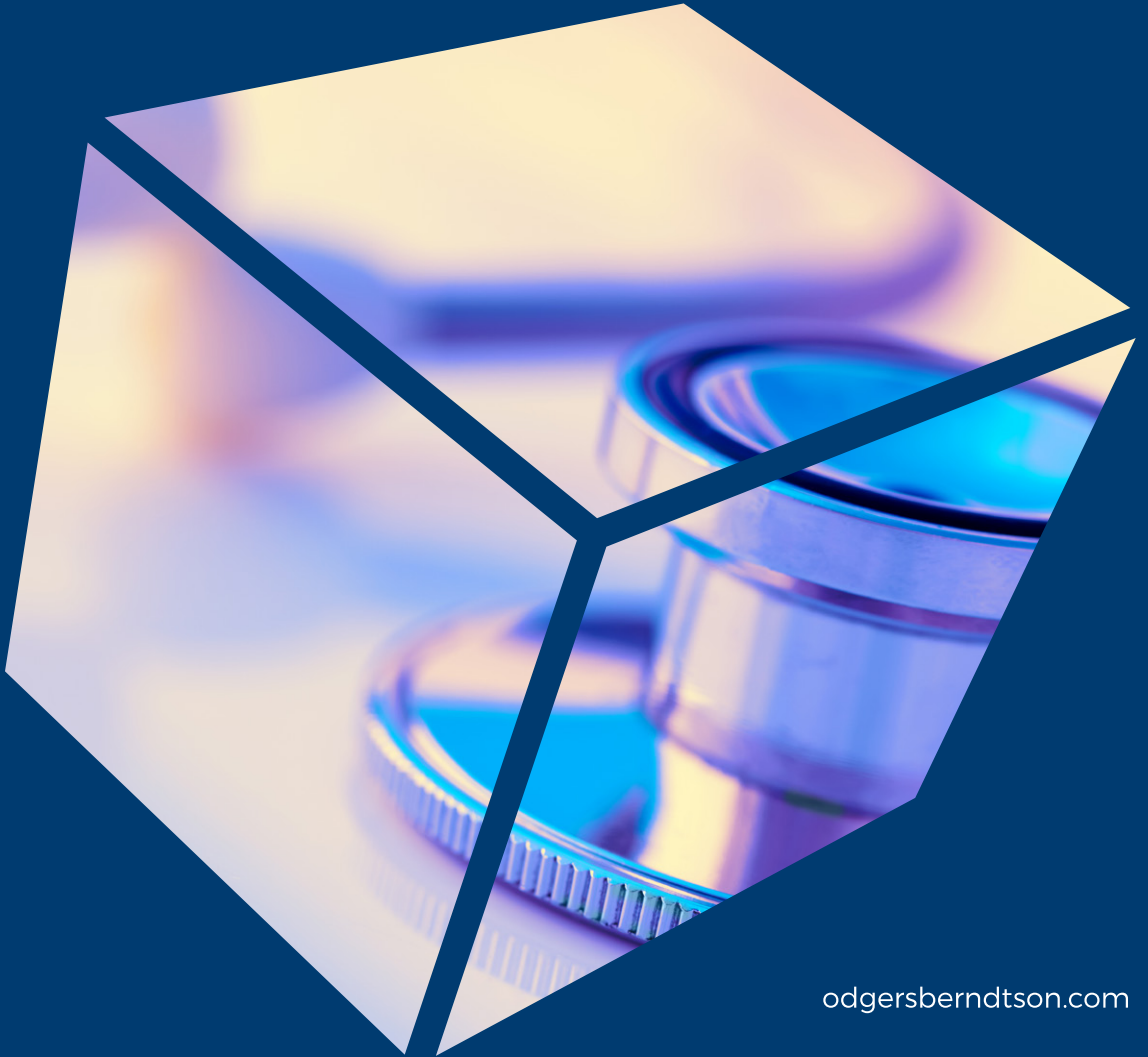




Odgers Berndtson Healthcare



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Team & Approach



- We forge deep relationships with our clients to ensure we understand their organizational goals and cultural dynamics.
- We understand the need for forward-thinking, strategic leaders who embrace healthcare innovation that will position organizations for long-term success.
- We know you're facing the challenges of a fluctuating economy with less engagement in the workplace, increasing employee turnover rates, and generational shifts. We're here to assist with transition and succession planning, leadership development, and industry mapping.
- We are passionate about working with our clients to address their diversity, equity, and inclusion (DEI) objectives.

