



## Best Practices for Retaining Great Leaders

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## B. E. Smith Today

Work with over 2000 top healthcare organizations and recently placed over 600 healthcare executives.

- ❖ 250 senior leaders (CEO, COO, CFO, CNO, CIO, CMO)
  - Improved labor utilization = \$1M savings
  - Reduced write-offs = 93%
  - Increase physician satisfaction = 26%
- ❖ 200 OR, ED, ICU, Women's , Case Management and Practice Management leaders
  - Improved patient satisfaction = 28%
  - Increased Case Mix Index = .23
  - Decreased ED turnaround times = 24%
- ❖ Over 150 other leadership positions; i.e. pharmacy, facilities, IT
- ❖ All sizes, all regions, all executive positions

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## Did you know?

- 90% of all leadership will take a call from an executive recruiter
- Over 85% of VPs and Directors will accept or consider a better career opportunity within the next 30 days
- 40% will ramp up their job search when the economy improves

**At all levels of management, business leaders are seriously misjudging the percentage of their direct reports who are inclined to pursue new career opportunities when and if they come.**

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## Can You Afford To Live Without *Vital Friends*?

- A best friend at work
- Three at work = happier at home
- The person we least like to be around

**Friendships are good for business. Companies are coming to discover that, yet are at a loss at what to do about it. – USA Today**

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## How Full is Your bucket?

- The theory of 'The Dipper and The Bucket'
- Five strategies

Focus on *what is right* in your interactions with other people. Even the briefest positive interactions will affect your relationships, productivity, health and longevity.

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Focus on retention ***NOW***

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# Thank You!

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