

# The Four Things Preventing You from Finding the Right Leaders for Your Hospital

Manage the Big 4 Threats to Success<sup>SM</sup>

HealthLinx<sup>®</sup>



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## Introduction

You've probably experienced this issue many times over your career: leadership gaps that continue to go unfilled for months – maybe even years. Over the last 18 years, HealthLinx has learned that you can't replace hope with fact. Ideal leaders don't fall from the sky, and they certainly don't come knocking on your hospital door right when you need them. You have to go into the market with a sound process that stops you from shooting at a moving target. Leaders today are more sought after than ever and, combined with the Law of Supply, fewer and further between.

## Big 4 Threats to Success<sup>SM</sup>

After more than 18 years of managing leadership search projects for partner hospitals, we have found there are some common themes, or threats, that will inhibit you from finding the right leader within a time frame that prevents you from enduring a long-term leadership gap. When you expertly manage these threats, you give yourself the best chance for success. If you do not manage these threats, you'll likely be wasting time and money.

1. **Riskholder Alignment:** Does each Riskholder agree on the traits, experience, and goals for this role?
2. **Intangibles:** Do you know the intangibles that are required by a Leader to be successful in your organization?
3. **Position Desirability:** Is your Leadership gap in a similar situation as the other 100 leadership gaps across the country? Can you make it more desirable?
4. **Project Timeline:** Do you have someone to hold all stakeholders accountable over the term of the search project?



## "The Big 4" Threats to 120 days

(The four threats to always expect when acquiring a leader)

### The Big 4

1. RISKHOLDER MISALIGNMENT
2. MISUNDERSTANDING INTANGIBLES
3. THE POSITION ISN'T DESIRABLE
4. DEVIATION FROM 120-DAY PLAN

Resulting in:

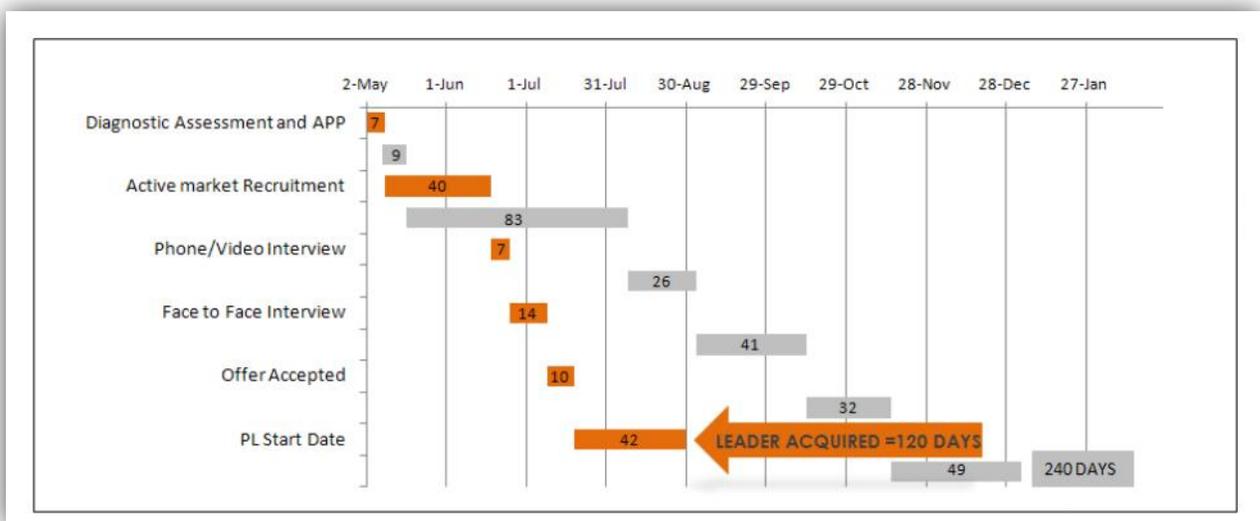
- WASTED PERFORMANCE AND DOLLARS
- WASTED TIME
- WASTED INTERVIEWS
- UNSUCCESSFUL OFFERS
- VACANCY/UNIT DETERIORATION

### Is Your Leadership Search Threatened?

Now it's time to put this knowledge to the test. Think of a current or recent leadership gap in your facility. Can you answer each of the above "Big 4<sup>SM</sup> Threats" questions with a resounding "Yes"? If you can, congratulations! You're on the right track and the right leader will be easy to find. If you cannot, unfortunately, you'll likely waste time and money during a frustrating and time-consuming search.



If you're struggling with any of these threats, we'd be happy to discuss how we're able to combat the Big 4 Threats to Success<sup>SM</sup> and consistently beat the "typical approach" shown below.



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