

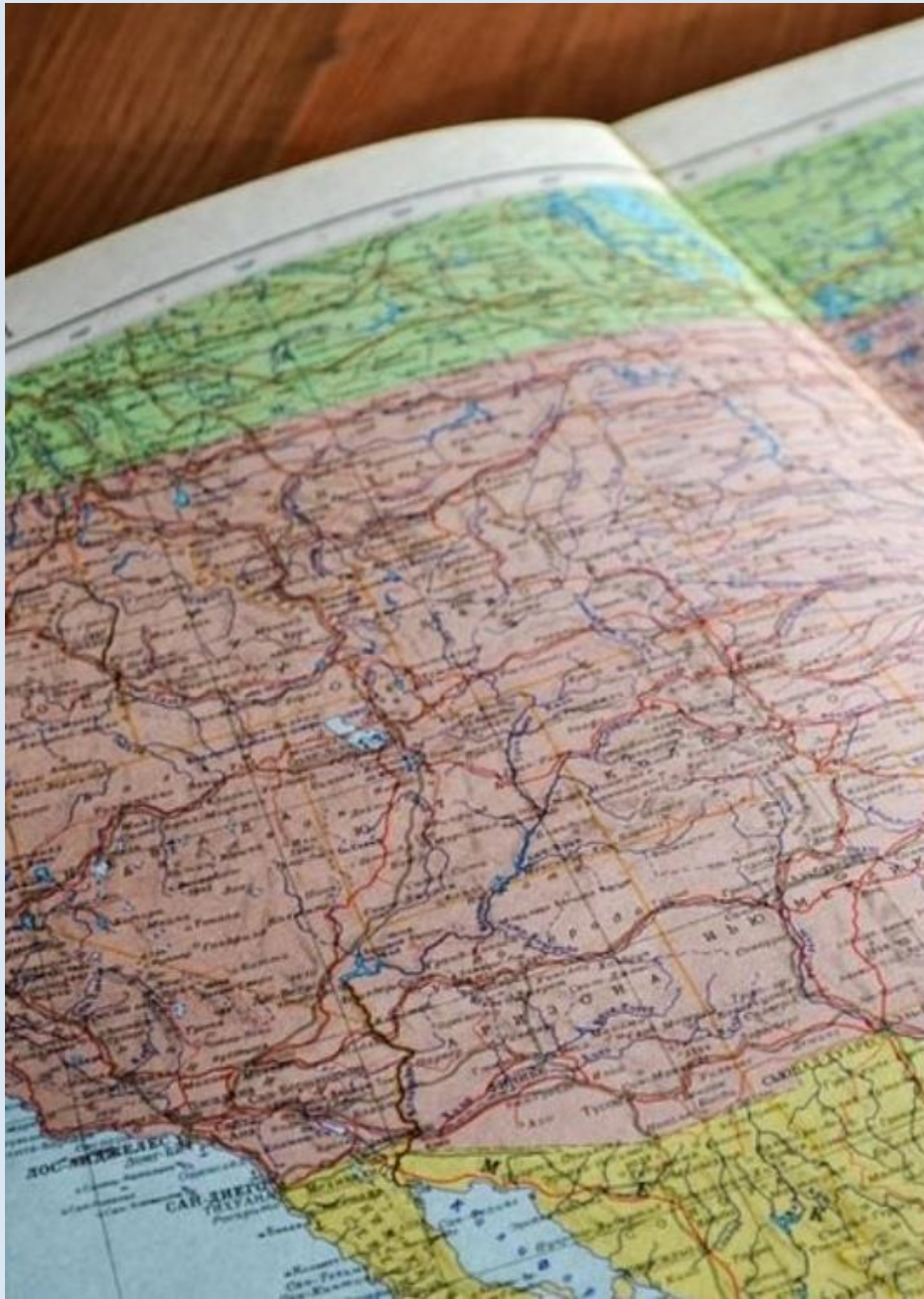
# Actions Leaders Must Immediately STOP In Order to Increase Diversity

**April 9, 2021**

**Presented By: Kevin Hardy**



# Nationwide Client Base



## Currently provides hospital management, consulting services and technology to:

- Community, district, non-profit and Critical Access hospitals

Example Managed Hospital Client:  
Barrett Hospital and Healthcare in Dillon, MT. Ranked as a Top 100 Critical Access Hospital for 8 years in a row