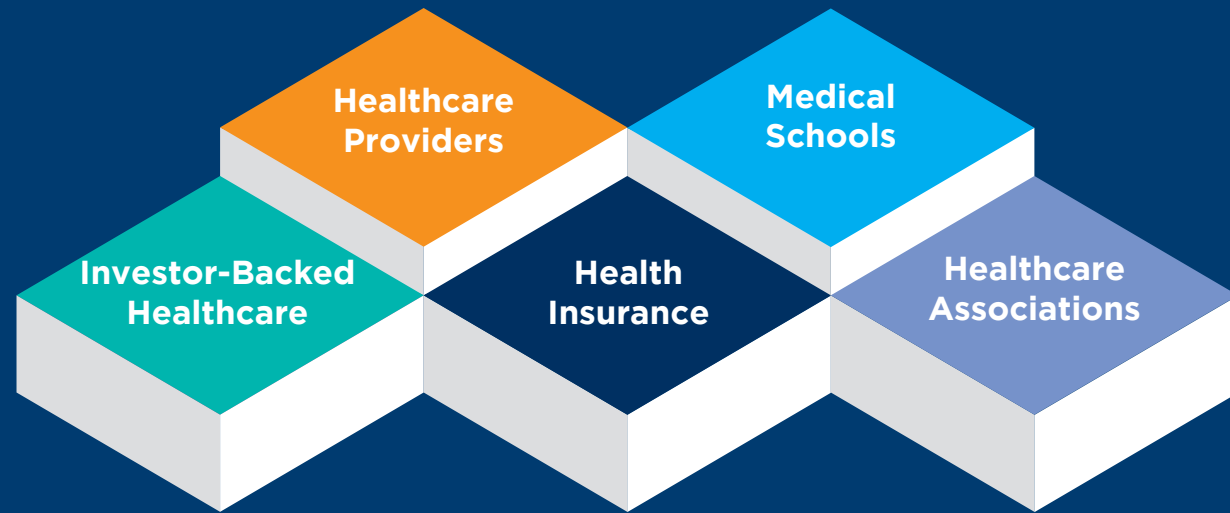
The Healthcare Practice at Odgers Berndtson US includes partners, associates, researchers, and project coordinators—many of whom have held leadership positions in the healthcare sector.

- We've placed transformational leaders of every variety and function, from mid-level to interim to senior executive, in healthcare organizations of all shapes and sizes.
- We distinguish ourselves from respected competitors through our team-focus and hands-on execution at every level to prioritize substantial support and resources for our clients and candidates.

Healthcare Recruiting for Experts, by Experts.



Practice Areas



Healthcare Providers

You're facing unique financial and reimbursement pressures:

- Development of value-based health pricing for different populations of patients
- Alignment of systematic structure and growth priorities
- Constraints on the clinical professional work force in the face of ever-growing demand for services
- Cost of delivery systems
- Supply chain challenges from labor shortages to medical supplies and devices
- Rapid introduction of new digital tools and technologies
- Continued drive to improve governance

We're not just consultants. Our healthcare partners have served in healthcare leadership roles, on governing boards, and led healthcare startups. Our team includes partners who have first-hand experience leading digital and tech in healthcare organizations.

We also partner with our neighboring life science practice to ensure you're getting all the support you need as you transform healthcare delivery systems.

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- Academic medical centers
 - Community hospitals
 - Health systems
 - Medical groups
 - Specialty centers
 - Healthcare networks



Schools of medicine, nursing, pharmacy, and public health

You're leading during a period of changing expectations about location of work, work-family balance, and long-term career fulfillment. You're tackling increasing pressure to raise money and support critical programming.

Our partners have in-depth experience working in key areas including precision medicine, care delivery innovation, patient safety, and governance guidance. We'll find the right blend of professional aptitude and leadership skills you've been looking for.

Investor-backed healthcare companies

You need to match reasonable growth with the demanding financial expectations of the investor community, all while balancing go-to-market timing as the convergence of digital health choices and healthcare practices continues to accelerate.

We focus on both early-stage and established companies ranging from biotech, pharma, physician groups, and digital health companies, to specialty health organizations such as population health companies.

We've worked with early-stage, start-up management teams and recruited chief business and commercial officers for growth companies.

Our life science practice adds an additional dimension to serve the full healthcare spectrum of organizations.





Health insurance companies & risk-bearing provider entities

You need leaders who grasp the advanced concepts of value-based care and can push your team to provide clinical outcomes that will support resource utilizations.

