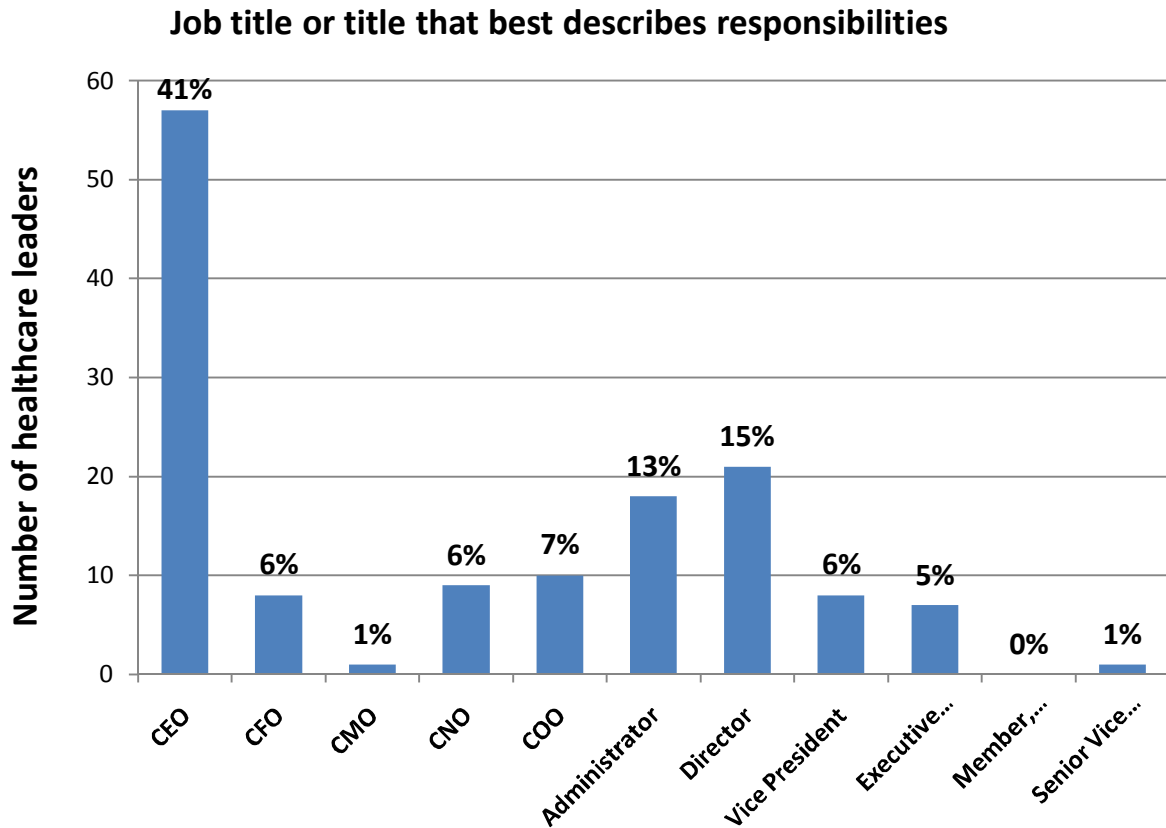
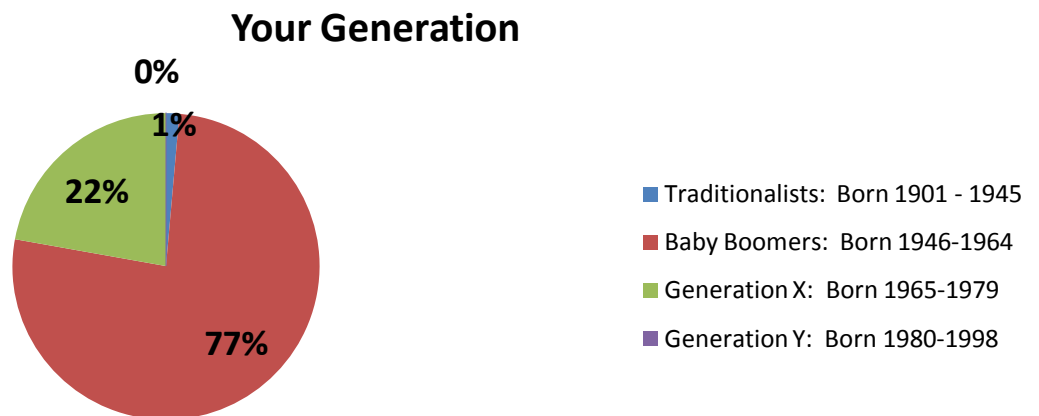


Leadership Perspectives on Healthcare 2011

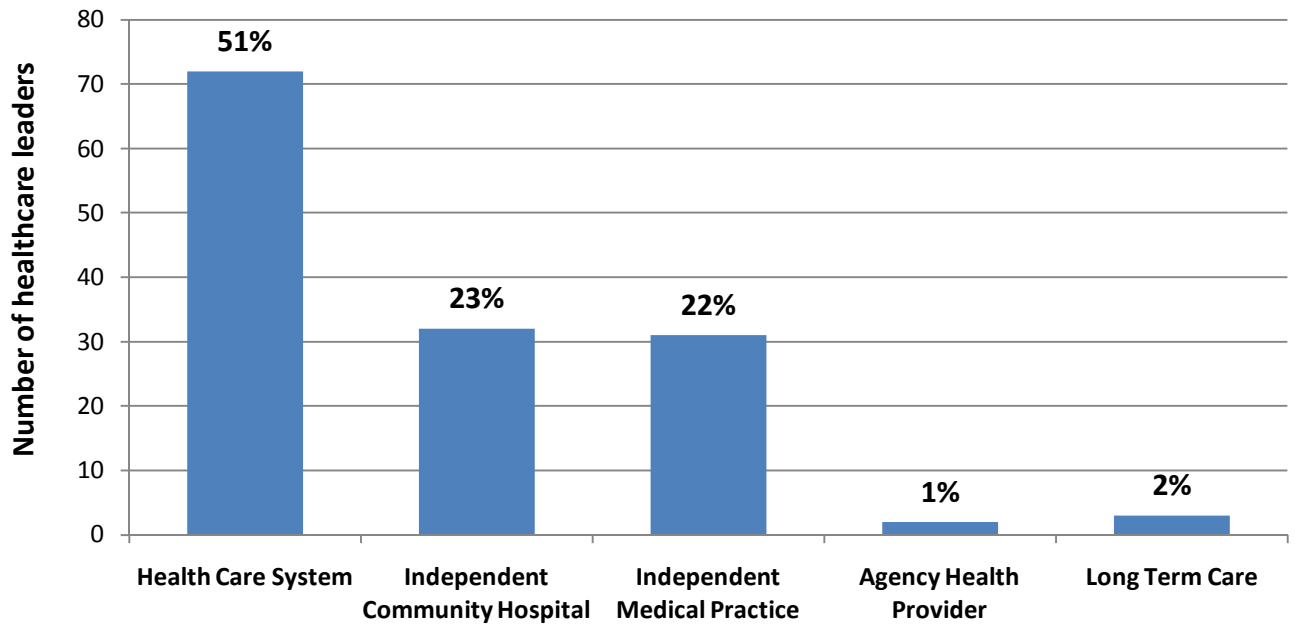
One hundred and forty (140) healthcare leaders participated in the 2011 Leadership Perspectives Survey and their overall demographics are:



Majority of the participants belonged to the baby boomer generation:

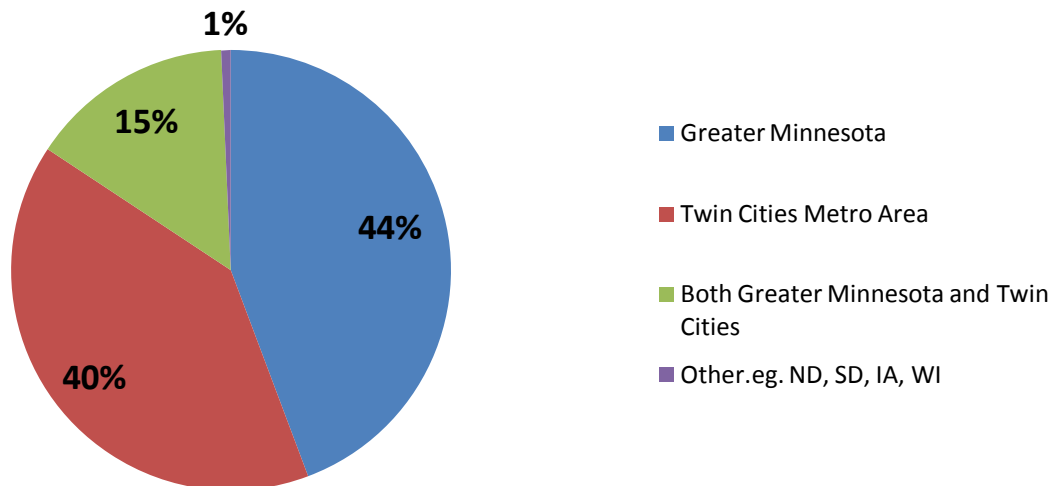


Type of your organization

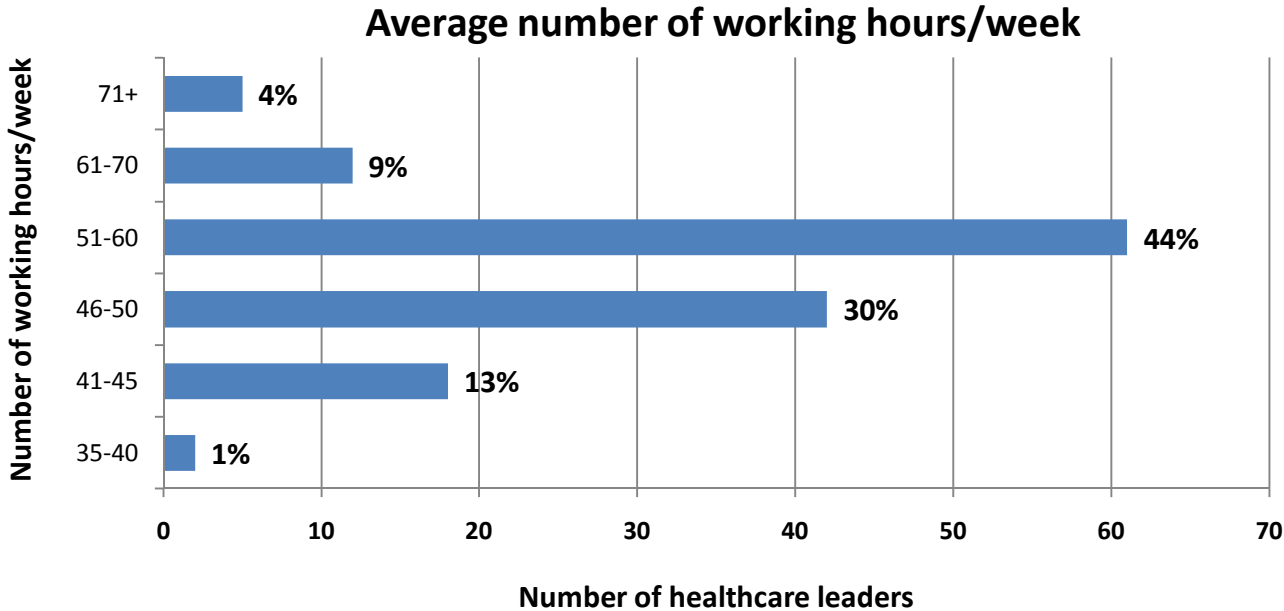


There was an even distribution of where respondents worked- from greater Minnesota, Twin Cities Metro as well as some located in both areas:

