

## Project Turnaround Time of 120 days from Diagnostic Assessment to Leader Start

### Background

**Facility Overview:** Not-for-profit, 833-bed, nationally recognized regional medical center consistently ranked among the top healthcare providers in the United States.

**Case Presentation:** Highly competitive market for MPD candidates, especially considering the caliber of candidate the client is seeking. The current director-level title may not motivate a qualified candidate to make a change.

**Outcome:** Big 4 Threats mitigated. Acquisition of an experienced and qualified Permanent Leader into the Magnet Program Director Role within 120 Days.

### Process

Following an initial conversation with the client, the HealthLinx Permanent Leadership Acquisition Process (PL120) was implemented in order to remove existing threats and acquire a quality permanent leader within 120 days. HealthLinx always performs a diagnostic assessment, sets realistic expectations, and then uses its proven processes and best practices. Using this highly prescriptive process, all levels of the organization were engaged to develop and then execute the project plan.

### Aim/Purpose

HealthLinx's aim was to utilize a project management solution designed to manage the Big Four Threats to Success in order to acquire a Permanent Leader within a defined timeline, and ultimately to improve outcomes.

1. Placement of Permanent Leader
2. Complete Magnet Application/Prepare for Submission
3. Evaluate current Shared Governance Model to identify opportunities for improvement with plan for implementation
4. Create formalized process and tools for Shared Governance and Unit Based Council meetings
5. Assess current Professional Practice Model and provide recommendation to shared leadership to align with ANCC Magnet Source of Evidence
6. Care Delivery System – Review and propose appropriate changes to align with Magnet standards
7. Determine Percentage of BSN and certified nurses; complete action plan as appropriate

### Outcomes

Our Diagnostic Assessment is designed to build the customized leader profile that guides our search. Our Project Management Executives, Senior Leadership Consultants & Representatives have years of experience acquiring qualified leaders.

### Lessons Learned:

Strong project partnership in which client had a thorough understanding of, and fully supported, the HealthLinx process, facilitating the timely acquisition of a Permanent Leader hire and start date.

Client interviewed one leader (full match to the customized leader profile), and moved to Permanent Leader offer enabling a robust transition and onboarding between the Transitional Leader and Permanent Leader to complete the project within the Best Practice Timeline of 120 days.

### Project Timeline

Permanent Leader (Magnet Program Director) sourced from a compressed national market, and matching a highly specialized customized leader profile yielding a successful project turnaround of 120 days.