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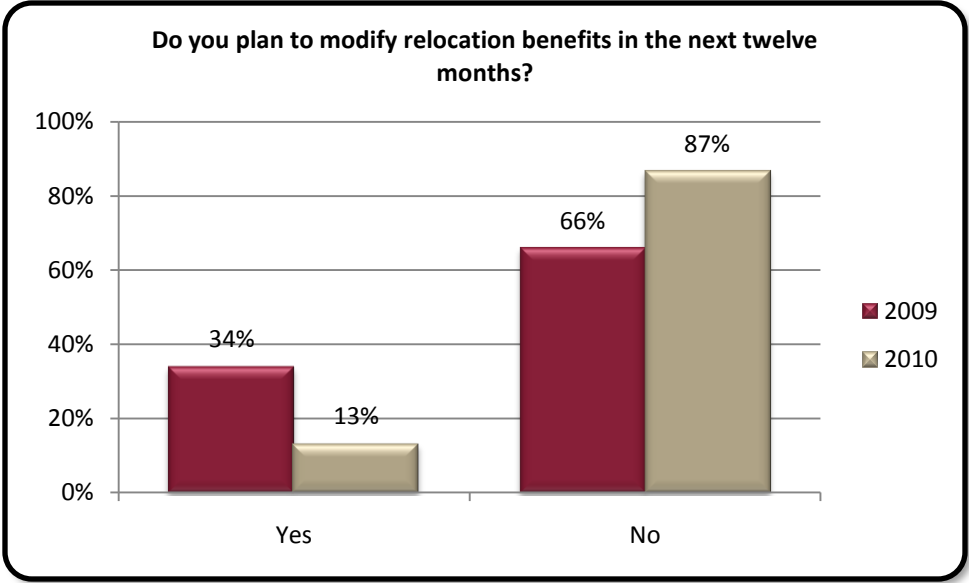
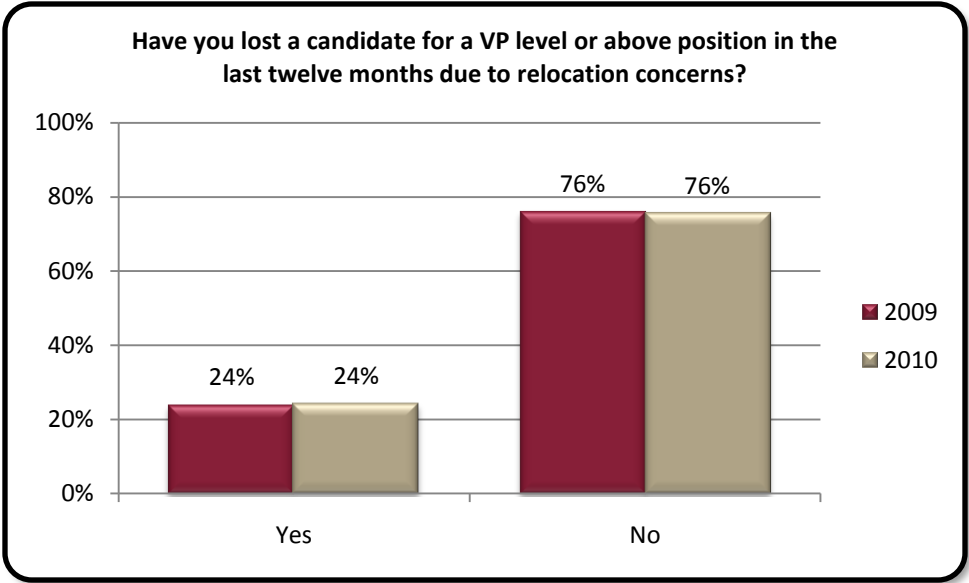
# Executive Relocation Practices Survey Summary of Results