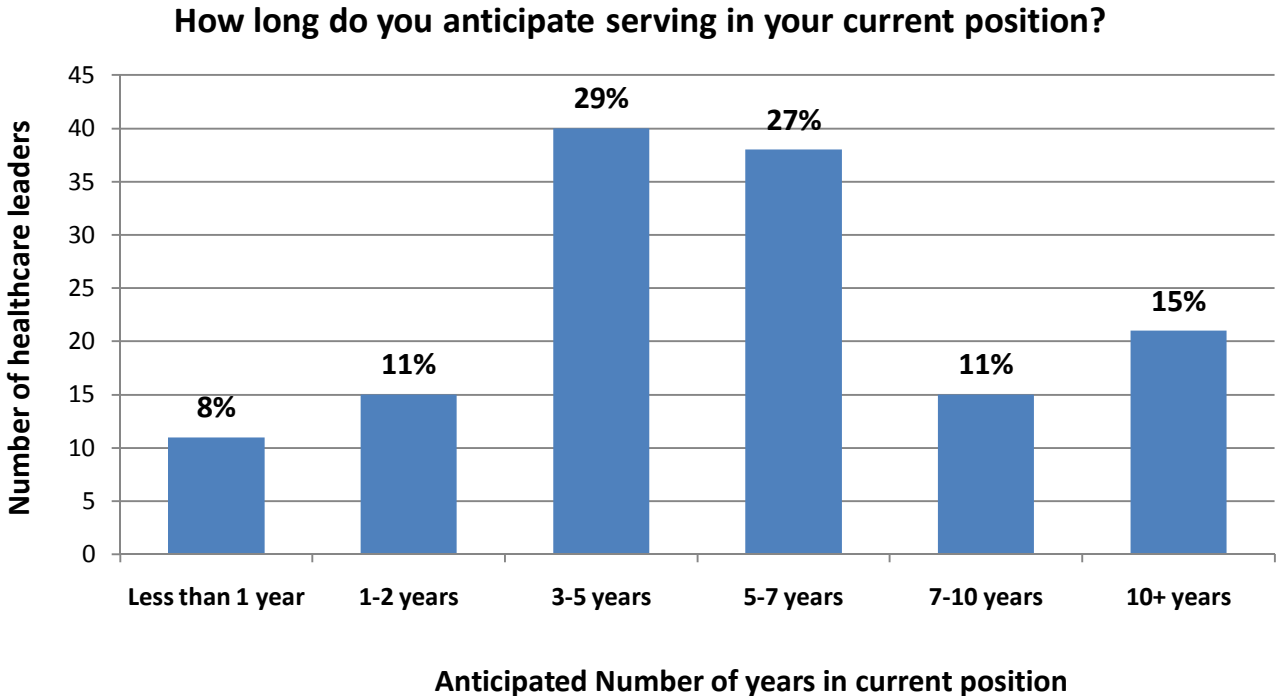
Location of your Organization



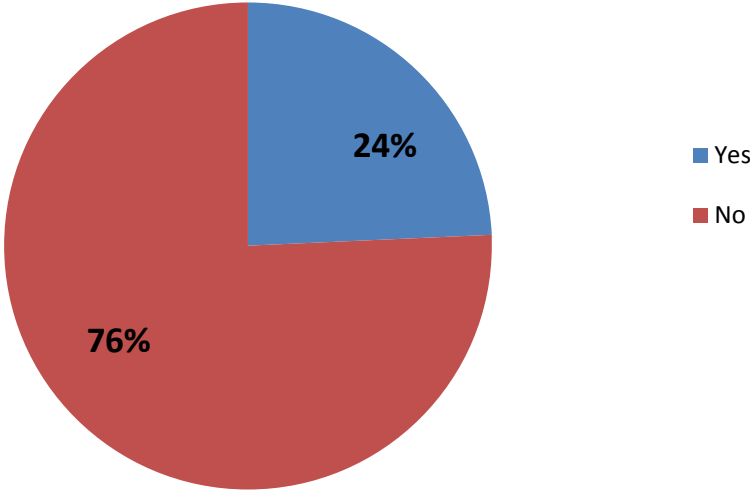
The typical work week for a large proportion is 51-60 hours per week and many work over 60 hours per week:



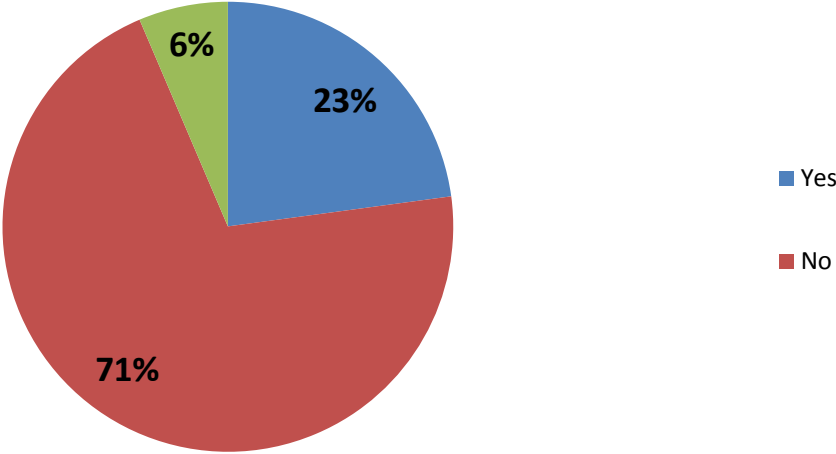
Over half the respondents plan on serving less than 7 years in their current position, evenly split between those who plan on 3-5 years and those who anticipate 5-7 years:



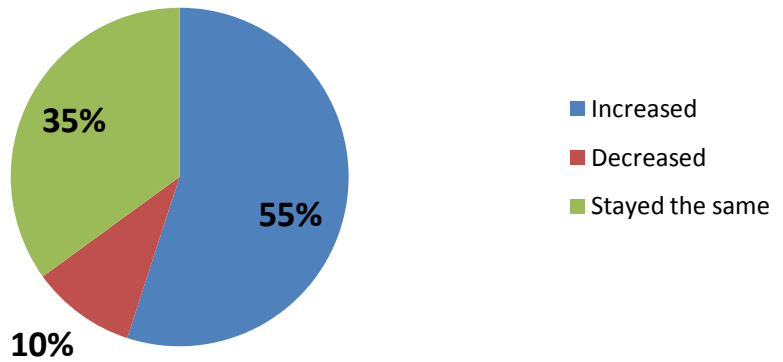
Does your organization have a formal plan in place to transfer knowledge upon your departure from your position?



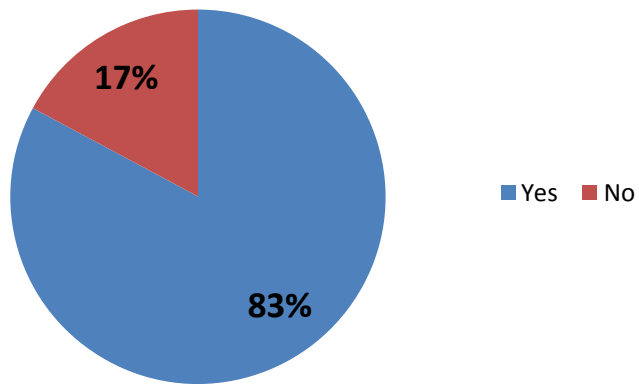
Is there a formal succession plan in place for your position?



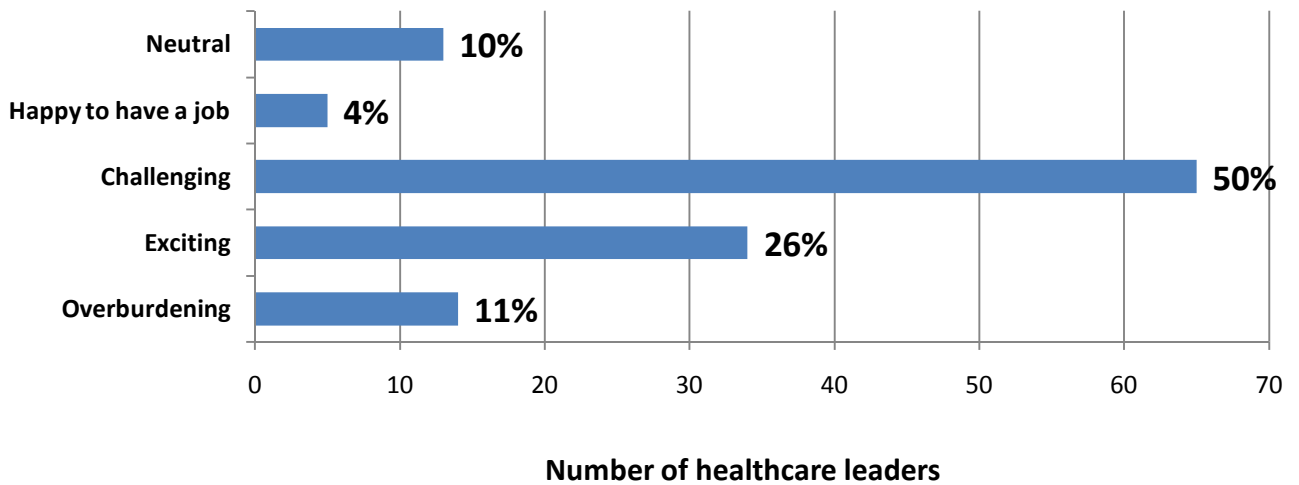
During the last year, your engagement on the job has:



Have you taken on additional responsibilities in the last 12 months?

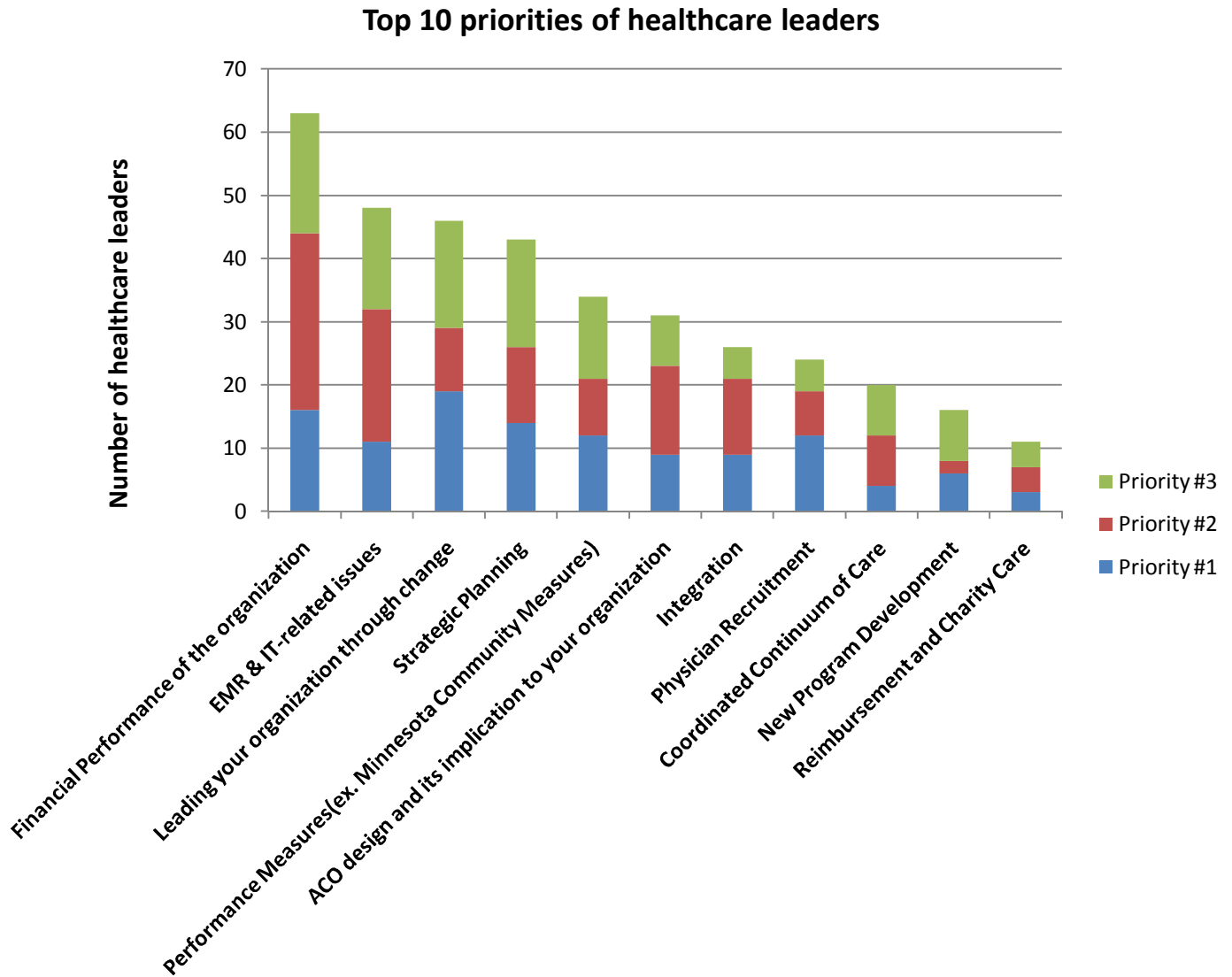


If yes, what is the impact of this change?



