



*Bringing
Great Leadership to*

Healthcare

Exceptional Executive Search Services

Strategic focus

Understanding the world healthcare leaders face

Every healthcare organization has unique leadership needs. For nearly 50 years, Witt/Kieffer has dedicated its practice to serving organizations across the complete continuum of care. Today, we are the leading healthcare executive search firm in both activity and size. From the most comprehensive integrated delivery systems and academic medical centers to rural community and critical access hospitals, Witt/Kieffer offers the experience, breadth and intellectual capital to address the unique challenges facing any given organization with outstanding leadership.

Comprised of long-tenured healthcare consultants, former healthcare leaders, physician consultants and rising stars, our team members are integrated into the fabric of the healthcare industry. We demonstrate this by being present and participating with other healthcare executives in solving the challenges that face the industry. Accordingly, our role is to serve as an extension of each organization we serve to attract the strongest candidates.

Measuring the value of our leadership solutions

Mission alignment

The nation's only leading search firm that dedicates its practice to identifying leaders for organizations committed to improving quality of life.

Experience

Witt/Kieffer conducts over 500 executive searches every year for leading hospitals, health systems, and other organizations spanning the complete continuum of care. We have conducted over 1,600 CEO searches for hospitals and health systems during our history – far more than any other firm.

Quality

The average tenure for Witt/Kieffer healthcare placements is nine years. We seek feedback from clients and candidates to provide the best experience and exceptional service.

Diversity

Diverse leaders represent 46 percent of our placements. Women account for 36 percent of the firm's placements.

Trusted advisor

Judgment and credibility

There is no substitute for the judgment and credibility built as a result of working with the full range of healthcare organizations spanning the United States. Our experience provides us with prudence as well as the necessary access and respect among the field of potential candidates.

A unique and focused service model

By committing to the select arenas we serve, we have been able to further specialize our support over time, attracting passionate consultants and support staff, and methodically building subject matter expertise in key areas. Each practice leader has been able to build intellectual capital in their given areas of specialty – via teambuilding and thought leadership development – strengthening Witt/Kieffer’s overall Healthcare practice. Importantly, our team members do not work in silos. We work in teams, often overlapping practice areas to diversify subject matter expertise on any given engagement.

Specialty practice areas

Academic Medicine and Health Sciences	Legal and Compliance
Board Services	Life Sciences
Children’s Hospitals	Managed Care
Emerging Physician Leadership	Mid-Level Leadership
Faith-Based	Physician Integration and Leadership
Health Information Technology	Rural Healthcare
Health System Operations and Finance	Senior Care, Home Care and Hospice

Knowledge, network and access

A team you can trust

The most successful executive searches are built on relationships, not transactions. The Witt/Kieffer model revolves around a strong team concept, bringing together search consultants with experience, objectivity, discipline and sensitivity to your organizational needs. We develop a strategic partnership with each client to assess organizational needs and goals and identify the best possible leadership solution.

The search process demands trust to work well. Our consultants are known for their integrity, discretion and values. They maintain close, personal contact with your team to achieve on-target placements and satisfying results. Your Witt/Kieffer consultants work aggressively to meet your deadlines, but never compromise the strength of the candidates presented nor interfere with your prerogative of choice.

Your search benefits from a national network of talent and resources

With Witt/Kieffer, you benefit from national reach enhanced by local knowledge. Our offices are located throughout the country to help you connect with our team of healthcare specialists. We offer a network of more than 90 expert search consultants; each bringing a wealth of industry experience and local market intelligence to sharpen the focus of your particular search.

Once we learn the specific details of your organization and market area, our consultants and dedicated research analysts canvass the country's talent using extensive online resources and personal contacts.

We also tap into the firm's knowledge management system, the largest of its kind dedicated to healthcare, including an extensive proprietary database of more than 1,300,000 professionals from inside and beyond the industry.

Our offices are strategically located throughout the U.S. to help you connect with the best and brightest talent.

