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Integrated Healthcare Strategies Announces Additions to Leadership Team

Healthcare management consulting firm, Integrated Healthcare Strategies, grows its leadership team; Terry Hobbs named new leader for Human Resources Consulting services and David Rowlee, Ph.D., to lead Engagement and Opinion Survey services.

Kansas City, MO – January 12, 2012– [Integrated Healthcare Strategies](http://www.IHStrategies.com), a national consulting firm dedicated exclusively to healthcare and focused on improving the operations of healthcare organizations, today announced the promotion of Terry Hobbs to Executive Vice President and Practice Leader of the firm's [Human Resources Consulting](#) service line, and the hire of David Rowlee, Ph.D, as Senior Vice President to lead its [Engagement and Opinion Survey](#) service line.

[Terry Hobbs](#), with the firm for over 12 years as a senior consultant, has over twenty years of experience in the field of human resource management and organizational effectiveness. Mr. Hobbs, established in the industry as an expert in consulting services for healthcare organizations nationwide, specializes in developing proven solutions that align human resources systems to better meet the organization's financial, quality, and people goals. Prior to joining Integrated Healthcare Strategies, Mr. Hobbs held senior-level positions in both healthcare organizations and Fortune 500 manufacturing firms. Mr. Hobbs is a dynamic speaker who has presented at numerous national and state healthcare and human resource organizations, and has conducted onsite seminars and leadership training for thousands of healthcare managers and supervisors nationwide.

"We are pleased that Terry has accepted this appointment." said Bob Erra, President of Integrated Healthcare Strategies. "Terry has been instrumental as a senior leader in our HR consulting business for many years, providing

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creative and effective HR and workforce solutions to client needs. The practice will benefit from his knowledge, leadership, and guidance.”

[David Rowlee](#), Ph.D., is joining Integrated Healthcare Strategies as Senior Vice President to lead its Engagement and Opinion Survey service line. Prior to joining Integrated Healthcare Strategies, Mr. Rowlee served as Vice President of Research for a leading human capital consulting firm where he led employee and physician survey design, new product development, and research services. Mr. Rowlee has nearly 15 years of consulting experience with special emphasis in the field of survey research—including survey design, survey methodology, statistical analyses, and advanced behavioral modeling. Mr. Rowlee holds both Master’s and Doctoral degrees in Sociology from the University of South Carolina. In addition, he holds a Professional Certificate of Demography from Charles University in Prague, Czech Republic.

“We are excited about the addition of David to our firm,” said Mr. Erra. “His background and experience, in addition to his studies on the impact of employee satisfaction on organizational performance, will be invaluable to our clients in helping them improve employee engagement and performance.”

To contact Terry Hobbs or David Rowlee, or to learn more about Integrated Healthcare Strategies, please call 800-821-8481 or visit us online at www.ihstrategies.com.

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About Integrated Healthcare Strategies

Integrated Healthcare Strategies provides 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 1,200 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 resource solutions, labor relations, leadership transition planning, executive search, compensation and employee engagement surveys, performance management, board governance solutions, and M&A transition issues.

For additional information contact Julie McCauley at 800-327-9335 or at julie.mccauley@IHStrategies.com. Visit Integrated Healthcare Strategies online at www.IHStrategies.com, or view our blog at <http://ihstrategiesblog.com>.