Top Rated Priorities

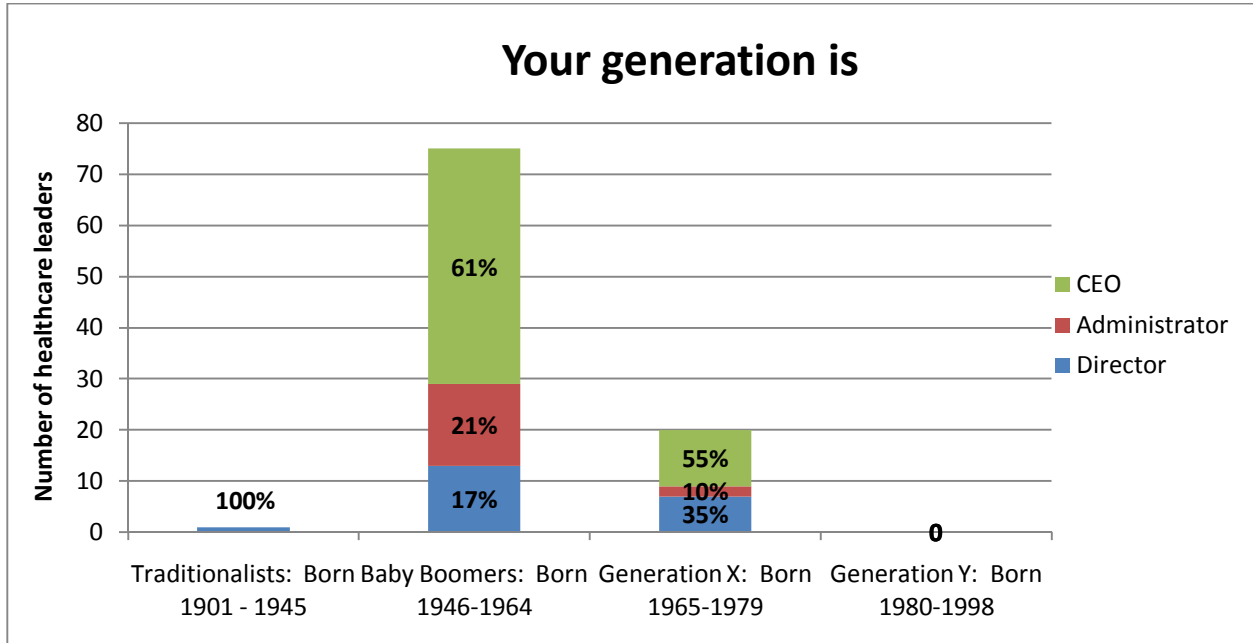
An examination of the top three priorities shows that *financial performance* rates the highest. However the priority rated number one by the greatest number of respondents is *leading their organization through change*.



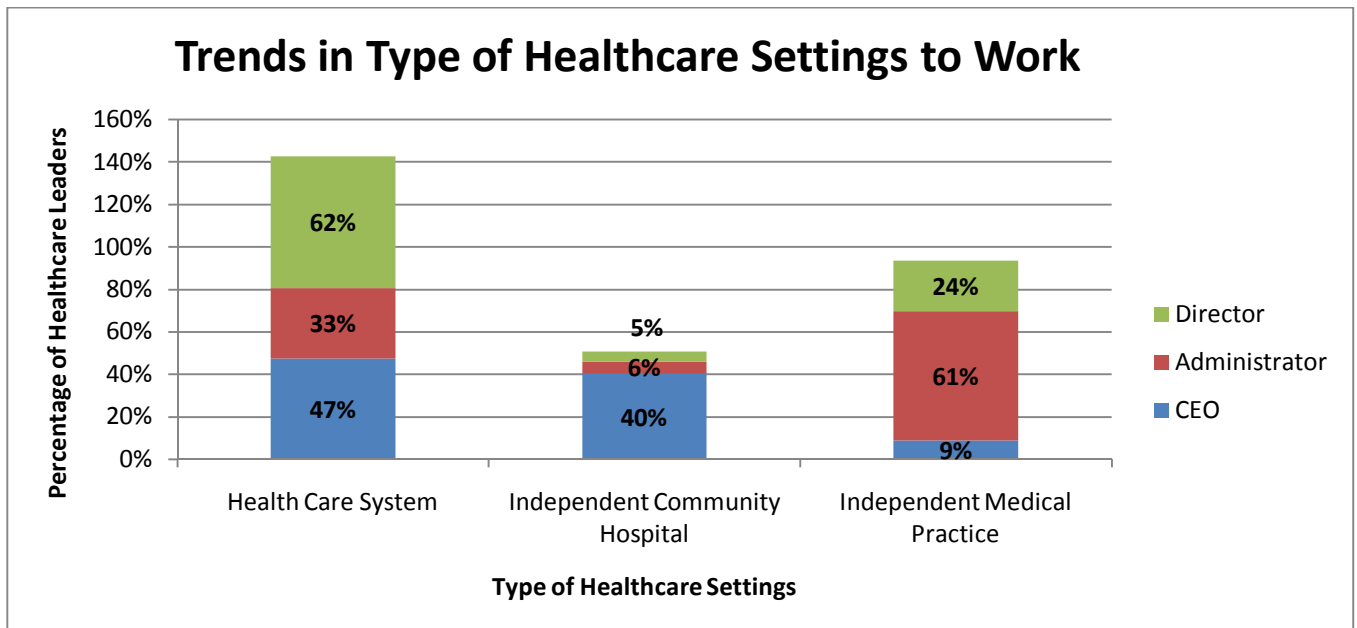
The transformation is going to require strong and trusting relationships. It also needs leaders who demonstrate they are acting on core values of integrity and stewardship.

Taking a closer look at CEOs, Administrators and Directors:

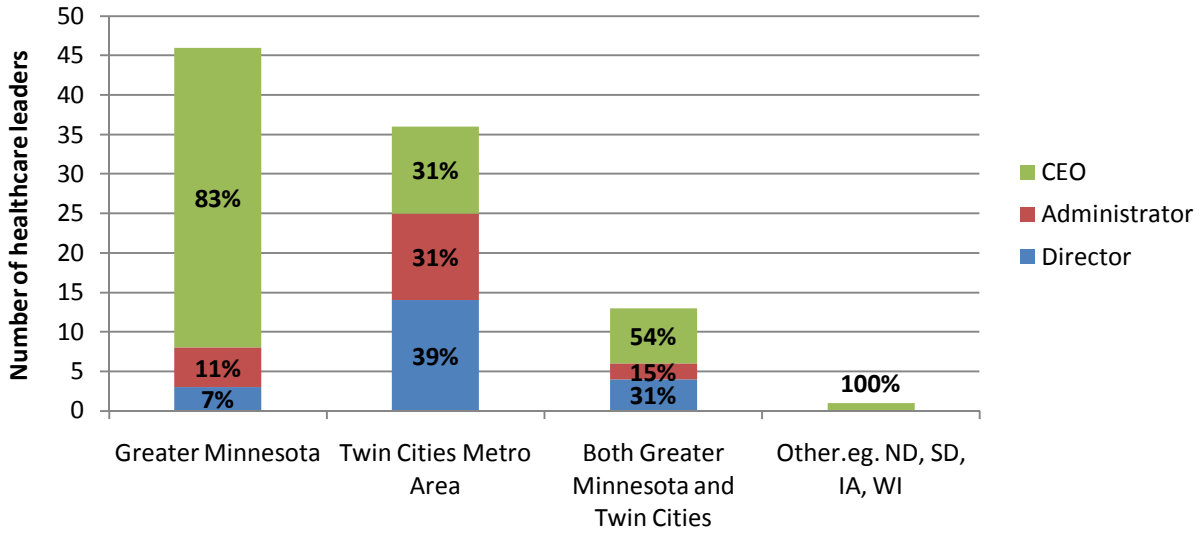
From the below graph we can see that most of the CEOs (46) and Administrators (16) belong to the Baby Boomer Generation.



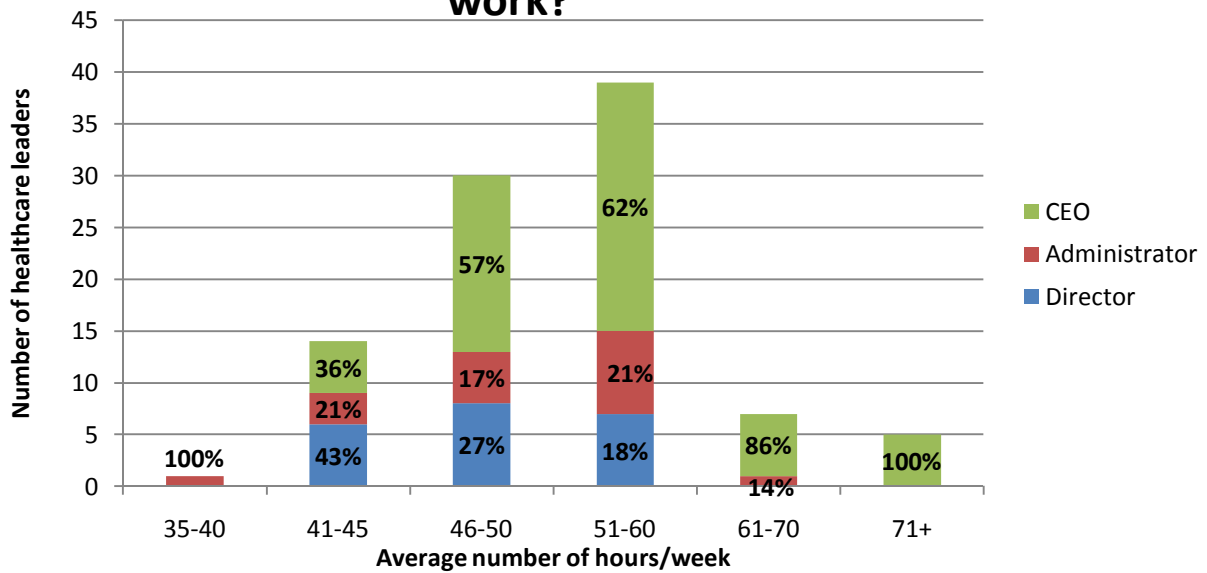
Majority of the respondents who were CEOs preferred to work either at a healthcare system (47%) or at an Independent Community Hospital(40%). Most of the Administrators preferred to work at Independent Medical Practices (61%) while majority of the Directors worked at Healthcare Systems (62%).



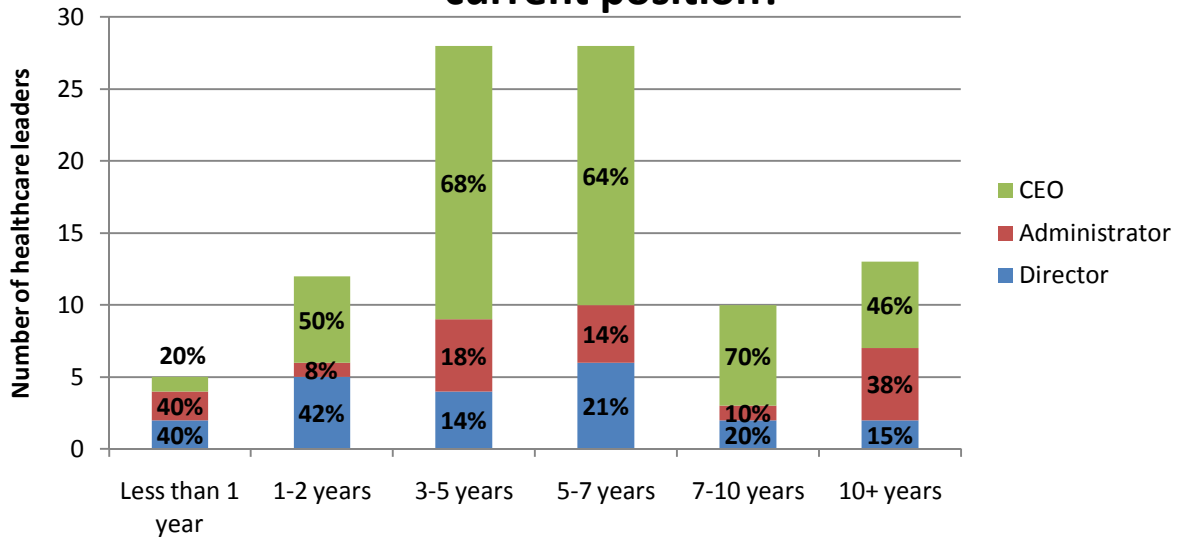
Classify your organization based on location



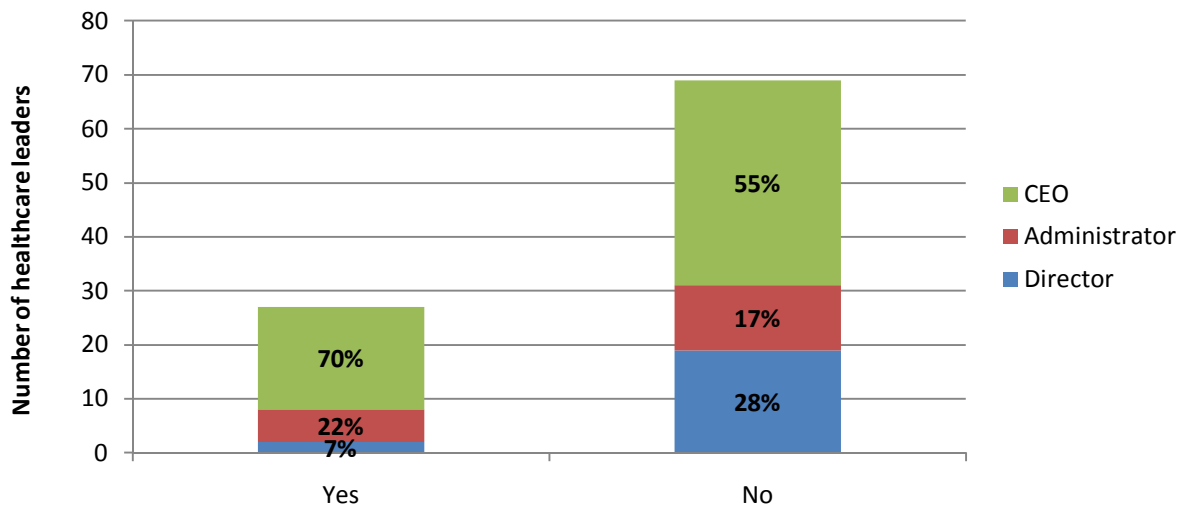
In an average week, how many hours do you work?