Far-ranging searches for distinctive healthcare leaders

Examples of positions we commonly recruit for include:

- Chief Executive Officer
- Chief Operating Officer
- Chief Medical Officer
- Chief Financial Officer
- Chief Nursing Officer
- Chief Information Officer
- Chief Medical Information Officer
- Chief Human Resources Officer
- Chief Strategy Officer
- Chief Quality Officer
- Chief Diversity Officer
- Chief Marketing Officer
- General Counsel/Compliance Officer
- Health Sciences and Medical School Leaders
- Center/Institute Directors
- Clinical Chiefs/Chairs, Chiefs and Directors
- Chief Population Health Officer
- Chief Experience Officer
- Foundation Executives
- Department Vice Presidents
- Board Members
- Mid-level Leaders across all Units

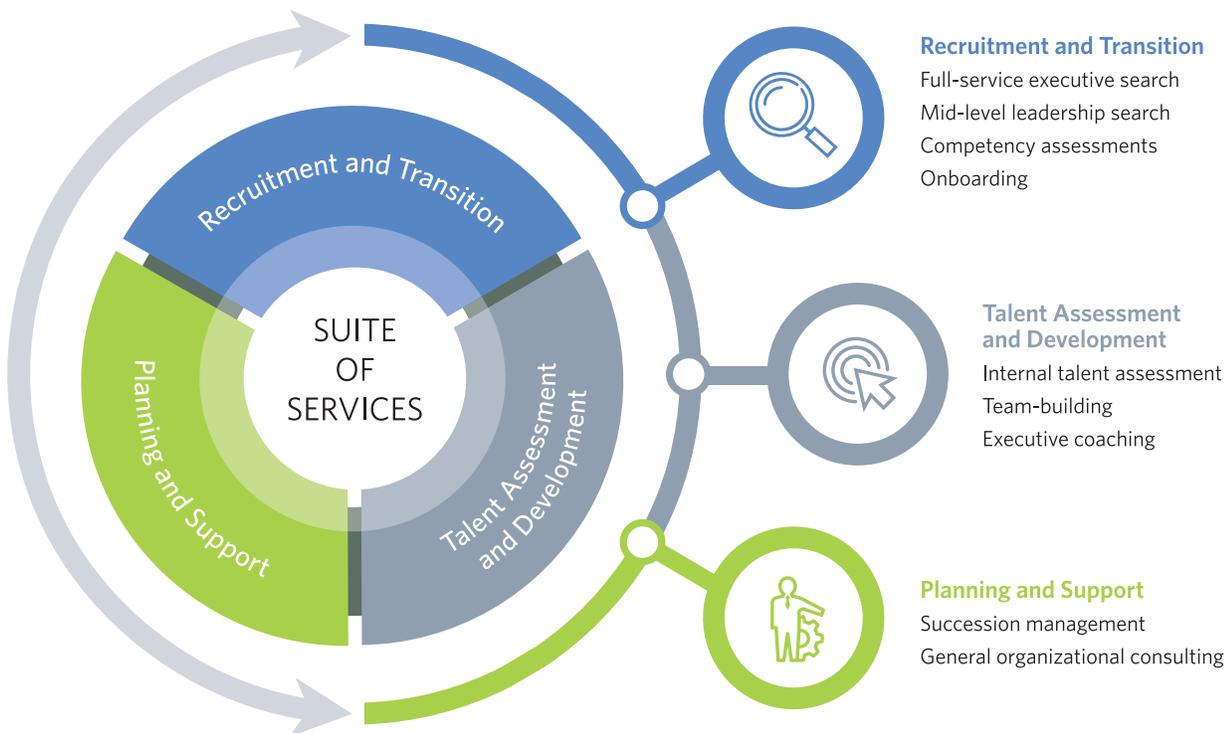
Suite of services

Comprehensive suite of Leadership Solutions

Witt/Kieffer delivers insightful, effective, enduring leadership solutions for healthcare organizations. We have proven credentials to deliver executive search results tailored to your needs. Unlike other top search firms, healthcare is our core business and our ultimate passion. We are totally invested in bringing superior leaders to hospitals, health systems and other healthcare organizations.