Example Technology and AR Services Clients:  
Two-hospital NFP systems in southeast GA with numerous associated physician practices

## Preferred vendor to:

- California Critical Access Hospital Network
- Western Healthcare Alliance Partner with Illinois Critical Access Hospital Network
- Vizient Group Purchasing Organization

## Governance & Strategy

- Executive management & leadership development
- Community health needs assessment
- Lean culture

## Finance

- Performance optimization & margin improvement
- Revenue cycle & business office improvement
- AR outsourcing

## Recruitment

- Executive and interim recruitment
- CEOs, CFOs, CNOs
- VP and Department Directors

## Clinical Care & Operations

- Continuous survey readiness
- Care coordination
- Swing bed consulting



**Kevin Hardy**

*Director Executive & Interim  
Recruiting, HealthTechS3*

Since 2004, Kevin has been focused on physician and executive search on a national level. He works with clients to provide physician and executive recruitment services, assisting them in properly establishing search efforts.

Kevin began his career working in several capacities with large national search firms. His ability to develop strong client relationships and provide excellent customer service has enabled him in establishing many years of partnerships with each client he personally represents; providing expertise in practice evaluation, contract negotiation and compensation analysis.

Kevin also serves as a member of The National Association of Health Services Executives (NAHSE). Kevin earned his Bachelors degree in Marketing from Tuskegee University, and in his spare time enjoys, working out, golf, basketball, and traveling.

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# Instructions for Today's Webinar

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- ✓ You may type a question in the text box if you have a question during the presentation
- ✓ We will try to cover all your questions – but if we don't get to them during the webinar, we will follow-up with you by e-mail
- ✓ You may also send questions after the webinar to our team (contact information is included at the end of the presentation)
- ✓ The webinar will be recorded and the recording will be available on the HealthTechS3 web site:  
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# Interim Executive & Department Leadership

*Staffing Community Hospitals since 1971*

HealthTechS3

Design.Build.Optimize → High Performance Teams

- **The Right Person** – Our experience and understanding of your hospital is the key to placing the right Executive or Department Leader
  - **Immediate Response** – Interim needs are typically immediate. Our bench strength allows us to find the right executive quickly to provide a seamless transition
  - **Experience** – Over 49 years of supporting executives & teams in hospitals and healthcare companies of all sizes
  - **Support Services** – Our business is managing hospitals more efficiently. We provide comprehensive support services to all our Interim Executives and Department Leaders
- **Our Depth:**  
We support all positions including CEO, CFO, CNO, CIO, Clinic Administration and Department Leaders
  - **Interim Executive Placement Services:**  
“Blue Mountain Hospital District has benefited from the interim executive placement services HealthTechS3 provides. Our current CFO started as an interim placement for BMHD, prior to joining our organization in a permanent capacity. The success with this placement has motivated us to consult Health Tech with two subsequent interim executive needs.” **Derek Daly, CEO BMHD**

Retained

Contingency

Interim

Contract

# Mentoring/Support Team

*Every Interim Executive and Department Leader is backed by a support team and mentor who help ensure that the team gets the right results*

**HealthTechS3**

**Design.Build.Optimize**  **High Performance Teams**

## Executive



**Derek Morkel**  
CEO



**Neil Todhunter**  
President



**Jennifer LeMieux**  
COO

**Retained**

## Recruiting



**Mike Lieb**  
VP Interim Placement



**Peter Goodspeed**  
VP Executive Search



**Kevin Hardy**  
Dir. Executive & Interim  
Recruiting Svcs.

**Contingency**

## Consultants



**Carolyn St. Charles**  
Chief Clinical Officer



**Joy Smith**  
Sr. Patient Financial  
Consultant



**Jeff Hollingsworth**  
Exec. Dir. Supply Chain  
& Group Purchasing



**John Freeman**  
AVP Finance



**Faith Jones**  
Dir. Care Coord.  
& Lean Consulting

**Interim**

**Contract**

# Actions leaders must STOP to increase diversity

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- **STOP** exclusively sourcing on platforms **disproportionately** overrepresented by the same group(s) already **OVERREPRESENTED** in your organization
- **STOP** allowing interview team members to submit **non-value added** feedback
- **STOP** approving invalid job descriptions and **STOP** posting job descriptions that are ineffective in attracting candidates from Underrepresented backgrounds
- **STOP** asking irrelevant interview questions.
- **STOP** holding on to the ideal that being a good person is enough to increase diversity