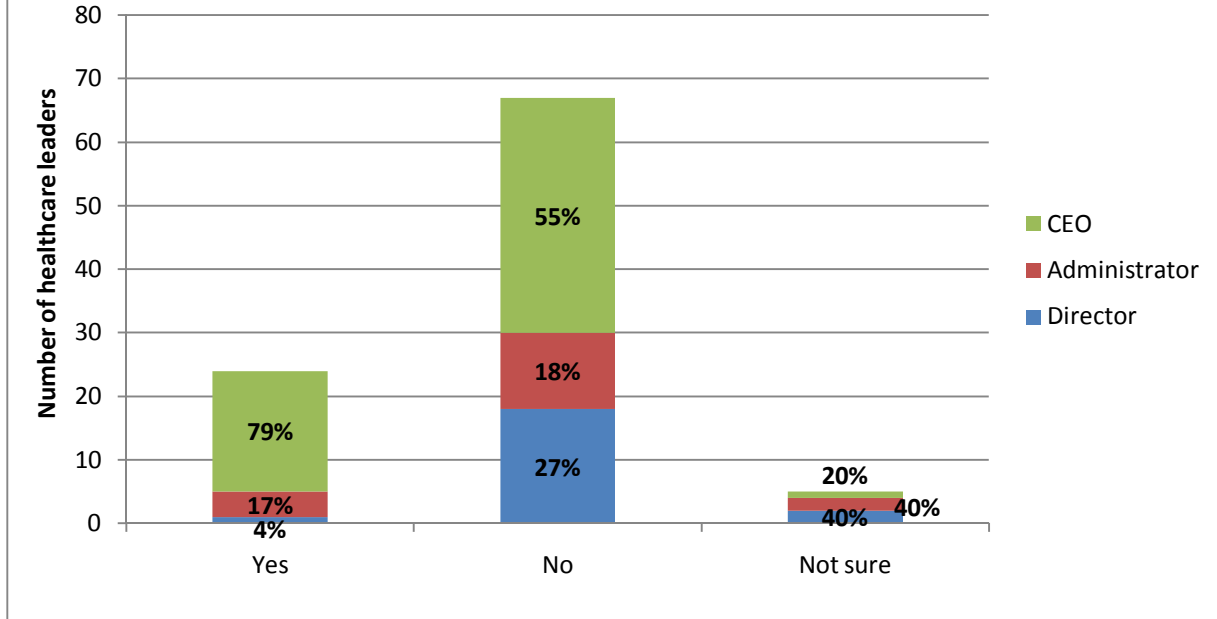
How long do you anticipate serving in your current position?



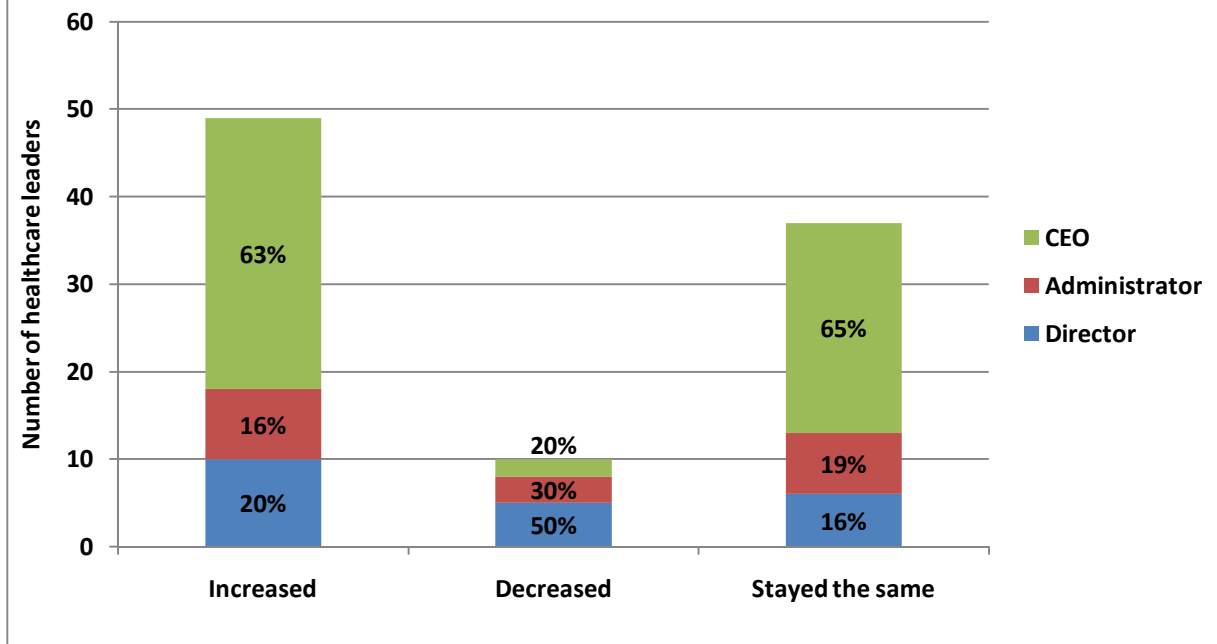
Does your organization have a formal plan in place to transfer knowledge upon your departure from your position?



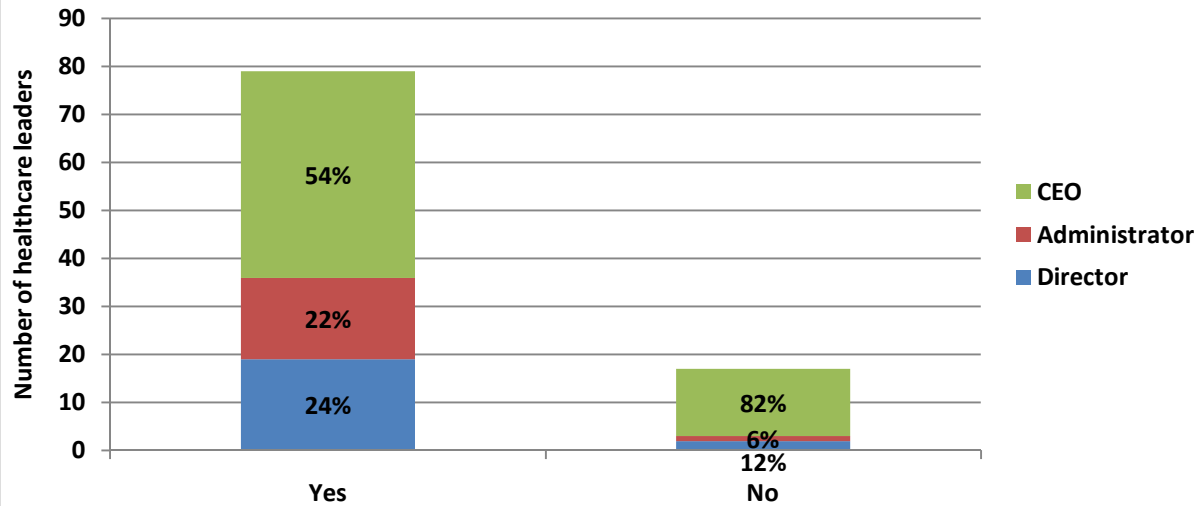
Is there a formal succession plan in place for your position?



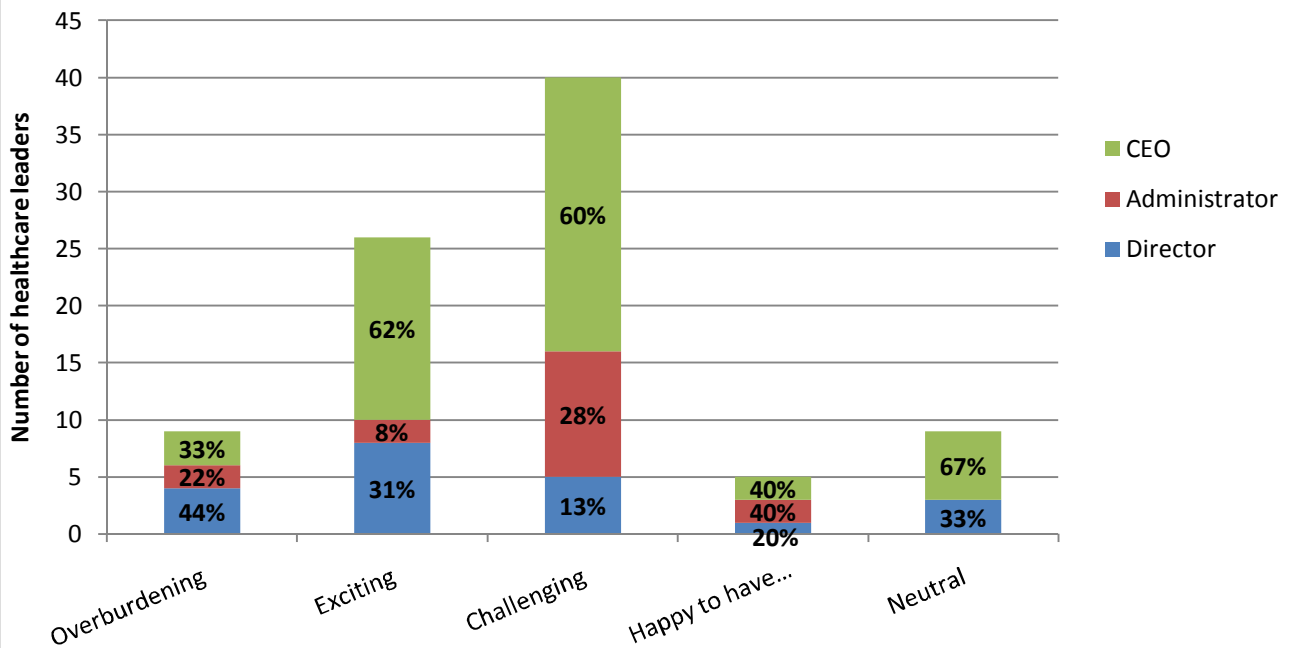
During the past year, has your engagement on the job



