



# Executive Recruitment

*Finding the Best  
for the Best*

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## Recruit and Retain Top Talent for Your Medical Group *Five Best Practices to Ensure Success in 2022*

As medical groups and health systems continue to navigate the competitive job market, the quest to find the most qualified executive talent remains a challenge for many organizations. To help **attract and retain** the right candidates, pay close attention to your **hiring and onboarding processes**. Consider implementing these five best practices to build your high-performing team.

- 1. Set Up a Steering Committee:** A steering committee allows for broad representation and input from leaders in the medical group; provides a mechanism to obtain input on the desired attributes and experience of the candidates; and plays a major role in the interviewing and selection processes.
- 2. Showcase Your Culture:** An organization's culture can be a deciding factor and can impact whether a candidate will accept an offer. Be transparent so the candidate can envision themselves working with you.
- 3. Share Career Development Resources:** Candidates want to know what tools, training, and resources are available to them to be successful. What you offer can differentiate your organization from another.
- 4. Welcome New Employees:** The period between an accepted offer and official start date can be a critical juncture where you need to maintain the new hire's sense of excitement and engagement. Continue small gestures to make them feel welcomed.
- 5. Implement Onboarding Measures:** Onboarding is key. During the first few weeks of employment, time should be allotted for new employees to meet with direct reports and their peers and have check-ins with their supervisor to review goals and accomplishments.

*We have the resources and experience to help you  
secure your next executive.*

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