

Leadership Solutions

for Today's Health Care from ExperiencedResources, LLC

We match experienced health care leaders to your project or interim management needs.

Functional Areas

Operations
Finance
IT
Human Resources
Nursing
Ancillary Services
Marketing
Quality

Interim Leadership Positions

C-Suite
Vice Presidents
Directors
Physicians
Administrators

Project Leadership

Operations:

Service Line Development
RFP Development/Response
Hospital/Clinic Department
Assessment
Disaster Planning
HIM/Coding/Medical Record
Assessment
Operational Efficiencies
and Productivity
Specialty Care Services Assessment
Practice Integration and
Efficiency Model

Finance:

Revenue Cycle
Health Plan Contracting
Decision Support Development
Forecast Modeling Development
Financial Due Diligence
and Analysis
Pro Formas
RAC Support

Clinical:

PACS Implementation
EHR Selection and Implementation
IT Equipment/Software
Review/Analysis
IT Work Plan Development
IT Contract Review and Negotiation
Readiness Planning
Security
Magnet Application

Human Resources:

Performance Management Redesign
Worker's Compensation and
FMLA Analysis
Compensation Analysis and Design
Organizational Structure Redesign

Marketing:

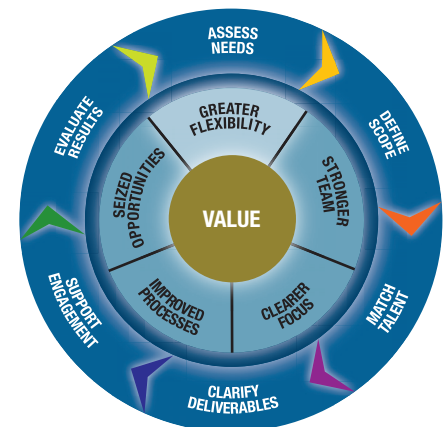
Strategic Marketing Plan
Development
Market Assessment and Strategy
Marketing Division Redesign
Crisis Management

Quality:

Risk Management Analysis
Accreditation Review
and Preparation
Regulatory and other Compliance
Program Review and
Implementation

Other:

Board Retreat Preparation
and Facilitation
Strategic Plan Update
Physician Coaching
Leadership Development
and Coaching



The FlexGeneration® Management Model provides an innovative solution for strengthening your leadership team and creating value.

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ExperiencedResources, LLC

The power of experience working for youSM

Practice Integration and Operational Efficiencies

A large non-profit agency needed to integrate several clinic sites, streamline operations, and create a unified team through a new care delivery model. The Experienced Resources' executive, in a non-threatening approach, quickly assimilated into the organization and gained acceptance. A new staffing model was implemented, patient enrollment processes and clinic flow were improved, and the staff was trained. Patient and staff satisfaction increased markedly, and the organization's financial performance improved as a result.

Health Plan Contracting

Given the immense pressure of declining reimbursements, a large Twin Cities health care provider tapped into the commercial contracting and negotiating expertise of an Experienced Resources' executive. The executive augmented the organization's team, evaluated the organization's commercial contracting strategies, identified key areas to address in negotiations, and improved contractual rates.

Interim Chief Executive Officer

A greater Minnesota health care provider with an acute care hospital and nursing home had a planned CEO vacancy, and Experienced Resources provided a seasoned CEO who immediately stepped in to assume the leadership role on an interim basis. The Experienced Resources' executive was able to keep key initiatives moving forward; facility planning, physician recruitment, and board member relations were critical pieces of the assignment.

Interim Chief Financial Officer

A greater Minnesota health care provider with an acute care hospital and several clinic sites had a sudden CFO vacancy, and Experienced Resources quickly provided a CFO who had an immediate impact. The Experienced Resources' CFO quickly analyzed the financials, assessed the finance department and implemented changes to improve the financial health of the organization. The annual audit and budgeting process were completed on time, efficient business office practices were implemented, financial reporting was improved, and accounts receivables were reduced. Leaders throughout the organization learned the value of a strong CFO, and they successfully recruited a permanent replacement. According to the new CFO, "...he saved us a year of headaches!"

Interim Director of Nursing

A large Twin Cities clinic required nursing leadership support during a post acquisition period. The clinic recently had a change in their nursing leadership, and they needed a leader who could step in and support clinic operations, implement process improvements and facilitate integration into a health system. The Experienced Resources' Director of Nursing managed day to day clinic operations and developed measurement tools demonstrating improvements in productivity and patient satisfaction. Client quote: "(The Experienced Resources' Director of

Nursing) is not leaving any stone unturned, very pleased with the focus and she has the right approach with the staff."

Clinic Leadership

A large Twin Cities clinic had a leadership vacancy, and instead of immediately filling the full-time position, Experienced Resources quickly stepped in with an interim leader who had over 20 years experience. The Experienced Resources' leader maintained day-to-day operations while evaluating the clinic's structure, leadership competencies, and other strategies needed for long-term success. Within six months, the clinic was reorganized, an EHR plan was developed, and the team was stabilized so recruitment could begin for a permanent leader.

Marketing Plan Development and Implementation

A greater Minnesota health care organization found itself in an increasingly competitive market, requiring an aggressive marketing plan to align with their newly created strategic business plan. Experienced Resources provided a marketing executive with extensive experience who quickly developed a comprehensive plan that included clear, prioritized marketing goals and tactics. All aspects of the plan were implemented successfully within nine months. The Experienced Resources' executive mentored the internal marketing staff to monitor and maintain the marketing plan.

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