

Maintaining Momentum and Fast-Tracking Results with Interim Executive Management



Finding executive talent is tough and getting tougher for healthcare organizations as the shrinking supply of top-level leadership meets the rising demand for top-notch talent. From retiring Baby Boomers to changing models of care and payment, trends both inside and outside the industry are making it harder than ever to find the executives you need — especially if you need them immediately to fill unexpected vacancies.

How does a healthcare organization ensure continuity during times of crisis, rapid growth, change or transition?

Interim Management Solutions from Coker Group

Experience is everything. Coker Group's Interim Management Solutions provides experienced senior healthcare executives for short- or longer-term assignments in hospitals, physician practices and ancillary care facilities. Our interim placement pool has a broad range of prior experience and deep knowledge in a variety of areas related to healthcare organization management. Coker Group's experienced healthcare executive management professionals bring:

- Executive depth with a consultant's breadth: Coker Group interim healthcare executives have led individual organizations in full-time positions, as well as consulted on a host of engagements at myriad organizations. With this unique combination of executive and in-the-field experience, Coker Group interim management executives bring broad-based insight to consult and advise, and real-life experience to implement and manage.



- Expertise onsite in days: From front-line, technical expertise to high-level strategic management skills, Coker Group interim management executives provide whatever abilities you need, whenever and wherever you need them.
- Permanent placement if you need it: Nagle & Associates, Coker Group's full-service executive search firm, can engage the interim executive it places to provide frank, unfiltered input in the search for a full-time leader. Nagle & Associates uses insight gained in the interim engagement to find, place and transition the best permanent candidate. Combined interim and permanent placements are available and can be priced as a package.
- Industry experience, extra expertise: Backed by a full-service healthcare consulting firm, Coker Group interim management executives can tap into a full complement of hospital financial, clinical and operational advisory services to address your challenges from all sides.

Healthcare Organizations Call on Coker Group Interim Management to:

- Maintain organizational momentum when mission-critical executives leave
- Assess and advance clinical, financial and operational performance
- Evaluate and enhance HIT performance
- Explore and execute service line development or expansion
- Prepare for mergers or acquisitions
- Initiate and implement essential initiatives

Services

- Interim executive placement for hospitals, physician practices, ancillary care providers and other healthcare organizations
- Full-time executive search
- Executive coaching
- Administration and staff coaching

Benefits

- Ensure continuity by immediately filling vacant executive positions
- Enhance financial, clinical and operational outcomes with more experienced leadership
- Minimize disruption and defuse potentially sensitive situations with leadership objectivity
- Create accountability with administrative rather than consultative staffing
- Free HR management/administration, physician leaders and the board to search for a full-time candidate
- Execute a successful turnaround process

For further information about Coker Group or to learn how our Interim Management Solutions can help you manage crisis, growth, change or transition, visit our website at www.cokergroup.com, or call us at 800-345-5829x2021 to speak with Ellis "Mac" Knight, MD, Senior Vice President/CMO or Chip Nagle, Senior Vice President.