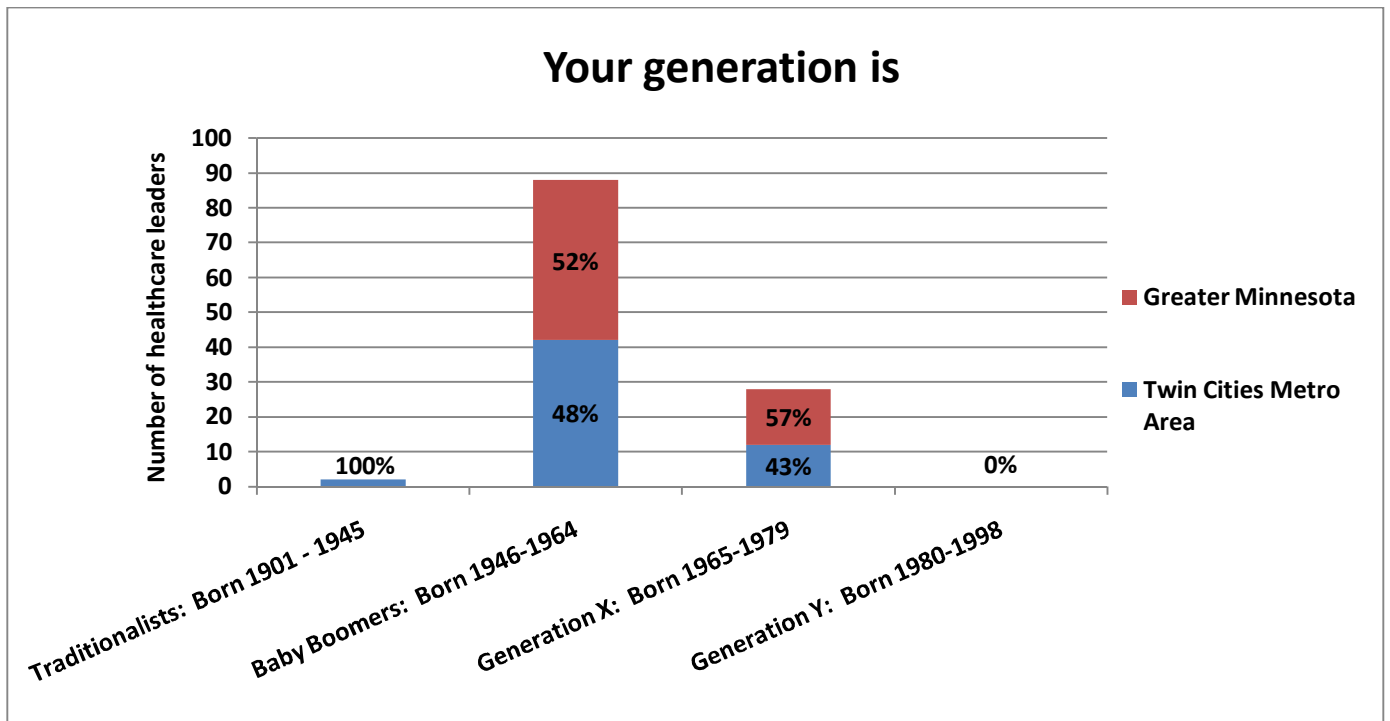
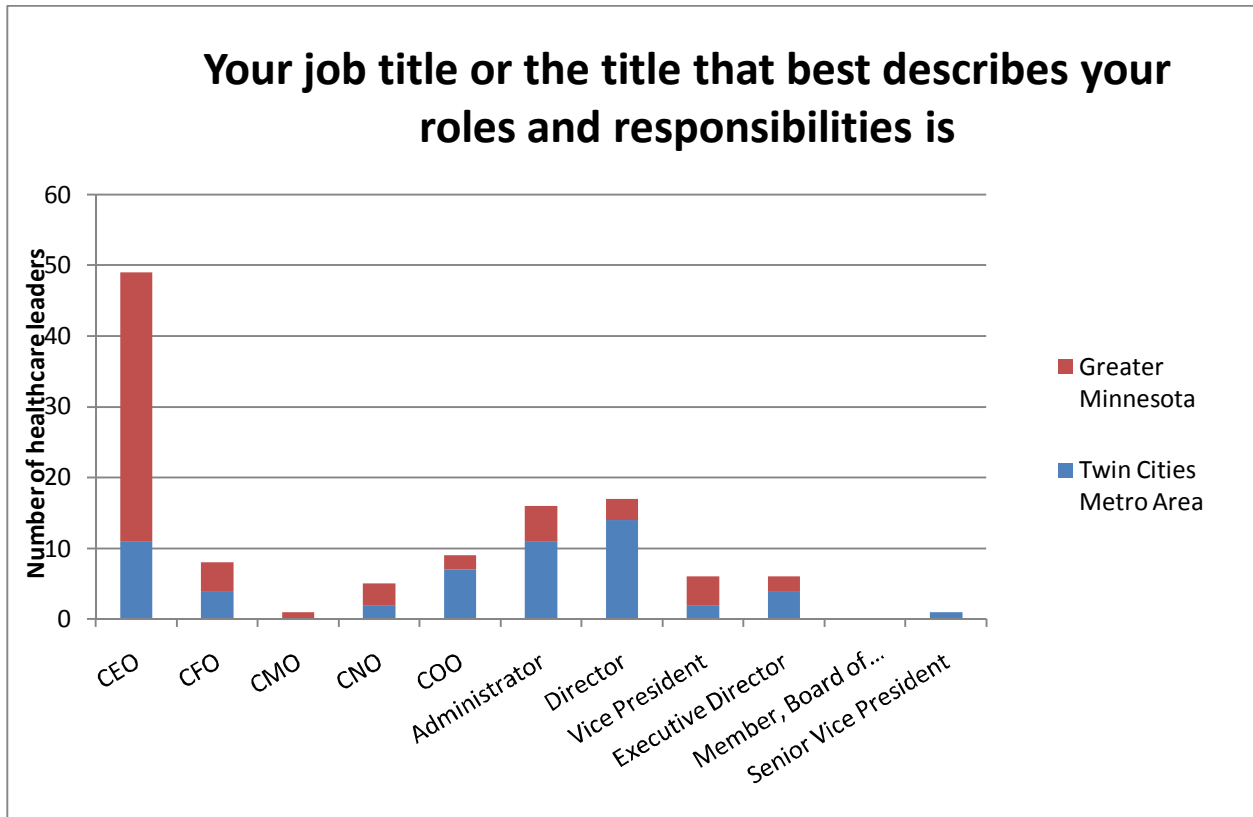
During the past 12 months, have you taken on additional responsibilities?



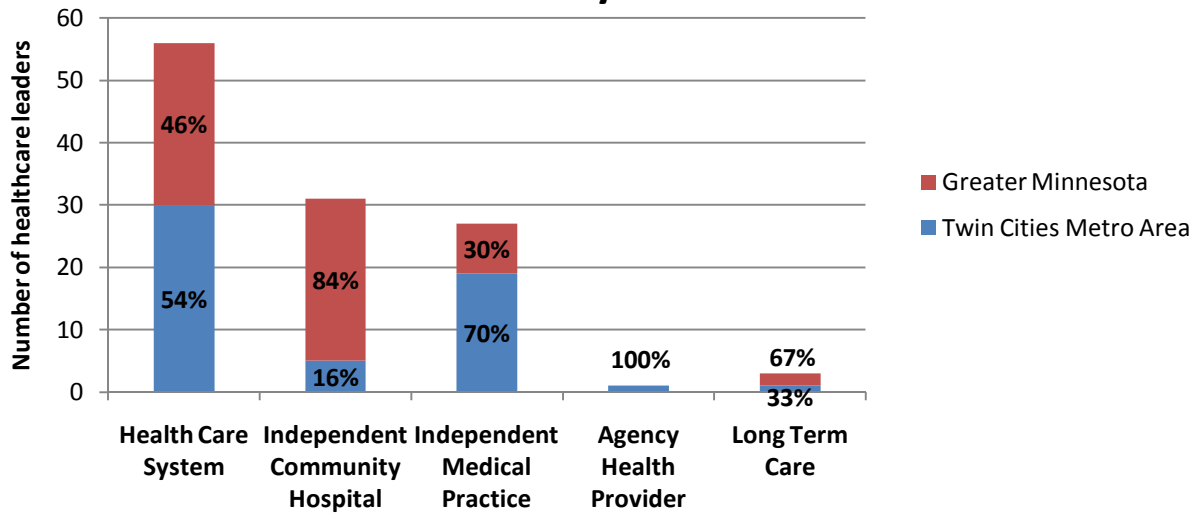
If yes, what is the greatest impact of this change?



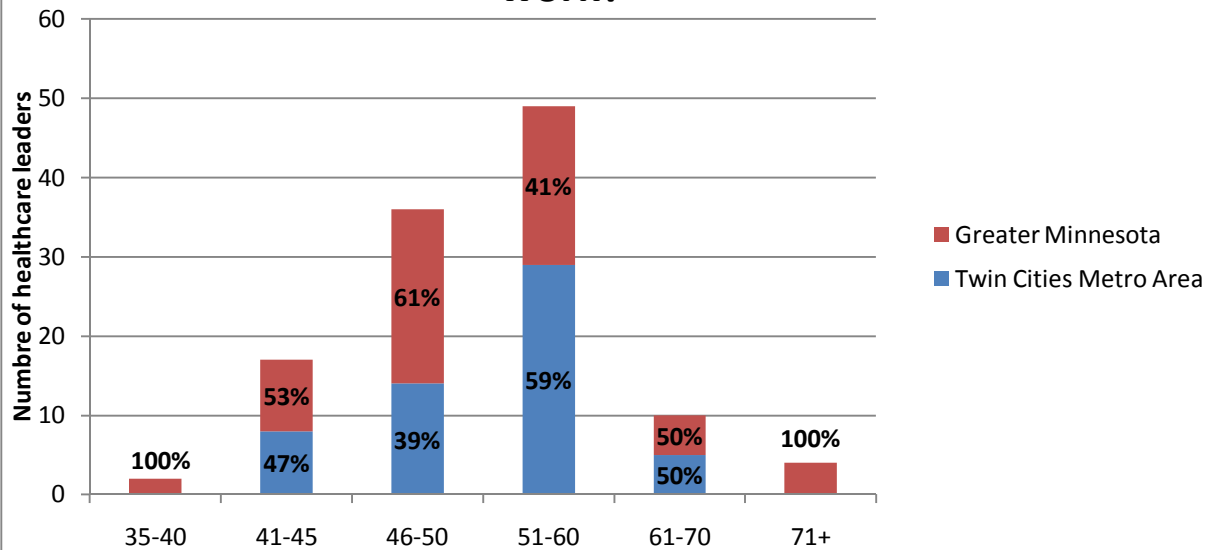
Taking a closer look at the data of various healthcare leader based on location- either Greater Minnesota or Twin Cities Metro Area:



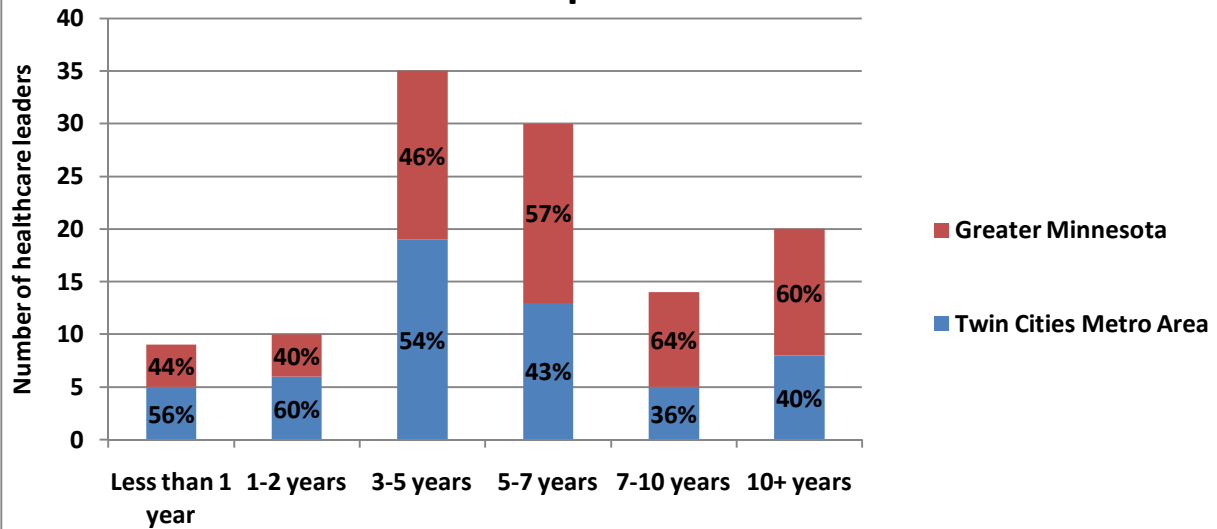
The type of organization which best describes yours is



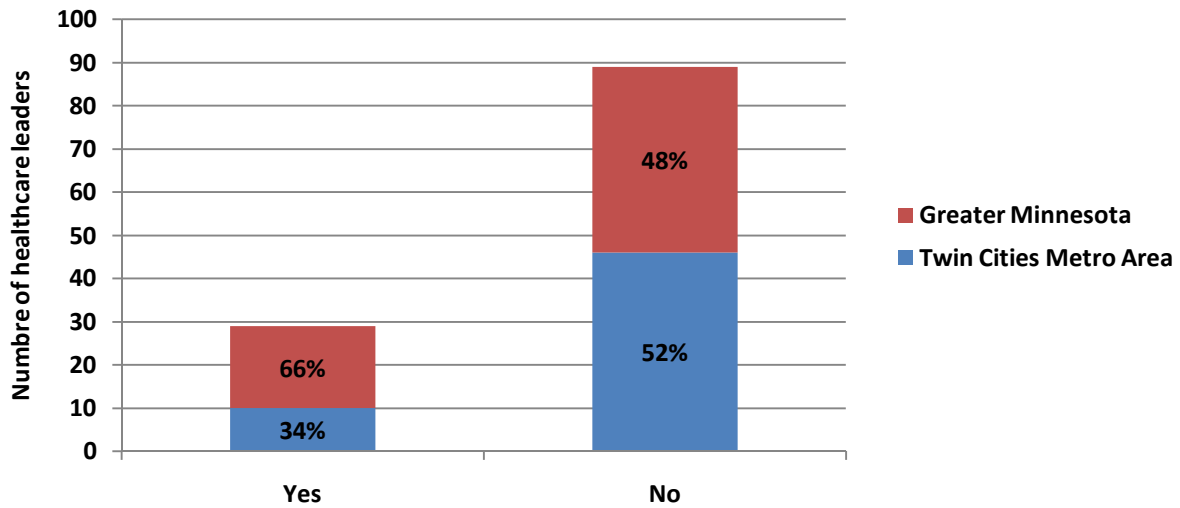
In an average week, how many hours do you work?

