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 themself 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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