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# WHATEVER COMES DOWN, WE CAN HELP.

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MSA | CLARK CONSULTING™  
*Healthcare Group*

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NAME TO DELIVER THE SAME PROMISE



INTEGRATED HEALTHCARE  
STRATEGIES™

*Exclusive to Healthcare. Dedicated to People.™*

[www.IHStrategies.com](http://www.IHStrategies.com)



## INTEGRATED HEALTHCARE STRATEGIES™

Integrated Healthcare Strategies provides clients with the most comprehensive array of healthcare-specific consulting services available through our five integrated specialty practices:

### **EXECUTIVE TOTAL COMPENSATION - JAMES NELSON, EXECUTIVE VP, PRACTICE LEADER**

The compensation challenge today is to attract and retain the best talent available while meeting both your fiscal and executive retention goals. The solution is a comprehensive package developed to match your organization's compensation culture, strategy and philosophy through a variety of specific components. The right mix and balance of base salary, bonuses, deferred compensation, contractual allowances, long-term incentives and executive supplemental benefits is the key to success.

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### **MSA EXECUTIVE SEARCH - JANE GROVES, EXECUTIVE VP, PRACTICE LEADER**

No matter where you are today in the process of choosing a new executive, our customized search methodology can assist you. With statistics such as 100% of CEO searches closed on the first slate presentation, the most comprehensive candidate evaluation in the industry and 98% client retention rate over the past ten years, it's no wonder we rank as one of the top 15 healthcare retained executive search firms in the country.

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### **PHYSICIAN SERVICES - FELIPE PADILLA, EXECUTIVE VP, PRACTICE LEADER**

Physician Services helps create successful relationships between not-for-profit healthcare organizations and their employed and affiliated physicians by providing unique consulting services that focus on physician total compensation plan designs, assessment of reasonable compensation (including Professional Services Agreements), organizational structure and physician leadership development.

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### **MSA HR CAPITAL - KEVIN HAEBERLE, EXECUTIVE VP, PRACTICE LEADER**

To be most effective, your human resources organization must support your strategic objectives. MSA HR Capital provides comparative data from over 1,000 hospital organizations to tailor solutions for your specific work environment to ensure that you reach objectives by integrating your management, compensation, labor relations and employee engagement goals into one seamlessly operating strategy.

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### **GOVERNANCE & LEADERSHIP SERVICES - JAMES RICE, PH.D., EXECUTIVE VP, PRACTICE LEADER**

You can depend on the industry leader to provide you with valuable information, insights, design, implementation strategy and support for a variety of governance and leadership issues and challenges. These services include Continuity Planning and Development, Governance model design development and refinements, Board retreats to enhance effectiveness, CEO and Executive Performance development and appraisals, Physician Leader Services (PLS) and our unique Governance of Executive Compensation (GEC) services.

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