

The background of the slide is a solid blue color with a faint, light blue ECG (heart rate) line pattern overlaid. The text is centered and reads:

**HOSPITAL-PHYSICIAN  
ALIGNMENT:  
CLOSING THE  
CAPABILITIES GAP**



**JILL  
SCHWIETERS**

President, Pinstripe Healthcare



- Leading provider of talent solutions to the Healthcare industry.
- Led by human resource executives with deep healthcare provider experience.
- Produces transformative results.
- Increases candidate quality.
- Driven for innovation and continuous improvement.

# TODAY

““  
Think  
differently  
about your  
~~Workforce~~  
TALENT””

## AGENDA

- Industry Landscape
- Capability Gap
- Required Skills
- Leadership Focus
- Q&A

# COMPELLING PRESSURES



CHALLENGE  
OR

OPPORTUNITY



# DEFINING CAPABILITY GAP

## CHALLENGE

The determination of needed capabilities that do not yet exist.

## OPPORTUNITY

An organization's ability to execute on the opportunities before it, and lead their competition.

# CAPABILITIES





**PEOPLE &  
WORKFORCE  
STRATEGY**

# THE RULES ARE CHANGING

- Physician Shortages
- Baby Boomer Retirements
- Hospitals Purchasing Medical Practices
- Generational Work Preferences
- Shifting Regulatory Landscape

# PEOPLE STRATEGIES

## HOW

- Align with Organizational Objectives
- Define Your Culture
- Identify Critical Roles
- Articulate Your Employment Brand
- Use Data to Make Decisions

## WHY

- Attract Right Fit Talent
- Reduce Turnover
- Enhance Your Overall Brand
- Drive Patient Satisfaction



**ATTRACT  
HIRE &  
ONBOARD**

The physicians that got you to **good**,  
won't get you to **great**.

# HIRING PHYSICIANS

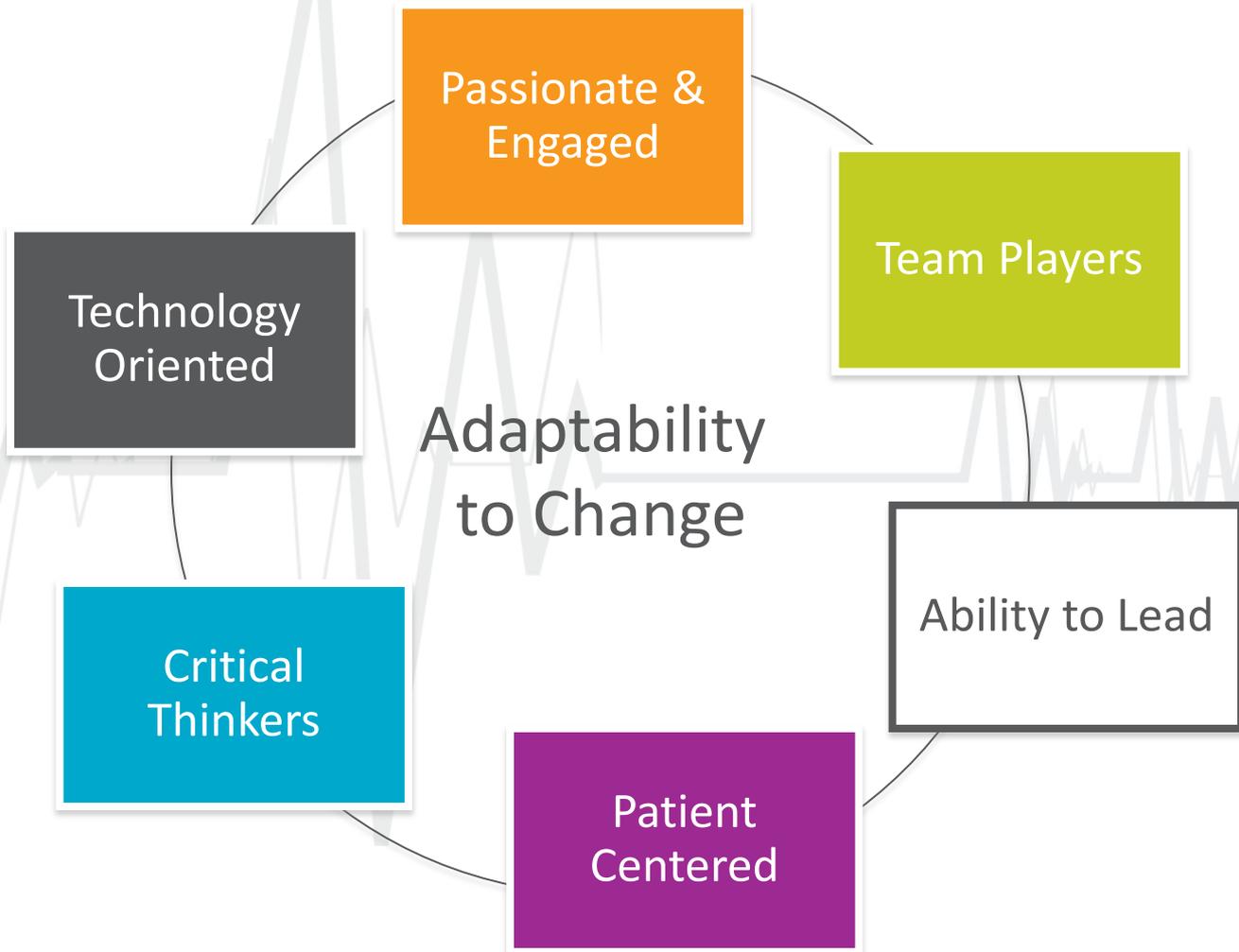
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- Performance History
  - Educational Background
  - Knowledge Areas
  - Tactical Abilities
  - Certifications/Licensure
  - Likeability
  - Job Search Motivation

# HIRING PHYSICIANS

## ASSESSING FOR QUALITY

- Cultural Fit
- Customer Service
- Workplace Motivators
- Adaptability to Change
- Coach-ability
- Openness to Innovation
- Character Traits

# NEW REQUIREMENTS OF HEALTHCARE TALENT





RETAIN

DEVELOP

DEPLOY



# FOUR KEY STEPS TO PHYSICIAN LEADERSHIP DEVELOPMENT



CLOSING

THOUGHTS



The organization with the best talent  
has the **COMPETITIVE ADVANTAGE.**

With **GREAT PEOPLE** and **GREAT CARE...**

...Healthcare Organizations Achieve:

**MORE ENGAGED EMPLOYEES**

**DEEP-ROOTED CULTURES**

**LASTING PATIENT RELATIONSHIPS**

**QUALITY OUTCOMES**

# THANK YOU!



**JILL SCHWIETERS**

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