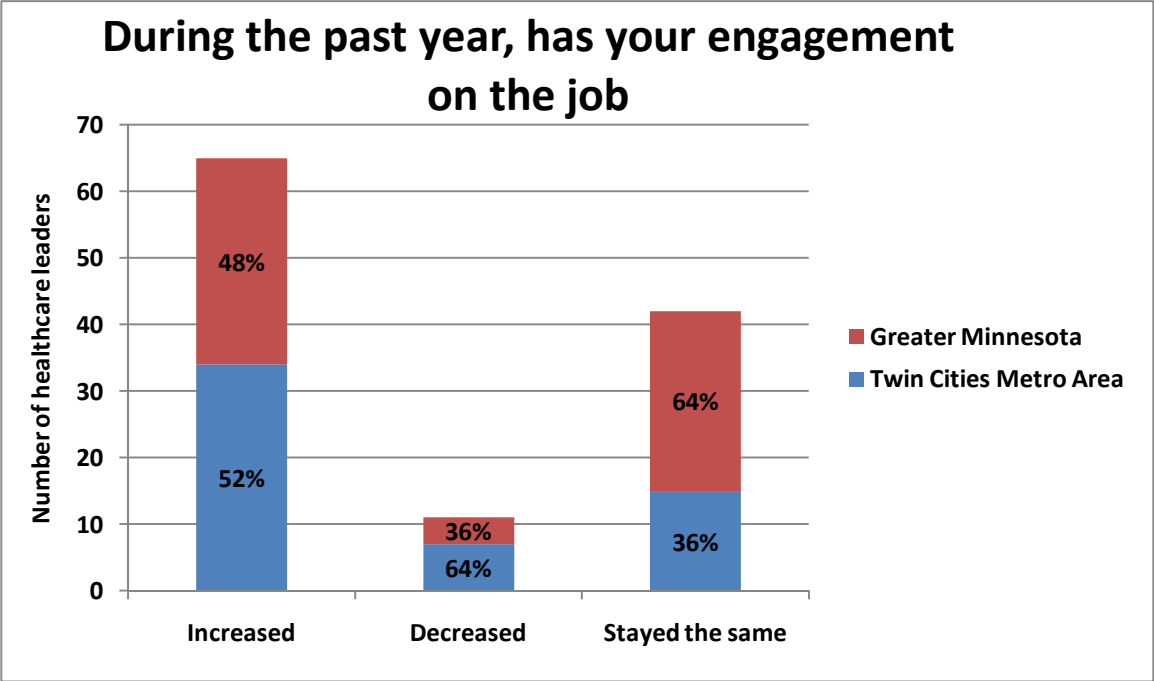
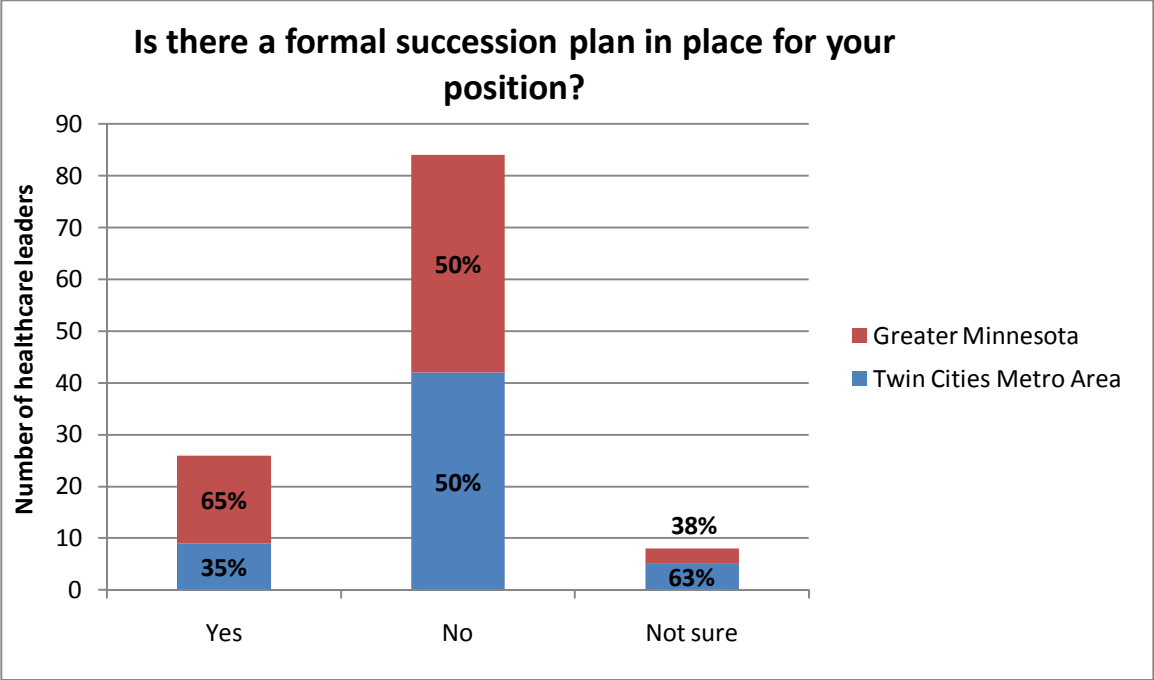


How long do you anticipate serving in your current position?

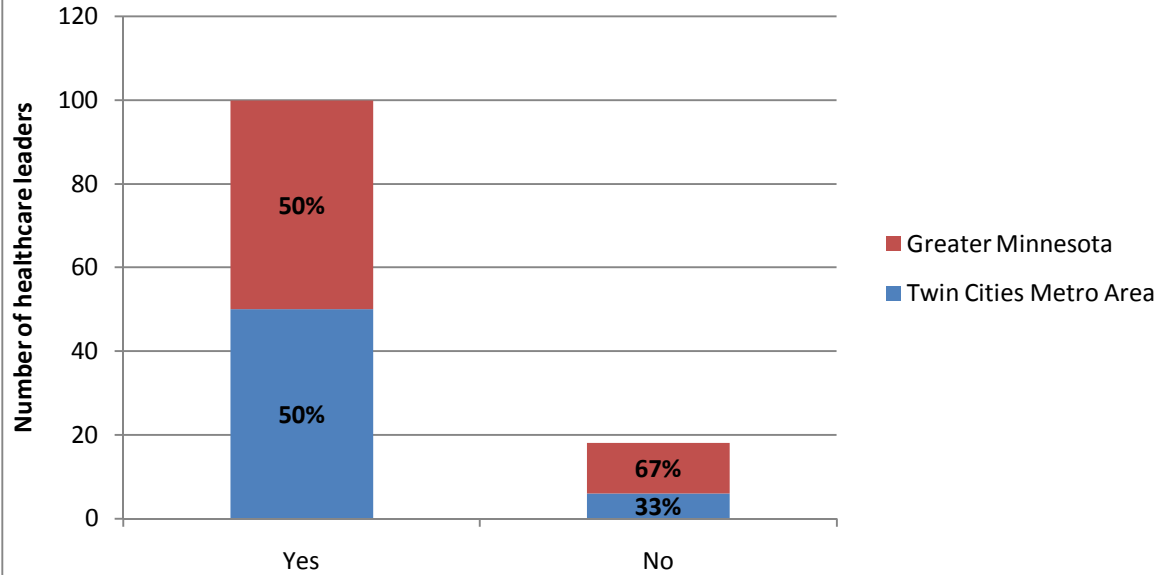


Does your organization have a formal plan in place to transfer knowledge upon your departure from your position?

