

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



ModernHealthcare

HealthLeaders^{Media}

 FierceHealthcare
DAILY NEWS FOR HEALTHCARE EXECUTIVES

Trustee

H&HN
HOSPITALS & HEALTH NETWORKS

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

The background features a light grey grid. Overlaid on this grid is a grey line graph. The graph starts with several large, sharp peaks and valleys on the left side, then transitions into a series of smaller, more frequent oscillations on the right side.

ATTRACT
HIRE &
ONBOARD

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

HIRING PHYSICIANS

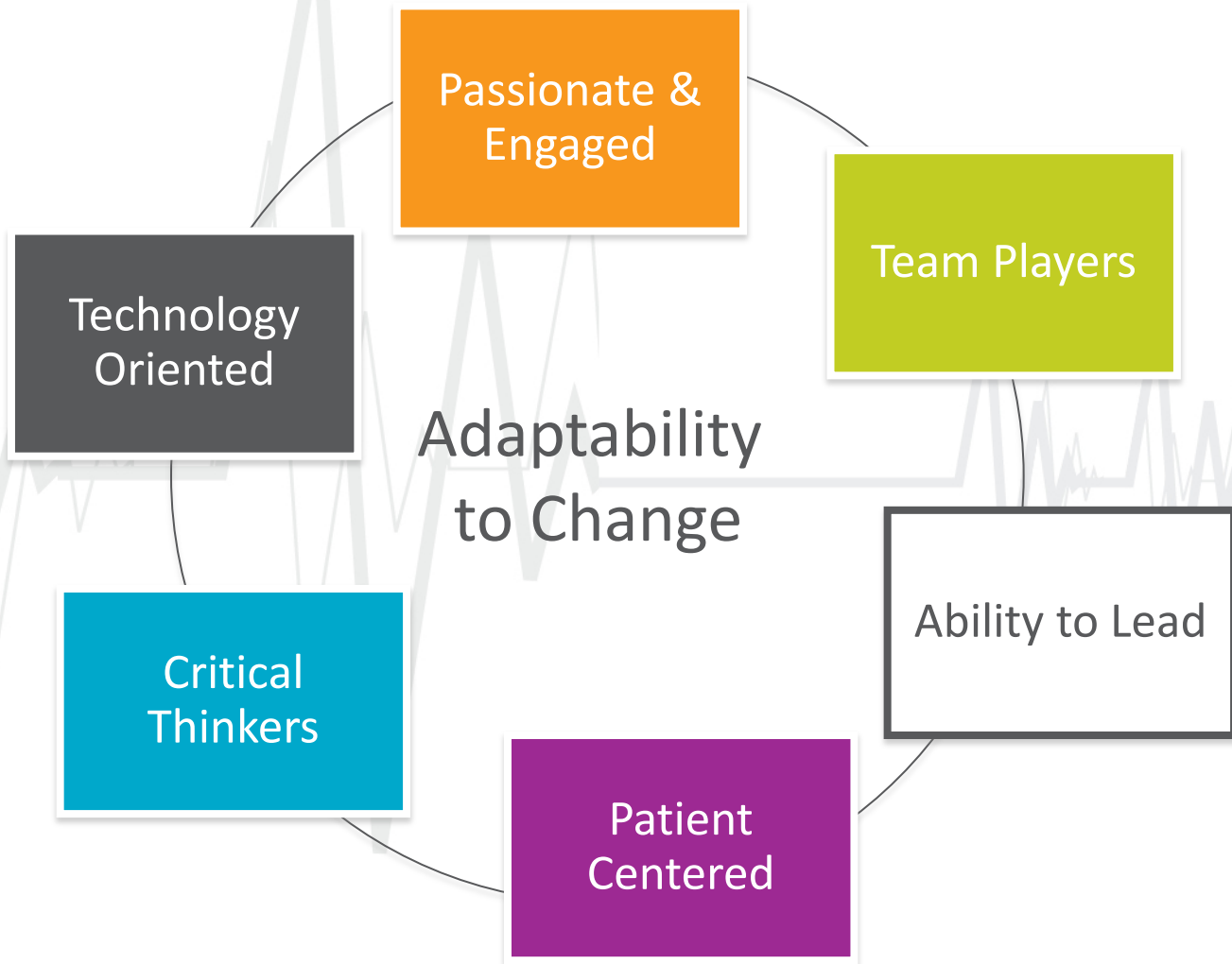
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- Performance History
 - Educational Background
 - Knowledge Areas
 - Tactical Abilities
 - Certifications/Licensure
 - Likeability
 - Job Search Motivation

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

President

Pinstripe Healthcare

jschwieters@pinstripehealthcare.com

pinstripehealthcare.com

