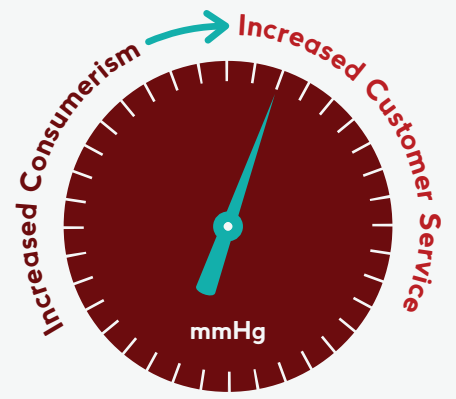
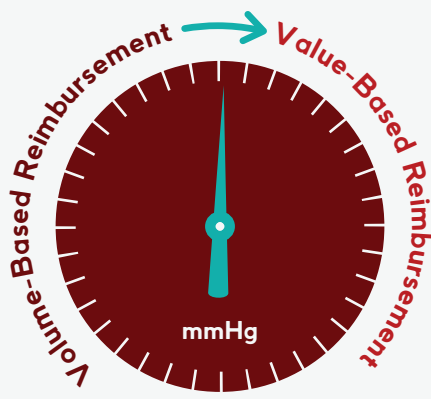
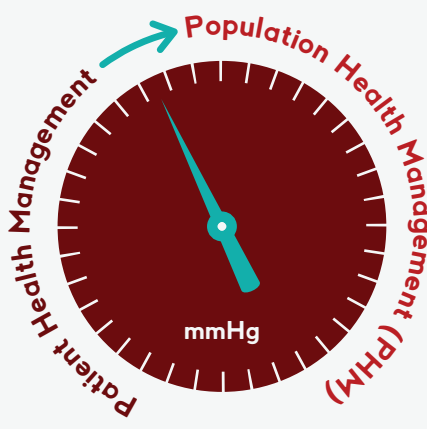


# MISMATCHED TYPES

Why the Qualities of Traditional Healthcare Leaders No Longer Apply

## PRESSURE CHECK

The New Expectations for Health Systems



As new factors lead to new goals for health systems, it is likely that only someone with no ties to the past will be able to design and implement the best approaches for the future.

## TWO TYPICAL SCENARIO TYPES

Why Neither “Traditional” Candidate Is the Right Match for Making Change

### TYPE A BeWell Health Systems



**Bob**

Vice President of Nursing

Asked to Take on Clinical Integration Initiatives

### TYPE B Hopewell Health Systems



**Sue**

Vice President of Strategic Planning

Asked to Lead PHM Efforts

**A<sup>+</sup>**

#### Positives

- Internal candidate
- Proven to be a good manager
- Experience in nursing and management of ongoing operations

**A<sup>-</sup>**

#### Negatives

- No experience inventing new ways of organizing care
- No vision for new ways to integrate
- Tied to the ways of the past

**B<sup>+</sup>**

#### Positives

- Worked at HopeWell her entire career
- Helped develop a dozen successful new programs
- Experience in generating new revenue

**B<sup>-</sup>**

#### Negatives

- No direct transfer of knowledge from strategic planning to PHM
- No financial expertise in managing risk of value-based contracts
- Experience based on generating new revenue, not managing costs

Neither of these hypothetical examples represent candidates who are “bad” or even unqualified. Rather, the unique needs of each organization attempting to keep up with a transforming healthcare landscape necessitated a degree of lateral thinking that the leader’s experience level did not allow them to offer. In the end, neither “traditional” candidate was right for the role.

## DRAWING BLOOD

Where New Leadership is Coming From

As health systems seek to meet new expectations, leaders with experience in new ways of thinking may be at times better suited to take on the challenges ahead—especially from industries like:



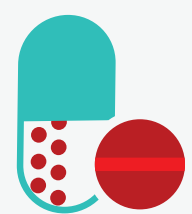
Finance



Hospitality



Investment



Pharmaceuticals



Integrated Healthcare Strategies  
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For complete insights, download the whitepaper at [www.IntegratedHealthcareStrategies.com/NewBlood](http://www.IntegratedHealthcareStrategies.com/NewBlood)