



TALENT ACQUISITION CASE STUDIES

Interim Resourcing

System CFO, \$850M NPR Health System in the Northeast

- ✦ **Client Environment** - The resignation of the incumbent CFO, coupled with the need for financial turnaround led to the urgent request for an interim resource as a best first-step to recovery.
- ✦ **Solution** - Warbird rapidly identified and assigned a local resource within 72 hours of the client's request.
- ✦ **Outcomes** - This six-month interim turnaround assignment resulted in significant improvement of critically urgent finance and accounting priorities.

CEO, \$1.25M NPR Acute Care Facility on the West Coast

- ✦ **Client Environment** - The resignation of the incumbent CEO combined with the need for a financial turnaround came immediately after Warbird completed a Performance Review assessment.
- ✦ **Solution** – The board saw the benefit of inserting one of Warbird's two consultants from the assessment as Interim CEO, given that person's detailed knowledge of the health system's status. This person knew what needed to change and had a sense of how to do it quickly.
- ✦ **Outcomes** - Within 12 months, the health system went from having a large operating loss to having an operating profit.

Full-Time Placements

VP Medical Group Finance, \$700M NPR Health System in the Midwest

- ✦ **Client Environment** - The CFO needed to identify a strong finance leader who could not only interface with clinical leadership but also turn around the finance department.
- ✦ **Solution** - Warbird was selected as the exclusive provider to conduct a national search to identify and place an experienced full-time VP of Finance with medical group experience.
- ✦ **Outcomes** – Warbird successfully placed and relocated an experienced leader to the Midwest. The leader has been with the client for over six months, and the CFO has given great feedback on the placement's performance.

Full-Time Placements

Chief Operations Officer & Senior Vice President, Administration Searches Children's Hospital within a \$2B Health System in the Northeast

- ✦ **Client Environment** - Due to Covid and several financial constraints, this hospital was without two key leadership roles for an extended period.
- ✦ **Solution** - Warbird served as the exclusive partner for senior leadership resourcing and was selected to conduct a national search to identify and place an experienced Chief Operations Officer and a Senior Vice President over Clinical Administration.
- ✦ **Outcomes** - We successfully placed and relocated an experienced COO to the Northeast from the South who has now been with the client for over seven months. This COO was recently promoted to CEO of the hospital. We also placed the Senior Vice President of Administration who relocated from the South as well in December 2023. So far, feedback on her performance has been very positive.

Strategic Advisory and Talent Partnerships

\$1.2B NPR County-Owned Health System in the Southeast

- ✦ **Client Environment** - A Level I Trauma Center is rapidly expanding within the Southeast and recently opened a large ambulatory surgery center. This client needed clinical recruiting support to staff the new site.
- ✦ **Solution** - Warbird put together a national recruiting team comprised of six Senior Healthcare Recruiters and a Project Manager to target eight specific clinical roles executing a national marketing strategy to target prospective candidates.
- ✦ **Outcomes** - Warbird was able to present over 300 candidates, assisting in meeting the critical deadline to open the new surgery center.