



# CASE STUDY: **St. Elizabeth Healthcare**

## How a Community Based Healthcare System Lands Top Talent with Executive Search Partnership

When your mission includes improving the health of multiple communities and nearly 4 million patient encounters annually, finding top talent for leadership roles is no small matter.

### BACKGROUND

St. Elizabeth Healthcare is the largest healthcare system in Northern Kentucky, with six hospitals and 169 specialty and primary care offices located throughout Northern Kentucky, Cincinnati, Ohio, and Southeast Indiana.

---

For over 160 years, the mission of comprehensive and compassionate care has led to extraordinary results and a lasting impact.

Following the challenging "covid years", the organization saw a combination of growth, retirements, and restructuring that created several leadership openings and the opportunity to drive innovation by finding and aligning the right talent.

# CASE STUDY:

## St. Elizabeth Healthcare

### PARTNERSHIP WITH TALENTA HR GROUP

Following a detailed planning meeting with the CHRO, we determined the goals and parameters for a partnership that would include a deep dive into the organization and multiple leadership searches.

Rather than a one-off search, the relationship evolved into a partnership that allowed for a deep dive into the mission, vision, and values of the organization. St. Elizabeth needed a search consultant that could not only deliver great leadership candidates, but who could consult on the strategies to align the strategic work and get them quickly acclimated to their roles.

*"Talenta has really made a difference. Normally, we'd pay enormous fees to simply get a pile of resumes that have little relevance to our needs. Alden provided a curated list of candidates each time. Honestly, they were such good candidates, it was a challenge to pick one!"*

**Julie McGregor, SVP/CHRO**  
St. Elizabeth Healthcare

# CASE STUDY:

## St. Elizabeth Healthcare

### The Agreement

With 5-7 searches to plan for over a 6-8 month stretch, it was clearly a big workload, and while leveraging Talenta as an agency was needed, paying 30% per hire was a budget buster. The solution had to be more creative. So we arrived at a retainer model that served everyone's needs and fostered a great partnership.

The retainer model allowed for a much deeper dive into the organization, and the nuances that made it great. It included a variety of leader interviews and research that goes far beyond a typical executive search.

### The Strategy

Our strategy was to target individuals who ideally had a background in healthcare, but just as important, they had experiences that showcased the exact competencies that St. Elizabeth needed.

The focus on skills and competencies created diverse candidate pools, including some top candidates from outside of healthcare, creating some interesting introspection and conversation.

Driven by an in-depth needs assessment with multiple hiring team members, each role had its own unique search criteria. The mix of competencies, skills, experiences, and personality all had to align to the role, both today, and where it needed to go.

Culture fit...and culture additions were also critical. Leveraging the Predictive Index, we found candidates whose natural strengths aligned directly with the functional strategy for the role.

Driven by our research, the hiring team all had specific assignments on the competencies they would investigate, a ratings rubric, and technology tools that allowed each person real-time visibility to how things were progressing.

# CASE STUDY:

## St. Elizabeth Healthcare

### PARTNERSHIP WITH TALENTA HR GROUP

This approach ensured that only the most suitable candidates advanced to the next stages of the selection process, making sure no calendar space or resources were being used on the wrong candidates.

### The Results

Talenta identified 3-5 ideally fit candidates for each role, culminating in a final, fully aligned finalist. Each candidate not only had the educational and functional experience but had demonstrated successes with the exact types of projects, transformations, and strategies that St. Elizabeth needed.

Over the course of the initial engagement, Talenta was able to make 7 key leadership hires to propel the organization forward, with an average time to fill of 68 days, and over 650 total candidates reviewed in that time.

Using the retainer model with the partnership, we were able to hire over \$1.8 million in annual payroll, with an average cost of 20% per placement, representing dramatic savings from traditional executive search models.

*"The reason why I love Talenta HR Group so much is that they're like a business partner that I didn't know I needed, but I need very much. Having that kind of expertise available is a huge lift for my team."*

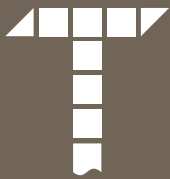
**Mark Beason, Director, Talent Acquisition,**  
St. Elizabeth Healthcare

# Why use Talenta Healthcare Executive Search?

With Talenta, you get seasoned healthcare executives, who have seen nearly 2 decades of industry ups and downs. We're more than recruiters, but active partners and consultants, advising on the issues that matter most for your unique healthcare strategy.

Talenta HR Group's healthcare focused executive search will have a far deeper reach than your company's internal recruiters. We have access to a broad network of passive candidates that often get overlooked by less comprehensive search efforts.

Further, our outreach strategies yield response rates that are well above industry averages, giving your organization the best chance of success.



Talenta HR Group



## About Alden Pennington, Founder of Talenta HR Group

Alden Pennington is a forward-thinking healthcare executive, spearheading the modernization of healthcare talent development and executive search through his agency, Talenta. With a deep commitment to human-centered leadership, Alden is driven by the belief that extraordinary individuals deserve the opportunity to excel in their unique areas of passion and expertise.

Drawing from his extensive experience as a CHRO across various healthcare and healthcare tech organizations, Alden brings a fresh perspective to the table, emphasizing the value of effectively aligning top talent to organizational strategies.

Alden holds a degree from the Gatton School of Business and Economics at the University of Kentucky, and he graduated with distinction, earning his MBA from Sullivan University. Additionally, Alden is certified in six sigma, a certified partner of Predictive Index, and has achieved the SPHR (*Senior Professional in Human Resources*) designation.



## Are You Ready To Find Your Next Healthcare Leader?

Talenta will help you craft the executive search strategy that uniquely matches your organization's vision and key objectives.

**Scan or click to contact us today!**