

Achievement Spotlights

As Recruiters, we use Achievement Spotlights when presenting your qualifications to hiring authorities for Interim assignments. These summaries are quick to read, and can provide a snapshot of your top 5-7 strengths for the Hiring Authority.

This is a proven, valuable tool for hiring authorities who can get bogged down with multiple applicants, and who might only take a cursory scan of resumes.

How to Create Your Achievement Spotlight:

- 1) Pull out 5-7 of your most remarkable achievements professionally.
 - a. This works best if it is in short sentences & bulleted points.
 - b. Quantifiable achievements with metrics that back them up should be included in your Achievement Spotlight.
 - c. Include at least one bullet point with a summary of your years of experience & education level.

Examples of Achievement Spotlights by Service Line:

Executive level leader for CNO or COO role

- Progressive leadership experience in, nursing, operations, process improvement, change management, implementation of best practices, and electronic medical record. Operational responsibility for 400 to 1200 FTEs and revenue up to \$ 567 million.
- Ability to perform in a variety of healthcare arenas from public, non-profit and for profit. Led achievement of cardiac service line improvement to achieve Top 100 Hospitals. Operational oversight for a new critical care tower for which the organization received the ICU Design Citation Award.
- Demonstrated ability to inspire others toward successful achievement of hospital/system goals, national/state recognition programs like Magnet Designation, NICU Level IV designation.
- A transformational leader who appreciates the discipline and leadership required to create sustainable changes that result in a positive bottom line and highly effective interdisciplinary teams. Led teams across multiple organizations to achieve recognition of improved clinical outcomes.
- Focus on process and structural improvement based on current evidence and data analytics resulting in sustainable improved quality indicators, decrease costs, improved staff/physician satisfaction, patient safety, and patient/family satisfaction. Led efforts to improve staff retention from 86% to 93% and from 60% to 96% at two separate organizations. Focus on fiscal responsibility improving charge capture in Anesthesia department by decreasing loss by 24% and implementation of standardize process for supplies resulting in a \$4000 decrease per month.

Executive level leader for Women's , Infant's & Children's Services

- Master's prepared Nurse Leader with current advanced National certification, current with CPR and NRP.
- Accountable for inpatient & outpatient services of 11 cost centers, 300 fte's and 12 direct reports for busy acute-care hospitals with 6,500 births annually. Program ranked # 2 in the State.
- Achieved highest Physician Satisfaction - Obstetrics and Pediatrics (Jackson group) at 2 major organizations.
- Reduction of premium pay practices (up to \$500,000 annually) by reduction of vacancies, staffing tool builds & re-alignment of staffing patterns. Met or exceeded productivity standards; 98-102% routinely.
- Marketing development & outreach: Growth in Market share (Intellimed) Pediatric's (grown by 0.5%, increased 2.4%, previous year); Women's (grown by 1%).



Director of Medical Surgical

- MSN, NE-BC
- LEAN certified John black Associates
- Accountable for the overall operations of 5 Nursing units; 4 managers, 5 Clinical nurse Coordinators , Administrative Assistant and over 200 support personnel
- Established and implemented RN Residency program; started with 8 residents on Medical unit and increased to 20 residents between medical and surgical unit
- Obtained and implemented piloting program for new technology to improve patient safety and outcomes
- Established initiatives that improve patient satisfaction scores
- Implemented EMR, CPOE and bed-side Medication Scanning (99% compliance)

Director of Emergency Services

- Significantly increased Emergency Department and Inpatient patient satisfaction scores in 2 years (15th percentile to the 91st and 50th percentile to 90th).
- Assisted with design of new Rapid Assessment Area to facilitate flow and improve patient satisfaction. Focus on keeping patients who were less acute to be treated as vertical patients rather than horizontal in order to facilitate patient throughput in a very busy Emergency Department.
- Reduced LWBS from 2.5% to 1.8% by implementing direct bedding process.
- Decreased door to EKG time from 20-30 minutes to less than 10 minutes 98% of the time.
- Quality improvements included: Zero CAUTI's attributed to the Emergency Department for 2 years, assisted with the implementation of Sepsis and Stroke Alerts to decrease patient mortality, decreased blood culture contamination rate from 7.1% to 2% and collaborated with leaders and frontline staff in acute care to develop a process for hand off of care to improve patient safety.
- Successfully developed a throughput process that decreased the amount of diversion hours for the hospital from 400+ hours per month to less than 200 hours per month in one year.

Director Surgical Services

- Experienced surgical services leader with 19+ years serving in a progressive Management/Director role.
- Responsible for 6 departments within surgical services that included 10 operating rooms, anesthesia department, preoperative holding, Pacu, preadmission testing department, 6 direct report managers and over 150 FTE's.
- Oversaw several expansion projects including the addition of two operating rooms, expansion of the central sterile processing department, and 5 additional private preoperative holding areas.
- Directed new service line growth projects such as Bariatric Surgery that became accredited as a center of excellence and Single Site Robotic surgery including the first single site hysterectomy in our community.
- Improved surgical volume by 9% over prior years, achieved productivity in the 20th percentile for Solucient, and decreased overtime by 2% for all departments.
- Improved patient satisfaction scores from 92% to 99% with a 6 month sustained satisfaction score of 100%, beating the record of any surgical service department within our organization.