



INTEGRATED HEALTHCARE  
STRATEGIES™

EXCLUSIVE TO HEALTHCARE. DEDICATED TO PEOPLE.™



# WELCOME TO INTEGRATED HEALTHCARE STRATEGIES



DEAR HEALTHCARE LEADER:

In a rapidly evolving business and regulatory environment, healthcare leaders constantly search for new ways to integrate activities and business strategies to improve the efficiency and cost effectiveness of their organizations. An ever increasing number of organizations are seeking support from outside consulting experts.

It's a fact: organizations that utilize outside experts perform better than those that don't. Our evolution to Integrated Healthcare Strategies with our five specialty practices is designed to provide executives and Boards easy access to the information and counsel they need to meet the challenges of today's highly complex healthcare organizations.

With convenient access to healthcare-specific services, insightful consulting advice from industry professionals, and "best practice" experiences of over one thousand healthcare organizations, our clients can successfully create the components, build the structure, and readily maintain the integrity of integrated strategic solutions critical to their long-term success – from the lunchroom to the Board Room.

Please take a few minutes to review the following executive summary for each of our five specialty practices. Let us know how we can help.

Sincerely,

A handwritten signature in black ink that reads "Robert J. Erra". The signature is written in a cursive, flowing style.

Robert J. Erra, President

P.S. For more details on our five integrated specialty practices, case studies and topical white papers, visit our website at—[www.IHStrategies.com](http://www.IHStrategies.com).

*Exclusive to Healthcare. Dedicated to People.<sup>SM</sup>*

# INTRODUCING OUR FIVE INTEGRATED SPECIALTY PRACTICES

Integrated Healthcare Strategies serves clients in their journey to achieving success by supporting the alignment of physician, executive and Board performance to organizational goals.

## EXECUTIVE TOTAL COMPENSATION

JIM NELSON, *Executive Vice President  
& 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 compensation packages developed to match your organization's compensation culture, strategy and philosophy through a variety of specific compensation 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.

## MSA EXECUTIVE SEARCH

JANE GROVES, *Executive Vice President  
& 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.

# YOUR EXPERTS OF CHOICE



## PHYSICIAN SERVICES

STEVE RICE, *Executive Vice President  
& Practice Leader*

Physician Services assists not-for-profit healthcare organizations in developing successful relationships with their employed and affiliated physicians. Consulting services focus on physician total compensation plan designs, assessment of reasonable compensation (including Professional Services Agreements), providing Fair Market Value reviews, organizational structure, program development, practice management and physician opinion assessment.

## MSA HR CAPITAL

KEVIN HAEBERLE, *Executive Vice President  
& 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. We tailor performance enhancement 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 whole.



## GOVERNANCE & LEADERSHIP SERVICES

JAMES RICE, PH.D., *Executive Vice President & 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 leadership 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 and our unique Governance of Executive Compensation services.

“WE WOULD DEFINITELY USE INTEGRATED HEALTHCARE STRATEGIES AGAIN. THEY ARE A TRUE BUSINESS PARTNER.”



























## INTEGRATED HEALTHCARE STRATEGIES™

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“INTEGRATED HEALTHCARE STRATEGIES HAS HELPED ASSURE THAT OUR COMPENSATION PROGRAM IS COMPETITIVE, REASONABLE, AND ALIGNED WITH OUR ORGANIZATION’S VISION AND STRATEGY.”

Research tells us that one of the most important factors cited by healthcare executives in selecting a consulting partner is their experience and track record—specifically in healthcare. Integrated Healthcare Strategies works exclusively in healthcare to assist you with physician strategy and compensation, employee compensation, executive compensation, human capital solutions, labor relations, leadership transition planning, executive search, employee surveys, performance management and trustee governance solutions.

We are the only firm in the country of offering a suite of services that focus specifically on healthcare solutions, and the only firm that understands how critical people are to the success of your organization. To work as effectively as possible, you must have the right people—properly compensated and performing in alignment with the goals and objectives of your organization. You can depend on the industry leader to take you through the critical process steps your organization needs to achieve success.

For more information about Integrated Healthcare Strategies and how we can be of service to your organization, please call 1-800-327-9335 or visit us at [www.IHStrategies.com](http://www.IHStrategies.com).

“DESIGNED TO MEET THE CHALLENGES OF TODAY’S HIGHLY COMPLEX HEALTHCARE ORGANIZATIONS.”

EXECUTIVE TOTAL COMPENSATION ❖ MSA EXECUTIVE SEARCH ❖ PHYSICIAN SERVICES  
MSA HR CAPITAL ❖ GOVERNANCE & LEADERSHIP SERVICES

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