

We Place Health Care Leaders Who Go Beyond The *Acceptable* To Achieve the *Exceptional*.

Kirby Bates uses an organized approach to all search assignments. Because each case is unique, our methods are *consultative* and *adaptive*.

Phase One: Organizational Assessment and Position Profile

We begin with an on-site assessment of the client's history, culture, scope of services, strategic goals, organizational relationships and leadership needs. Once completed, a *Position Profile* is generated.

Phase Two: Search Strategy and Candidate Identification

We develop a search strategy that targets specific geographic locations and organizations, identifies key marketing tactics, and establishes timeliness for the search.

Phase Three: Candidate Development

We carefully screen all candidates, conducting in-depth personal interviews with the strongest candidates. We verify credentials, conduct formal reference checks, and finally, we discuss potential candidates with the client.

Phase Four: Candidate Presentations and Interviews

A candidate presentation is prepared for each semi-finalist prior to on-site interviews. This will include the candidate's resume, a profile highlighting the candidate's career progression and management characteristics, and a summary of three-to-four references.

Phase Five: Candidate Selection

We remain available to the client to discuss each candidate and assist in any way necessary to make a final decision. Once a candidate has been selected, we can also help structure and present the job offer and compensation package.

Areas of Expertise

- Chief Nursing Executives/Directors
- Patient Safety and Quality Officers
- Academic Deans and Directors
- Human Resources,
Clinical and Ancillary Department Heads



Kirby Bates Associates is comprised of former nurse leaders and skilled search professionals, including, from left: Pamela DeCampli, RN, MSN; Maureen Carroll, RN, MSN; M. Jane Fitzsimmons, RN, MSN; Peggy Loughery, RN, BSN; Karen Kirby, RN, MSN; and the support team of Jennifer Insua and Michele Murphy.

What Sets Kirby Bates Apart

- * Our search success rate for candidate placement exceeds the national average for search firms;
- * The percentage of candidates still in their positions after one, three and five years exceeds other search firms; and
- * Our willingness to do the critically needed but difficult operational leadership searches (vs. only the higher-paying C-Suite) is more in tune with the needs of clients.
- First time clients **receive a discount** on the first three search assignments.



One Bala Avenue, Suite 234
Bala Cynwyd, PA 19004
Phone: 610-667-1800
Fax: 610-660-9408
www.kirbybates.com
Email: corporate@kirbybates.com



Executive
Search



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Management



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