Presented by Integrated Healthcare Strategies  
as Authored by Jane Groves

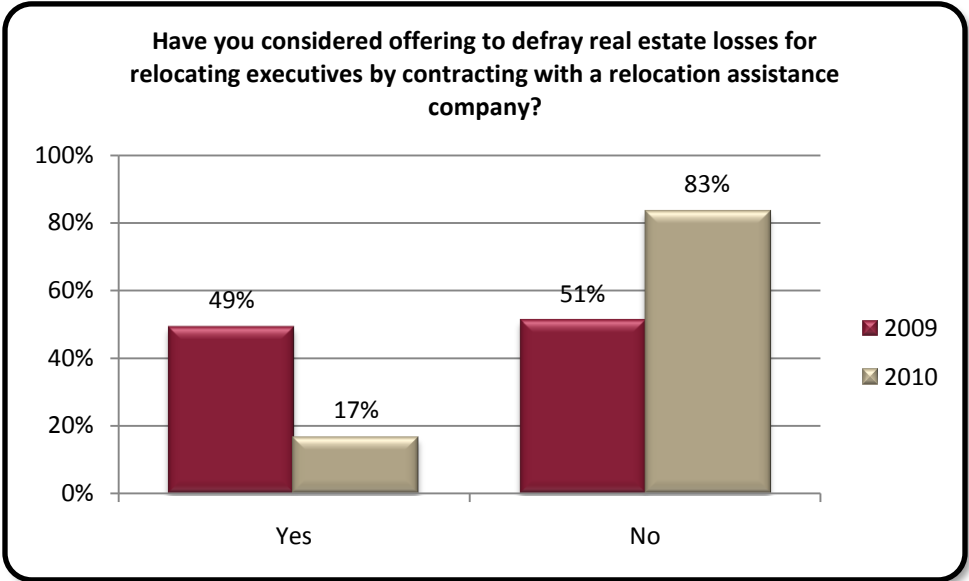
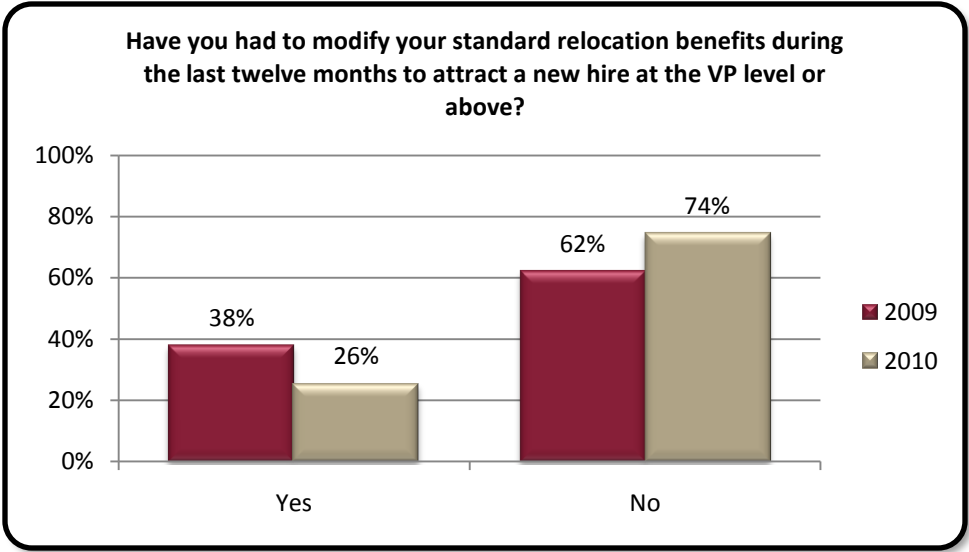
MSA Executive Search, an Integrated Healthcare Strategies practice, recently surveyed healthcare human resources executives about their executive relocation practices and benefits. This survey is a follow-up to our October 2008 survey when the housing and economic crisis was beginning to show signs of severely impacting the ability of organizations to recruit and relocate executives. Responses were received from 100 hospitals and health systems across the country.

The results of the survey indicate that healthcare organizations are still challenged with the issues surrounding recruiting and relocating executives.

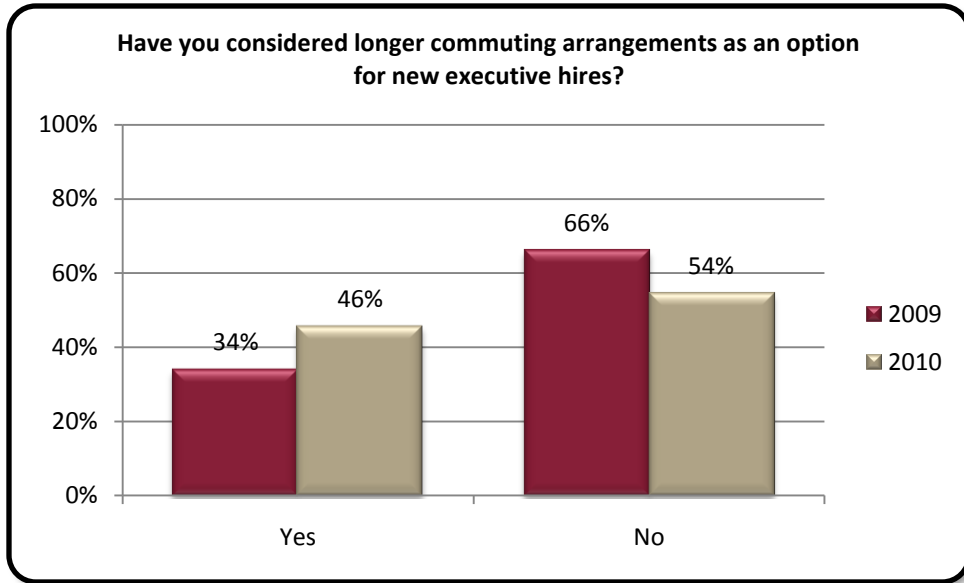
Almost 25% of respondents indicated that they have lost a VP or C-suite candidate in the last twelve months due to relocation concerns. In contrast, 34% of respondents in 2008 said they were considering modifying relocation benefits in the next twelve months compared with only 13% in 2010.