We have in-depth experience working for insurers and at-risk provider groups and providing executive leadership for population health initiatives within large provider systems.



Scientific and healthcare associations

Your leaders need to develop innovative and sustainable value propositions that drive benefits and renew relevance for your members, clients, and employees. You want effective advocacy and thought leadership.

We've recruited executive and scientific leadership for leading national and international associations, societies, and consortiums. We can help you reevaluate your existing financial structures, pinpoint necessary candidate qualities, and choose a leader who's focused on effectiveness and long-term sustainability.

Inclusion

Inclusion is a core value of our firm and a major determinant and objective of the way we work. From our market outreach strategy for candidates, to our very own internal employee recruitment, it factors into our operations every step of the way.

We value and respect the talents, beliefs, experiences, and ways of life of others. We operate with integrity and intentionally cultivate a sense of belonging. We ensure all facets of inclusion are part of our research, market strategy, and candidate development in every search we undertake. Our global team of search professionals have valued relationships we leverage around the world, and we are members of many diversity-focused professional networking organizations.

We have a strong network of diverse leaders and emerging talent, and we're proud to represent a pool of highly qualified executives.

Our Commitments

- Diverse project teams and a firm-wide Diversity Council comprised of representatives across the company at all levels
- Ongoing relationships with organizations that assist us in sourcing diverse candidates
- Participation in events hosted by sector and functional practices targeting diverse executives who have the potential to progress into executive and non-executive board roles

Best Recruitment Practices for Inclusion

- Establish competencies for the role
- Develop an inclusive job specification
- Introduce and interview diverse candidates for every role
- Include different voices on the search committee
- Provide unconscious bias training to interviewers
- Make hiring decisions based on competencies
- Watch for unconscious bias in the recruiting process

The best search is built on strong **partnerships**

Client partnerships

You want to recruit the best leaders possible. We take the time to understand your organization and priorities. We value directness, so you'll be able to trust that our feedback is straightforward and honest. We don't simply check boxes, we become true client partners.

Candidate partnerships

We want to present choice to both our clients and our candidates. Our in-depth knowledge spans across all candidate pools, and our focus on candidate care means leaders take our calls and trust our guidance throughout their careers.

Colleague partnerships

With offices across the US and around the globe, we have the experience, expertise, and contacts across world markets—all ready to go to work on your behalf. Collaboration and teamwork are built into our culture and an integral part of what we do every day.

Our strength is our ability to develop strong relationships.

Great organizations need great leaders. Regardless of size, sector, or objective, every successful business must identify and motivate ambitious, talented teams.

You can meet the challenge of identifying individuals who create positive leadership; we at Odgers Berndtson US are here to help.

We're disciplined and rigorous, but unafraid to break with tradition and seek more creative solutions. We have the resources to respond quickly, but we're not just thinking of what will work for you in the moment; we've always got an eye on your long-term plans.

Together, we'll form a partnership that allows you to find the best possible leaders.

Broad Services

Through our staff and colleagues in affiliated subsidiary organizations, you'll have access to a broad range of human resources consulting—including organizational design, job crafting, workforce planning, communications programs, leadership advisory, and performance management—to support your long-term human capital planning and management.


OBDynamics

The world is full of data, but few people know how to use it effectively. Let us help.

Often, you risk losing valuable insights due to an abundance of information, but it's not financially reasonable to invest dollars and resources towards a full data architecture and team.

By looking across demographic information, skill sets, and experiences, our proprietary AI can determine key factors, like career trajectory and the candidate's likelihood to respond, and make inferences that are nearly impossible through traditional search approaches. We're able to pinpoint geographic information, labor pipelines, and flight risks within your workforce.

With OBDynamics, you can take a holistic approach to your talent ecosystem and broaden your ideas about existing team dynamics, external market factors, and staffing needs.



OBDynamics is a suite of offerings that pairs deep data analysis with talent, industry, and search expertise.

About Us

Our passion sets us apart from our competitors.

We want our clients to know how important each assignment is to us. We want our candidates to feel the enthusiasm we have for their career trajectories and match them with the right opportunities.

We want this enthusiasm to be infectious.

Beyond executive search, we have multiple offerings: talent advisory and assessment services, compensation advisory, change management, team effectiveness, mid-level search, and interim solutions.

We'll provide a seamless experience and core team members who will be with you at every phase across engagements to ensure continuity and a higher quality experience.

If you'd like to discuss our services, please reach out to:

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Healthcare Recruiting for Experts, by Experts.