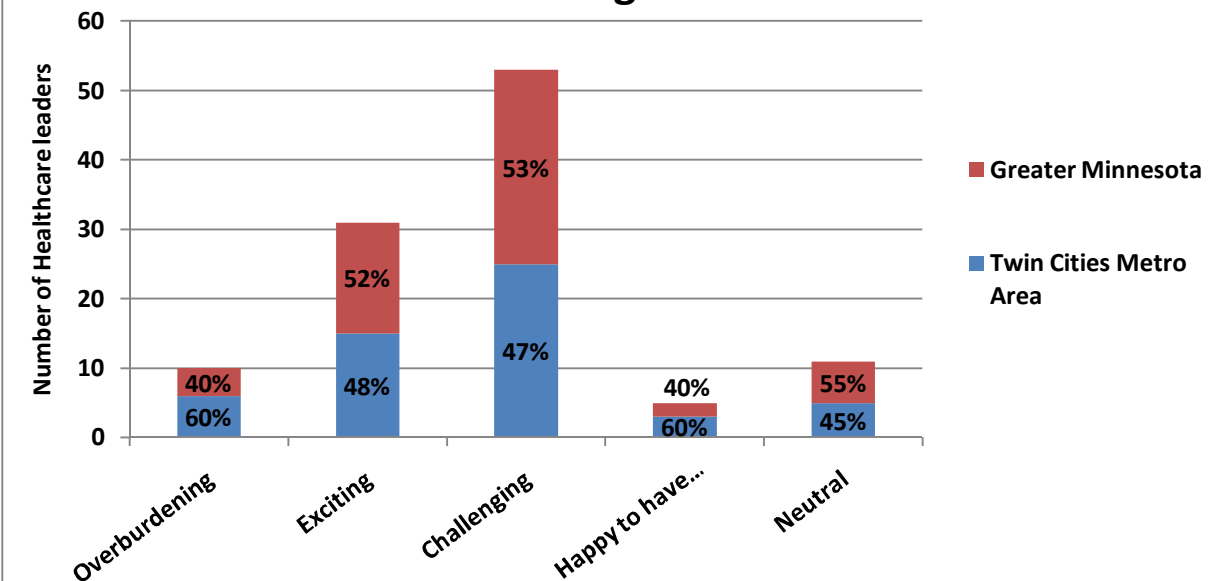




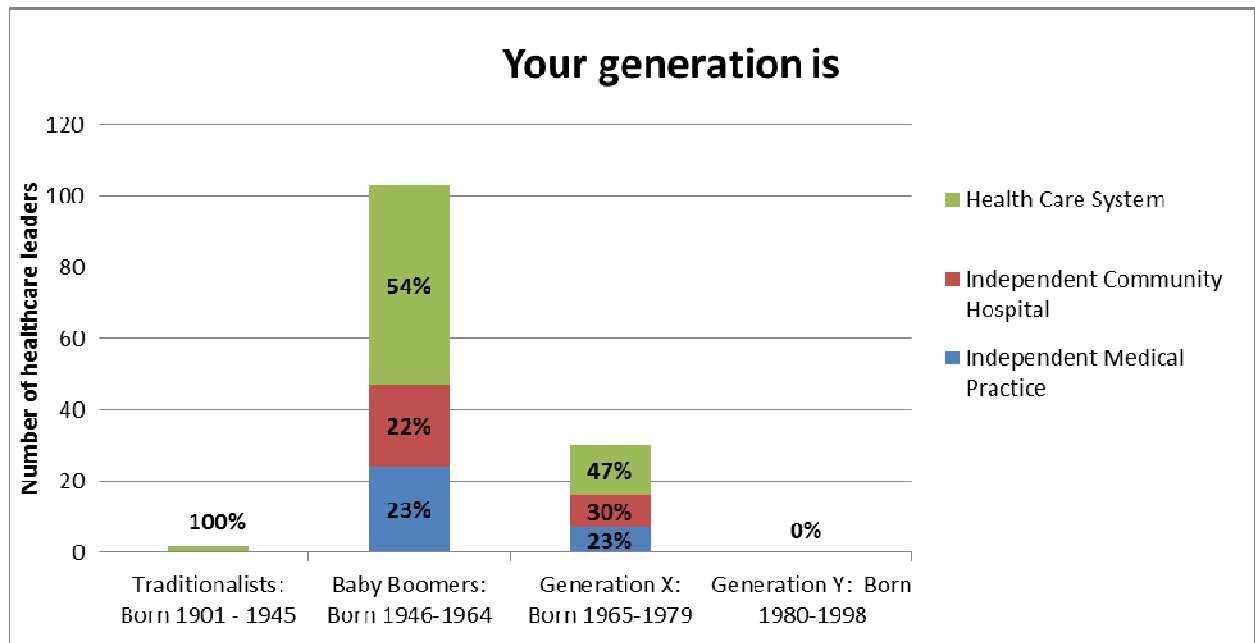
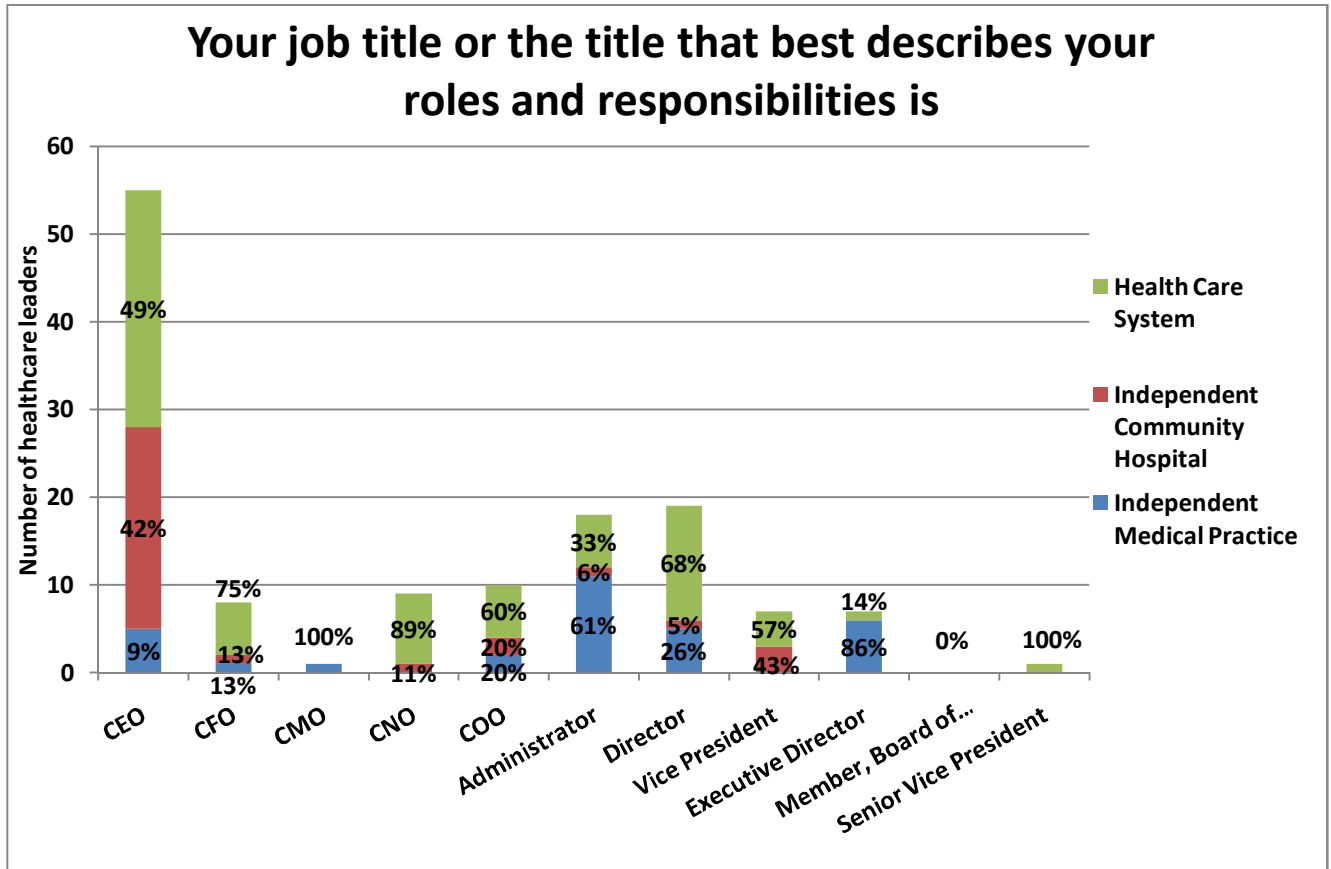
During the past 12 months, have you taken on additional responsibilities?



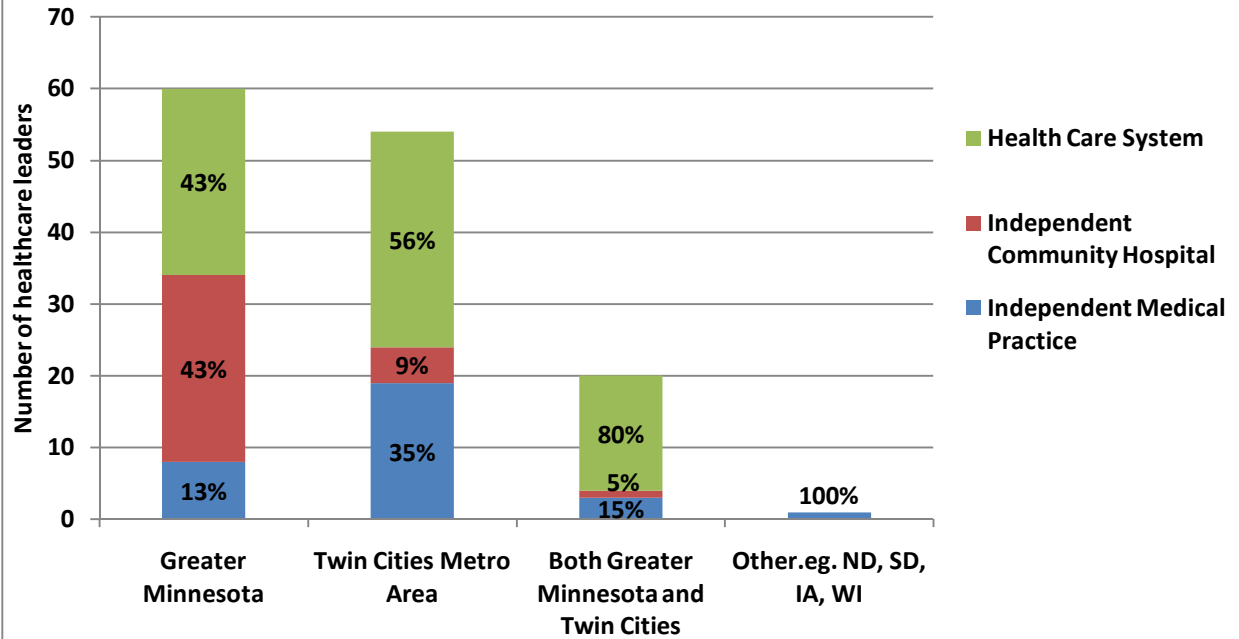
If yes, what is the greatest impact of this change?



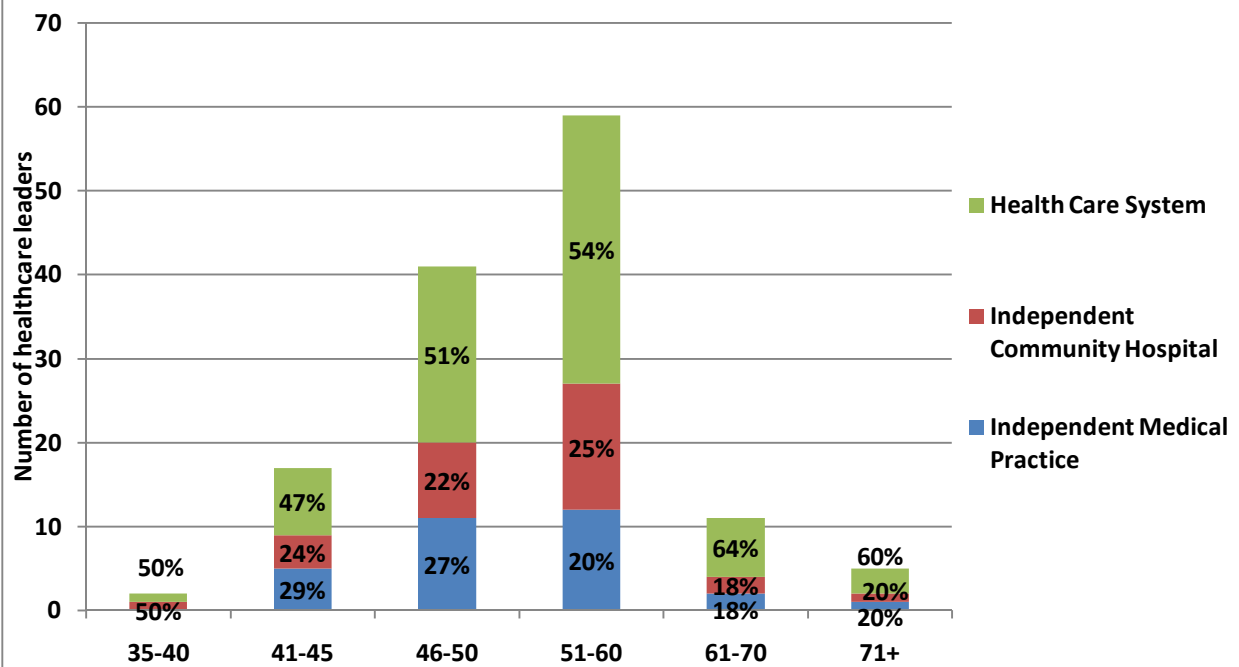
Taking a closer look at the type of organizations healthcare leaders work for:



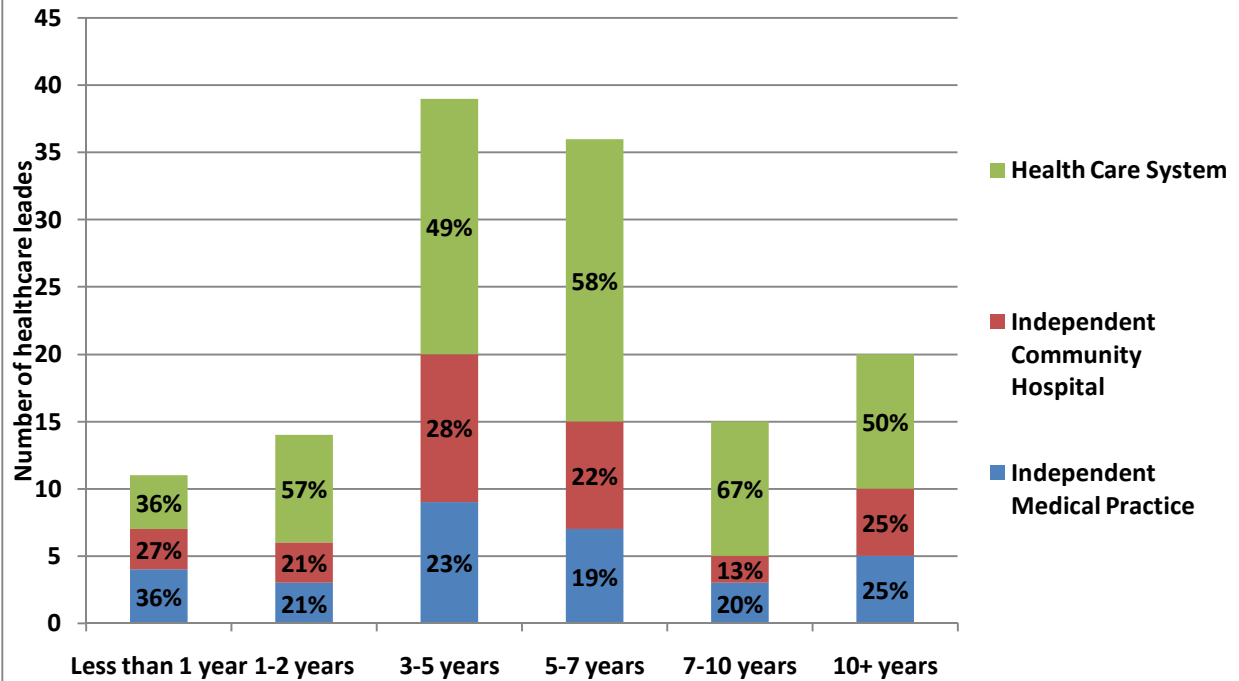
Classify your organization based on location