# Actions leaders must STOP to increase diversity cont

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- **STOP** allowing **untrained and unqualified** interviewers to assess candidates from underrepresented backgrounds
- **STOP** granting promotions based on **unwritten rules to success**
- **STOP** trying to fix employees and **fix the obstacles** they face within your environment
- **STOP** permitting leaders to hire based on **intuition** and **gut feelings**
- **STOP** ignoring and avoiding your **resistance**

# Empowerment

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- **Exercising your voice**
- **Candidate experience / Employee engagement**
- **Securing the resources and support of leadership**

# Strategic Exploration

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- **Determine stage of the business**
- **Baseline position / current efforts**
- **Identify resources to advance the effort**

# Tactical Execution

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- **Cashing DEIB at every point of the value chain**
- **Collect data // review//recalibrate**
- **How inclusive language improves culture**
- **Pronouns/race/appropriateness**

# Reevaluate

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- **Move from INTENT to EXECUTION**
- **DEIB starts with Recruiting**
- **Review job Descriptions and Sourcing Strategies**

# Job Description



# Interviewing



# Data & Metrics

**KPIs: "If you measure the wrong thing you do the wrong thing"**\*





# Which 1 thing will you do?

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- **Acknowledge/Own your biases**
- **Review job postings – no “ninja” or “he fonts”**
- **Have a courageous conversation**
- **Giving people a chance to improve**
- **Don't 'cancel, give chance to improve**

# Questions

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**Actions Leaders Must Immediately STOP in Order to Increase Diversity**

**Presenter:** Kevin Hardy, Dir. Executive & Interim Recruiting, HealthTechS3

**Date:** April 9, 2021 **Time:** 12pm CST

<https://bit.ly/3kYI3Cf>

**Remote Patient Monitoring vs. Remote Physiological Monitoring -**

**RPM: Know Your Acronyms Presenter:**

**Presenter:** Faith M Jones, MSN, RN, NEA-BC - Director of Care Coordination and Lean Consulting, HealthTechS3

**Date:** April 14, 2021 **Time:** 12pm CST

<https://bit.ly/3kYzZ3q>

**Swing Bed as a Service Line: Opportunity for Success**

**Presenter:** Carolyn St.Charles, RN, BSN, MBA – Chief Clinical Officer, HealthTechS3

**Date:** April 23, 2021 **Time:** 12pm CST

<https://bit.ly/30o77rB>

**Data Data Everywhere and Not a Drop to Drink**

**Presenter:** Carolyn St.Charles, RN, BSN, MBA – Chief Clinical Officer, HealthTechS3

**Date:** May 21, 2021 **Time:** 12pm CST

<https://bit.ly/38jsq28>

**Small Town, Big Surgery, No Problem**

**Host:** Carolyn St.Charles, RN, BSN, MBA – Chief Clinical Ofc, HealthTechS3

**Presenter:** Graham Russell, RN - COO, MESA Healthcare, Inc.

**Date:** June 4, 2021 **Time:** 12pm CST

<https://bit.ly/3ryuJ8Y>

**Lessons Learned From the COVID-19 Pandemic and the Impact on Healthcare Delivery in the United States**

**Presenter:** Peter Goodspeed, VP Executive Search, HealthTechS3

**Date:** June 7, 2021 **Time:** 12pm CST

<https://bit.ly/3rvupaX>

**Action Planning and Communication: The Vital Elements to Patient Engagement**

**Host:** Faith M Jones, MSN, RN, NEA-BC - Director of Care Coordination and Lean Consulting, HealthTechS3

**Presenter:** Kara Beech, BSBA, SHRM-CP, Beech Creative Group, LLC

**Date:** June 17, 2021 **Time:** 12pm CST

<https://bit.ly/3bqYhj3>

**The Hiring System & Its Hidden Obstacles: A Roadmap to Increasing Diversity at Your Company**

**Presenter:** Kevin Hardy, Dir. Executive & Interim Recruiting, HealthTechS3

**Date:** June 25, 2021 **Time:** 12pm CST

<https://bit.ly/358mRBL>

# THANK YOU

I hope this information has been helpful!

Please contact me if you have questions about the presentation or would like to know more about recruiting and placement services at HealthTechS3



**Kevin Hardy**

*Dir. Executive & Interim  
Recruiting, HealthTechS3*

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