the ability to grow the department, retain staff, and increase productivity.
» Upset with the status quo and realize they can’t strive for the “next level” without the right people on board.
» Are confidentially wanting to see what types and levels of talent are really out there.
INDUSTRY EXPERTISE
THE HEALTHCARE INITIATIVE APPROACH

Leveraging our experience and industry expertise along with leadership and innovation, we’ve been able to develop a number of methods for efficiently pinpointing the people who can become the heart of your business.

OUR STEPS FOR SUCCESS: IDENTIFY, ATTRACT, QUALIFY AND DELIVER!

IDENTIFY: Tailored, proactive recruitment campaign. Our search usually starts with a list of roughly 200 potential candidates within a 100-400 mile radius that our research team has targeted. These folks, in theory, have the skills to do the job. We then narrow that list down to approximately 50 individuals by understanding each perspective candidate’s professional qualifications and deliverability factors (spouse’s career situation, family, kids in school, house to sell, etc.).

ATTRACT: Together with the client, we develop a compelling message about the organization and the position to broadcast to our targeted audience. We utilize our list that we developed in the identify stage, but we also broadcast this to the thousands of qualified contacts we have acquired over the course of our 39 years in business. This message is broadcasted through phone calls, emails, and our established social media presence.

QUALIFY: Once an individual shows interest, we conduct a thorough interview to not only determine if he/she is qualified to do the job, but to uncover his/her true motivations to make a career change.

We understand the difference between a candidate having the ability to do the job and the candidate being happy doing the job for you! The end result is that we won’t waste your time presenting every candidate with a nice looking resume. This step allows us to weed out candidates not only based on lack of professional qualifications, but also based on any hindering personal deliverability factors that would prevent them from being able to accept your position.

DELIVER: This is the most crucial part of the recruitment process. Once we have identified, attracted, and qualified a select candidate or group of candidates, it’s now time to help you seal the deal. References will be completed by our firm and valuable information about salary expectations will be shared up front with you so that by the time a candidate reaches an on-site interview, the only piece that should be standing in the way from making a successful match is the all-important mutual chemistry factor. Pending chemistry, there should be no reason why a successful placement should not occur!

Although the specific sequence of steps performed for your search will be tailored to meet your needs, below are some of the likely steps:

✓ Needs analysis and strategic recruiting plan development
✓ Position profile development and compatibility assessment
✓ In-depth candidate research, screening, and interviewing
✓ Interview planning and qualified candidate presentation
✓ Interviewing skills training
✓ Client and candidate interview debriefs
✓ Confidential reference checks
✓ Counter-offer consulting
✓ Offer preparation and closing
✓ Client and new hire follow-up
When you need a high-level position filled with the best person for the job, not just the best of the unemployed, unhappy, or disgruntled, our team of experienced search consultants will leave no stone unturned. Our method is “old-school.” We spend thousands of hours annually talking to happily employed healthcare leaders. This allows us to know who to contact with your opportunity. Our current database of over 50,000 healthcare leaders is the result of decades of work. We have long standing relationships with many of the top healthcare executives in the country.

The ideal candidates are most likely not looking for a new position, rather they are busy (and engaged) going above and beyond the expectations of their current employer. This is where we come in. The trust we build with our candidate pool allows you to eventually compete for their talent. These leaders won’t be found on a job board or responding to any advertisement. IF they are open to something new, they certainly want to keep their search confidential. By having numerous conversations with these “A-Players” throughout the year, we know what motivates them, we know what they wish they had in their current job, we know what would entice them to look at a new organization. Our job is to get them to consider working for YOU. Once we get to that point we work together throughout the process to continue to entice them to move to your winning team. Our engaged search model has a 95+% success rate as we don’t stop until we get your position filled!
INTERIM PLACEMENT
SHORT-TERM SOLUTIONS FOR LONG-TERM GOALS.

In today’s business environment, companies must rely on varied staffing solutions to meet their growing needs. Interim leaders fill vital needs quickly and set your team up for success.

IT’S ABOUT TIME

The average time to identify and present a slate of Leadership candidates for an interim opportunity is 3-5 days. The average start time for the chosen candidate is within 2 weeks, sometimes sooner.

IT’S ABOUT TALENT

Our network consists of highly skilled leaders, strictly in the world of healthcare leadership. Typically, interim candidates are change agents who have worked in a variety of settings from critical access hospitals, community hospitals, multi-site health systems, and ambulatory care settings.

IT’S ABOUT TRUST

Your best interest is our best interest. You can trust our qualification process, our deliverability, and most of all, our client references.

Interim placement is an ideal solution when a fast hiring process is needed for critical leadership positions. Our quick turnaround time and quality leadership candidates will ensure you have the proven leader you seek ASAP.

Whether you need a vacancy covered immediately or you are seeking a consultant to analyze, advise, and implement change affecting department and organization success, interim placement is an effective solution with exceptional value.

The initial commitment can be as short as a 3-month time frame, with the opportunity to extend the candidate on an as needed basis. We also make it easy should you eventually decide to hire the candidate on a permanent basis.
# Company Stats

**5 Decades**
We’ve been in the executive search business since 1974.

**3rd Generation**
Is a 3rd generation family owned business.

**Has placed 4,100+ candidates.**

**Achieves over 150 annual healthcare executive placements.**

**Top 1% Firm in America’s Largest Network of Search Firms.**

**Has 100+ yrs of combined search expertise among its recruiters.**

**10+ Years**
Has 10+ years average tenure among its search consultants.

**Has extensive industry expertise & has been published in CNBC, Wall Street Journal, Newsday, Yahoo, Modern Healthcare, & Monster.com**

# Interim Placement Stats

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<th>Time to Fill</th>
<th>Time for Candidate to Start</th>
<th>Average Experience of Candidate</th>
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<tbody>
<tr>
<td>7 Days</td>
<td>14 Days</td>
<td>20+ Years</td>
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**88%** of interim leaders who are asked to join the organization full time or extend their contract, do so.

**7,000+** Interim Leaders in our Network