



# Executive Recruitment

*Finding the Best  
for the Best*

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## Five Ways to Reset Your Medical Group

A “perfect storm”—of declining reimbursements, severe labor shortages, CMS wRVU weight changes impacting compensation plans, and fallout from COVID-19—has culminated in a dramatically altered recruitment landscape for top medical group leadership talent.

*Follow these five steps to boost your recruitment and retention efforts:*

- 1. Differentiate your medical group as an employer of choice.** Leaders are not just looking for a “job,” but seeking an organization with a clear mission where they will play an integral role in executing the vision for the future.
- 2. Expand your pool of qualified candidates.** Today’s executive may look different than one from just a few years ago. Be receptive to individuals who don’t have a “traditional” background. Varied experiences can bring fresh ideas and new perspectives to your organization.
- 3. Re-engineer your practice.** As you work to fill vacancies, take the opportunity to re-evaluate and re-engineer your group’s operations and processes to create a more efficient practice. A well-run group is more likely to have success with recruiting and retaining top talent.
- 4. Pay attention to the full range of human need.** Employees want to feel valued, so consider offering staff recognition and benefits such as flexible schedules and social events to recognize their contributions and make them feel connected to the organization. Small gestures can go a long way.
- 5. Focus on the future.** Allow your staff to grow through mentorship and exposure to different roles within the medical group. Assign projects to engage staff and to get them interested in future leadership opportunities within the organization.

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

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