Identifying and placing exceptional leaders is not our only responsibility. Our duty is to ensure that our placements and the organizations they serve achieve long-term success.

Witt/Kieffer's long history and dedication to the evolving healthcare landscape has enabled us to design a comprehensive suite of services, tailored to healthcare leadership needs.



Proven process

Proven process matches right leaders to right organizations

Witt/Kieffer pioneered the consultative approach to executive search, serving as a valuable resource to search committees, human resources leaders and talented candidates.



Understanding

Understanding your organization: Listen and learn through on-site interviews with key members of the search committee, board, human resources, executive and clinical management teams to understand your goals, values, culture and vision for the future.



Defining

Defining the position: Develop a comprehensive leader profile including candidate qualifications and performance expectations; recommend solutions to potential barriers to a successful search.



Managing

Managing the search: Develop a search strategy that includes finding key organizational and geographic targets, followed by thorough online research, mining databases, activating referral networks and leveraging the extensive contacts of experienced consultants.



Evaluating

Screening and evaluating candidates: Conduct in-depth personal behavioral interviews with the strongest candidates and evaluate against specifications for skills, experience, leadership style and values. Conduct extensive reference checks and verify employment, academic degrees and professional qualifications.



Advising

Advising during interviews: Present the most qualified candidates using unaltered resumes as well as the search consultant's comprehensive evaluation. Coordinate preliminary and follow-up interviews with your organization to make informed decisions about finalists. Administer competency/psychometric assessments and present findings.



Assisting

Assisting with final selection: Close the search successfully by assisting with the negotiation of such critical issues as compensation, benefits and contracts.



Monitoring

Monitoring the match: Communicate regularly with your organization and the newly placed leader to ensure long-term, mutual satisfaction.

The Witt/Kieffer difference

We believe there are multiple factors that will distinguish your partnership with Witt/Kieffer.

1. **Organizational alignment:** Dedicated to serving organizations that are committed to improving the quality of life, we do our best work when we can directly connect the mission and ethos of our firm with our client's. As a result, our fit with healthcare organizations is uniquely and powerfully suited.
2. **Specialization in healthcare:** Our specialization in and dedication to healthcare gives our consultants a unique understanding of the healthcare industry; we have developed this expertise over our nearly 50-year history and have become the preeminent executive search firm in the nation serving healthcare organizations in pursuit of leadership.
3. **Understanding of your organization and your leadership needs:** We learn about your organization to understand your culture and ensure the right fit; we evaluate candidates according to your leadership needs, backed by validated, specialized assessment methodologies.
4. **Customized approaches:** Our proven, collaborative process is adapted to unique client needs and preferences for each engagement.
5. **Expert, precision implementation:** We work with each client to develop a timeline that meets their needs for each engagement and ensure that the process runs smoothly, in alignment with the timeline.
6. **Our team of experts:** Our national team of consultants work together to ensure a successful search outcome; our team brings personal experience as healthcare professionals throughout the continuum of care and as executive search consultants.
7. **Commitment to quality:** We strive for quality in everything we do, seeking out continuous improvement, measuring client satisfaction, and providing consistent communication and generous administrative support to ensure an outstanding experience for clients and candidates.

Witt/Kieffer values

Quality

We strive for quality in everything we do, and seek out continuous improvement based on feedback from our clients and candidates.

Teamwork

We support, trust and care for one another, foster professional growth and enjoy our work.

Integrity

We are honest and straightforward, keep our word, do the right thing and show respect for all.

Commitment

We are committed to our clients, candidates and colleagues and hold people accountable.

Growth

We grow to meet the needs of our clients, reach new clients and attract and retain the best employees to support our mission.

Diversity

We celebrate diversity of race, ethnicity, culture, thought and experience.

Witt/Kieffer is the preeminent executive search firm supporting organizations improving the quality of life, including those in healthcare, education, academic medicine, life sciences, sports and the not-for-profit sector. Our consultants also serve clients through Board Services, Information Technology and Leadership Solutions practices.

For more information, visit wittkieffer.com