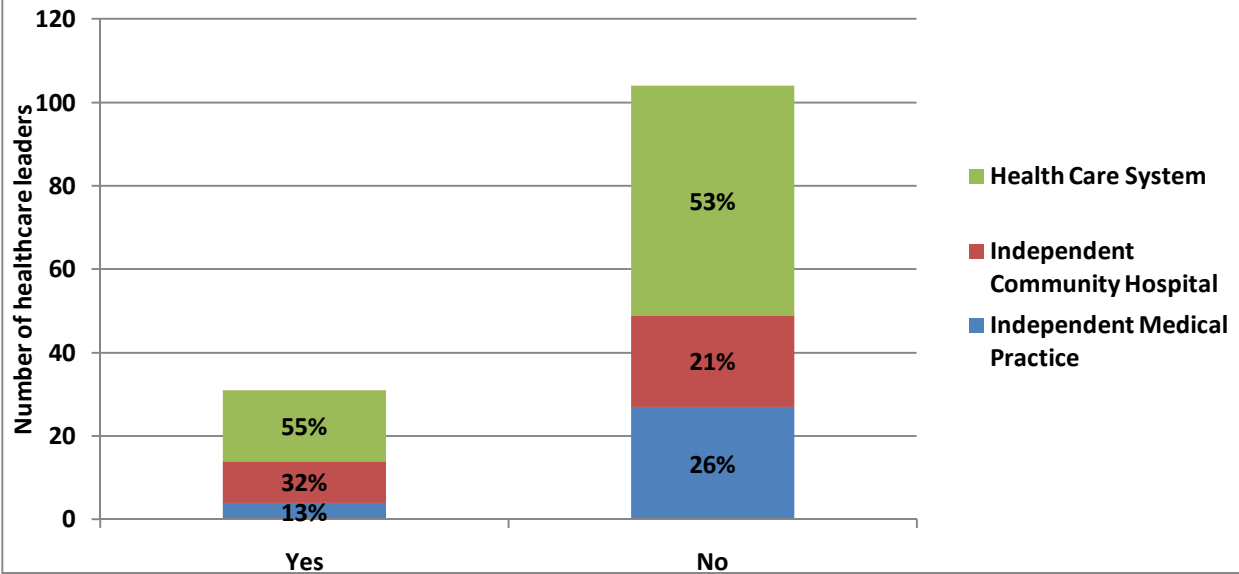
In an average week, how many hours do you work?

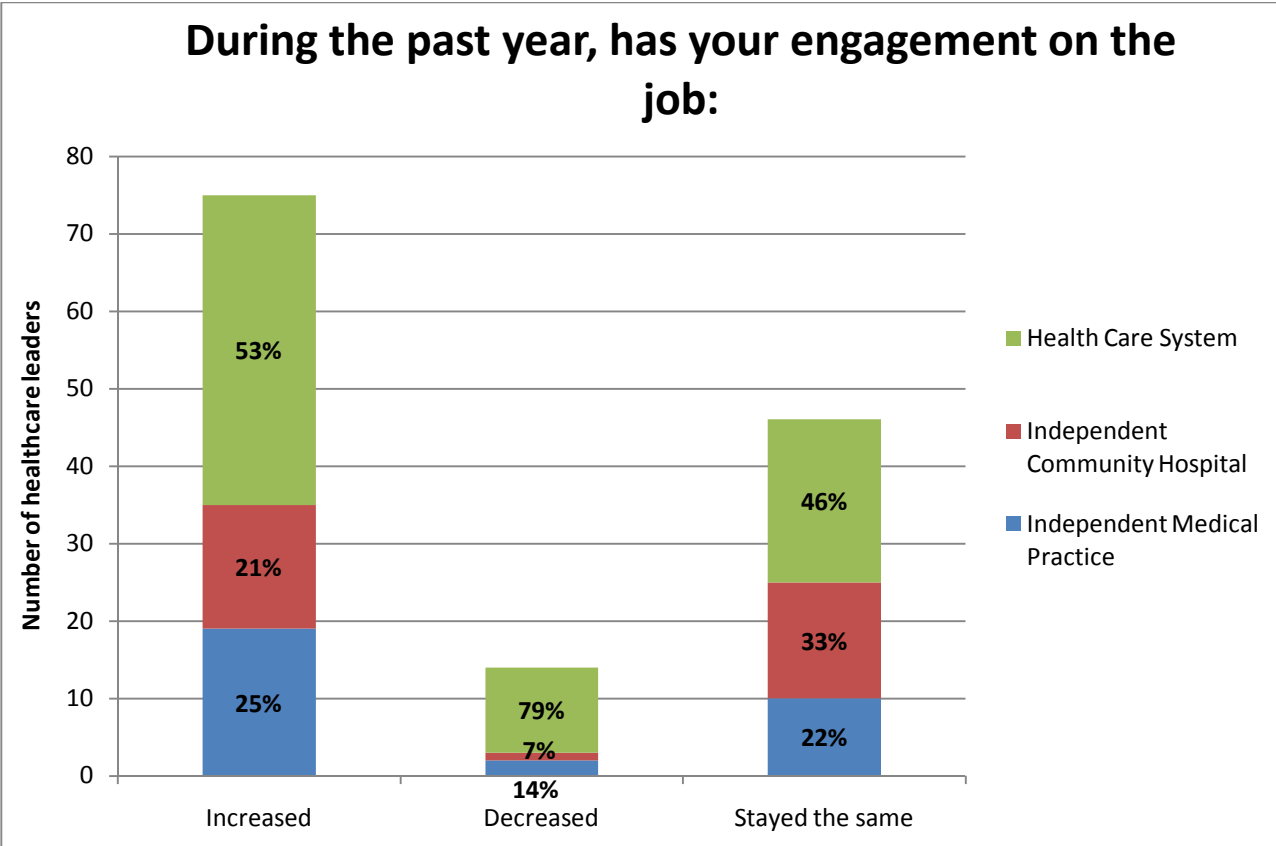
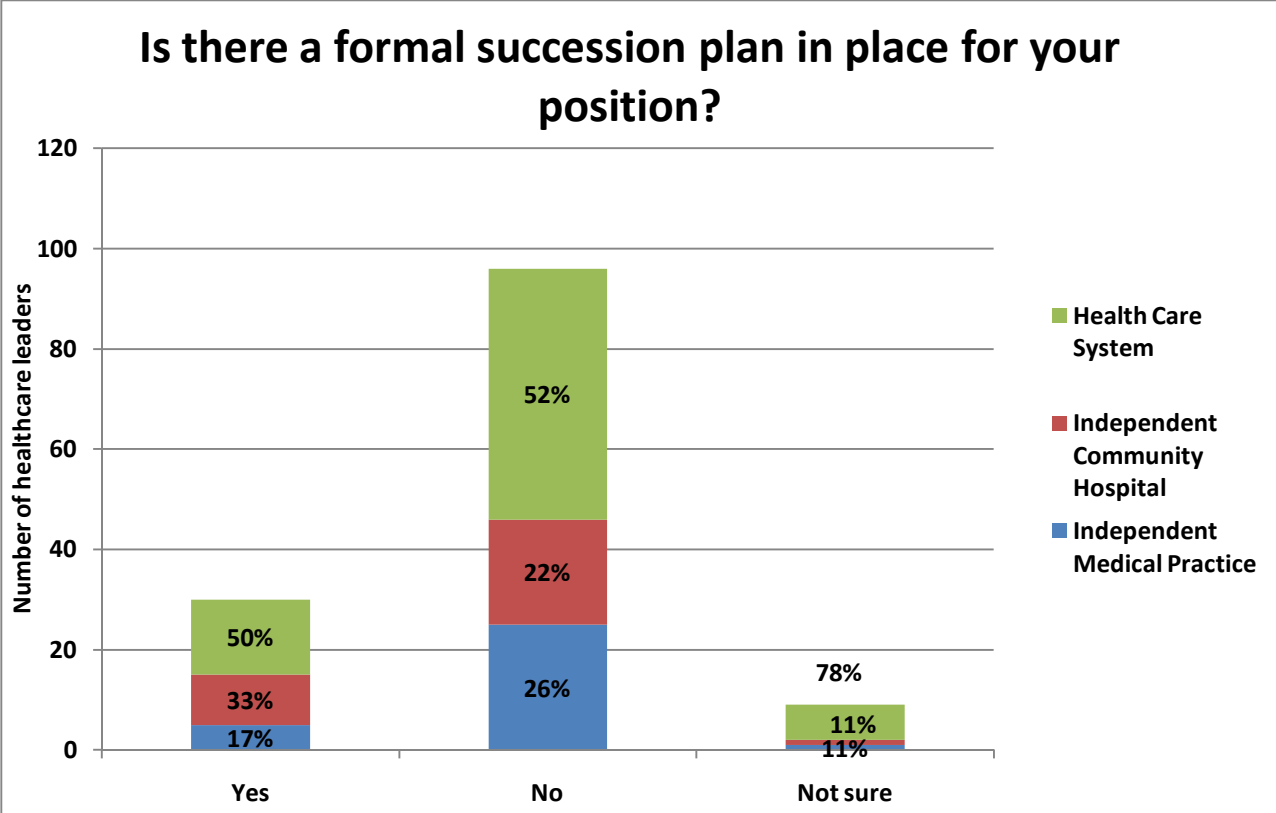


How long do you anticipate serving in your current position?

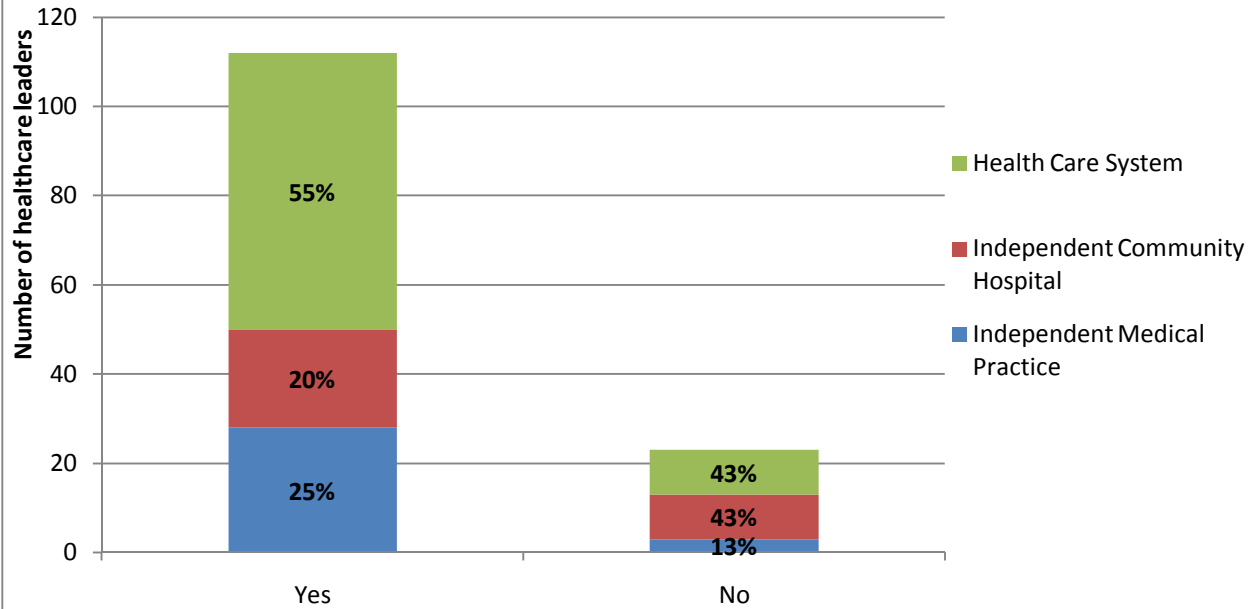


Does your organization have a formal plan in place to transfer knowledge upon your departure from your position?





During the past 12 months, have you taken on additional responsibilities?



If yes, what is the greatest impact of this change?

