

HEALTH SOLUTIONS



KORN FERRY®

Executive Search | HayGroup | Futurestep


CHALLENGES AND OPPORTUNITIES

Healthcare is transforming. An unprecedented shift from payment models based on volume to those centered on value, combined with aging populations; soaring costs; overwhelming data, analytics and technology advancements; growing consolidation among payers and providers; increasing coordination of care; deepening public-private partnerships; and global healthcare reform efforts.

These interdependent disruptions pose complex threats; they also present valuable opportunities. No one knows this better than Korn Ferry Health.

Whether it's a complete approach to aligning your people and your organization to your strategy, scaling a business for rapid growth, making a senior leadership hire, or establishing the job competencies and incentives for roles and positions – Korn Ferry Health has built offerings that are proven to drive results.

Addressing the critical challenges healthcare clients face through comprehensive strategy, implementation, and optimizations services that achieve people and organizational success.



With an average tenure of more than **15 years**, our experienced team has a deep understanding of the talent needs specific to the healthcare industry.

OUR EXPERIENCE

Clients spanning the entire healthcare enterprise:

- **2/3** of the top 100 integrated delivery systems
- **25%** of the leading academic medical centers
- Over **300 hospitals** of all types/sizes, including teaching hospitals, specialty hospitals, and community hospitals
- **1/2 of the top 25** managed care/health insurance firms
- Leading healthcare services and technology companies including: multi-site specialty clinics, long-term care companies, consulting firms, software vendors and more
- National and state healthcare associations

We bring unrivaled access to senior executives and expertise assessing candidates' capabilities and fit:

- Our client satisfaction rate is **90%** for the quality and impact of our work.
- Candidates assessed and placed by Korn Ferry Health have an average tenure of **7 years**, compared to the industry norm of 4 years.



OUR CAPABILITIES

STRATEGY EXECUTION AND ORGANIZATION DESIGN

It's where strategy and purpose meet people and execution.

We help you turn your strategy into reality. We establish the conditions for success by clarifying your strategy; designing an operating model and organization structure that aligns to it; and defining a high-performance culture. And we enable successful, sustained, and strategic change by engaging and motivating people to perform.

TALENT STRATEGY AND WORK DESIGN

It's where progress starts with a plan.

We map talent strategy to business strategy and help you put your plan into action. We make sure you have the right people, in the right roles, engaged and enabled to do the right things — both now and in the future.

REWARDS AND BENEFITS

It's where people are compensated with purpose.

We help organizations align reward with strategy. We help you pay your people fairly for doing the right things — with rewards they value — at a cost your organization can afford.

ASSESSMENT AND SUCCESSION

It's knowing that a successor will be successful.

We provide actionable, research-backed insight that allows you to understand the talent you have, benchmarked against the talent you need to deliver on the business strategy. Our assessments allow you to make the right decisions about your people for today, and to ensure that the right leaders are ready — when and where they are needed — in the future.

EXECUTIVE SEARCH AND RECRUITMENT

It's where you'll find all the right people.

We integrate scientific research with our practical experience and industry-specific expertise to recruit professionals of all levels and functions at organizations in every sector.

LEADERSHIP DEVELOPMENT

It's a journey that takes a leader a career to fulfill.

We activate purpose, vision, and strategy through leaders at all levels of society and organizations. We combine expertise, science, and proven techniques with forward thinking and creativity to build leadership experiences that help entry- to senior-level leaders grow and deliver superior results.

CORE BUSINESS ISSUES

Clients turn to us for help with new and converging challenges and opportunities, including value-based care, innovative joint ventures, population-based health initiatives, patient-centric healthcare, healthcare information technology implementations and post-merger integration issues. Our solutions focus squarely on strategy enablement as it relates to these specific business issues.

VALUE BASED CARE

More than a program.

Building a successful value based care strategy requires establishing the organizational and people excellence and enablers required to foster a patient-centric culture. Our solutions help you align your structure, governance and operating models; achieve the functional alignment required to get the right people into the right roles; and align your reward systems with your strategy.

PHYSICIAN ALIGNMENT

Embrace enterprise alignment.

We have the experience, tools and capabilities to address the fundamental organizational and talent barriers to achieving hospital/physician alignment. Our science, experience and healthcare expertise help you identify what leaders and teams are best suited to address the millions of messy details that drive – and sustain — the success of enterprise wide hospital/physician alignment.

EMPLOYEE AND PHYSICIAN ENGAGEMENT

Engagement success hinges on transforming data into strategy.

Korn Ferry Health analyzes your engagement data through an Organization and a People lens in combination with relevant performance metrics to develop your unique engagement strategy. We help you achieve value-driven outcomes through engaged and enabled people.

MERGERS AND ACQUISITIONS

A focus on business value and people.

Leaders underestimate the talent and culture issues they will face during M&A, and most fail because of it. Strategy and finance explain less than 20% of M&A success. The other 80% is “people.” Our unique approach to M&A uncovers hidden risks beyond numbers, identifies specific growth targets, and focuses on effective integration activities and business value.



WHY KORN FERRY?

No one knows more about how to execute strategy through people than Korn Ferry.

EXPERTS ON HUMAN PERFORMANCE IN THE WORKPLACE.

- Roots dating back to **1943**
- Partner to **96%** of FORTUNE'S Most Admired Companies
- **150 offices** in **52 countries**
- Assessment data on **4.4M professionals**
- Reward data on **20M professionals**



ABOUT KORN FERRY.

Korn Ferry is the preeminent global people and organizational advisory firm. We help leaders, organizations, and societies succeed by releasing the full power and potential of people.

Through our Executive Search, Hay Group, and Futurestep divisions, our nearly 7,000 colleagues deliver services in the following areas:

- Strategy Execution and Organization Design
- Talent Strategy and Work Design
- Rewards and Benefits
- Assessment and Succession
- Executive Search and Recruitment
- Leadership Development

See how we help your organization rise **UP** at kornferry.com/health



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