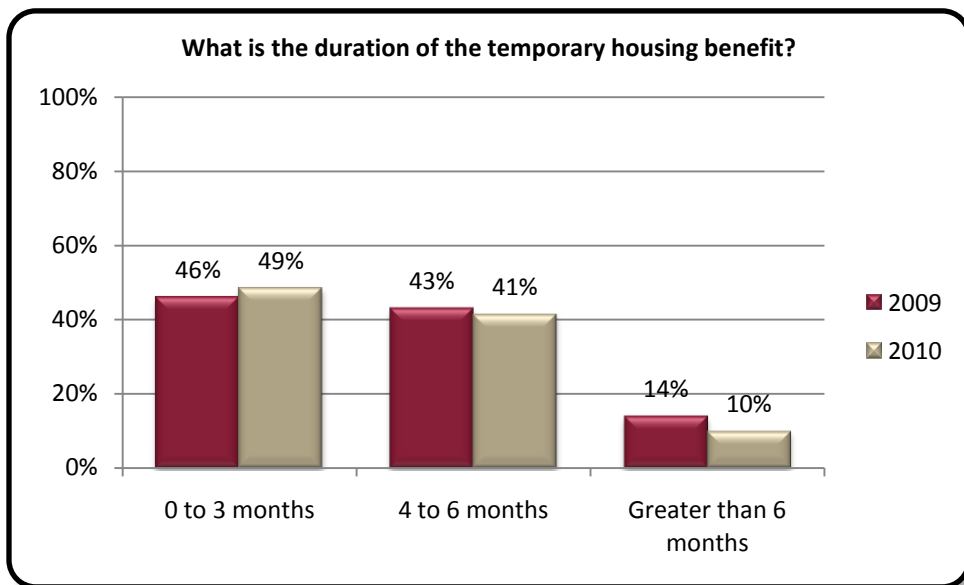
Responses revealed that 26% modified their relocation benefit plans to secure talent at the VP level or higher compared to the 38% that did so in 2009. The percentage of respondents that considered working with a relocation assistance company to help defray real estate losses for their relocating executives also significantly decreased to 17% from 49% in 2009.



Moreover, respondents considering longer commuting arrangements as an option increased from 34% to 46%.



On the duration of the temporary housing benefit, zero to three months continues to be the most common range, with only 10% exceeding six months in 2010.



In its 2009 42<sup>nd</sup> Annual Corporate Relocation Survey, Atlas Van Lines reported that roughly two-thirds of respondents indicated that both candidates and employees declined the opportunity to relocate. For large firms, housing/mortgage concerns was by far the biggest factor, although family issues and spouse employment were also key issues. Most firms in the Atlas survey were either offering or planning to offer additional relocation incentives in 2009 and 2010.

Following is a sampling of written comments from this year's MSA Executive Search executive relocation practices survey about the relocation benefit modifications respondents have made:

- *Extended temporary housing and amount of relocation coverage*
- *Extended corporate apartment stay from 3 months to 6 months*
- *Extended temporary housing to 12 months*
- *Larger signing bonuses tied to real estate transactions*
- *Added up to 6 months payment of CEO's home mortgage*
- *Entered into housing buyout and relocation agreement*
- *Added benefit to provide economic assistance in home sale and purchase*
- *Sign on of \$50k per executive for real estate related expense reimbursement*
- *Contracted with a relocation firm*

Many healthcare organizations realize that even though recruiting executives is a large expense at a time when hospitals are under great pressure to reduce costs, investing in outstanding leadership pays off in the long run. Organizations need to be creative and flexible in recruiting top executive talent, recognizing that their investment will be recovered in both tangible and intangible ways through exceptional leadership teams.

### ***About Integrated Healthcare Strategies***

*Integrated Healthcare Strategies provides not-for-profit healthcare organizations with direct access to a comprehensive array of healthcare-specific services, delivered by professionals from the industry who understand the rigors of running a healthcare organization – from the lunchroom to the Board Room. Its client list is a “who’s who” of healthcare organizations including over 1200 major healthcare providers, 1,800 hospitals and 700 independent and affiliated medical groups. Integrated Healthcare Strategies specializes in the areas of physician strategy and compensation, employee compensation, executive compensation, human capital solutions, labor relations, leadership transition planning, executive search, employee surveys, performance management and board governance solutions.*

### ***About the Author***

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*MSA Executive Search practice of Integrated Healthcare Strategies has over 20 years of proven service in executive and director-level searches, and is exclusive to the healthcare industry. Clients have found the right CEO in our first slate presentation 100 percent of the time.*