

Trends in Executive Talent: Attracting and Retaining the Leaders You Need to Succeed

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Prepared for

The Governance Institute Leadership Conference | January 17, 2022



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Agenda



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Today's Headlines Signal Turbulence

CEO Turnover
Remains High
in Hospitals

**The Great
Resignation Is
Accelerating**

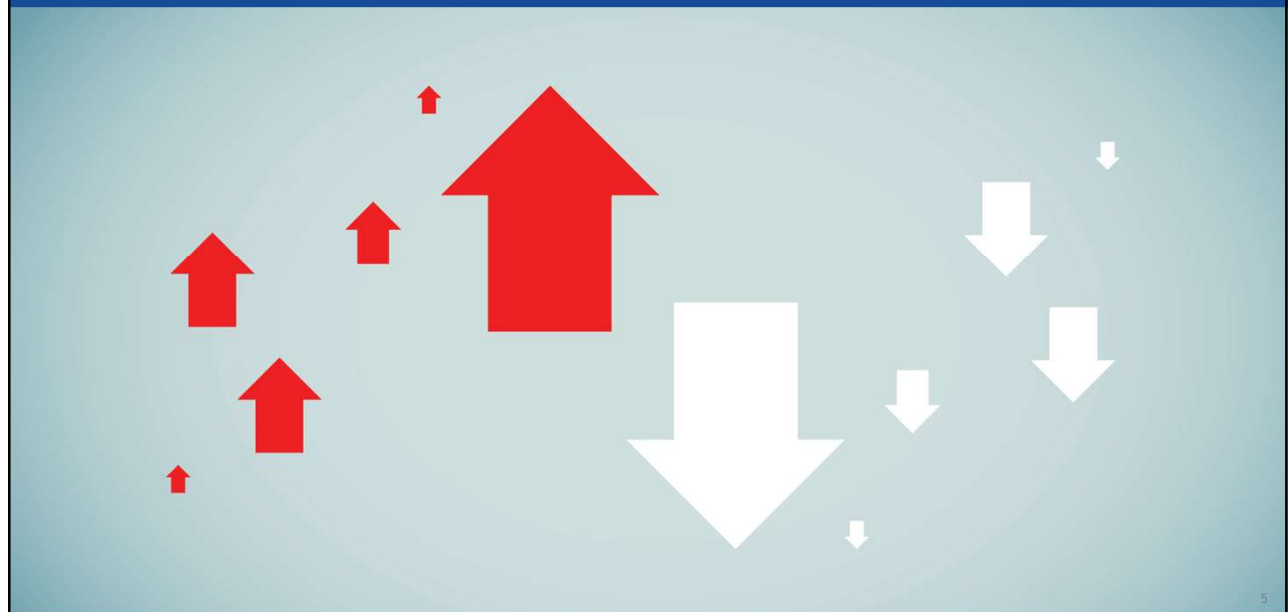
**Healthcare
Leaders
Must
Embrace
Change or
Be Left
Behind**

**Navigating the
Labor Mismatch**

How the Pandemic
Has Changed the
Way CEOs Must
Lead

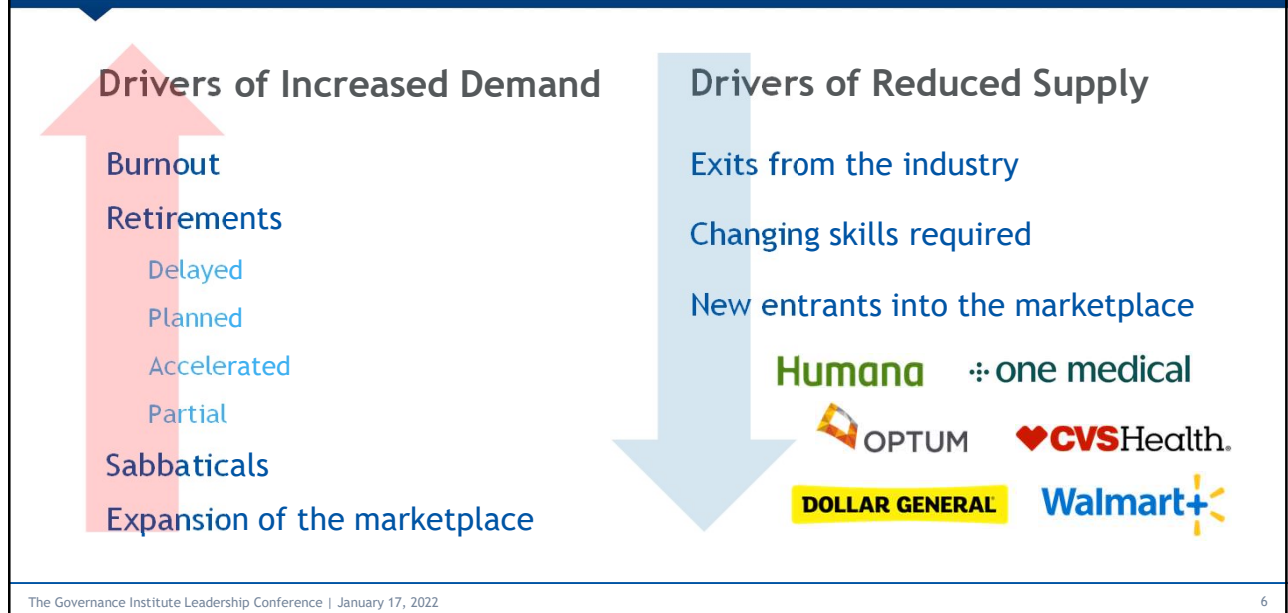
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Demand Is Up | Supply Is Down



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Drivers of Demand and Supply



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Poll Question #1

Please rank these in order of concern about your executive team:

- Burnout
- Retirements
- Leaving for new opportunities
- Leaving for more pay
- Lack of talent in the market
- I am not concerned about turnover

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New Skills Required

Our clients are seeking candidates who:

- Are less linear
- Are quick and agile
- Foster innovation
- Address scale
- Partner with new entrants
- Are nontraditional
- Embrace diversity, equity and inclusivity



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Changes Your Organizations Are Experiencing

- Fewer candidates
- More passive candidates
- Need to act fast
- Desire from some executives to work remote
- Complications with the housing market (finding and affording)
- Shifts in compensation



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Considerations/Solutions for Your Teams

Differentiators in this hyper-competitive market:

- Active retention planning
- Contemporary compensation systems



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Poll Question #2

Are you currently looking at your compensation and retention systems?

- a. Yes
- b. No
- c. Don't know
- d. I believe our systems are contemporary and adequate

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Considerations/Solutions for Your Teams

Differentiators in this hyper-competitive market:

- Active retention planning
- Contemporary compensation systems
- Robust talent pipelines
- Active succession planning



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Poll Question #3

Does your organization maintain a written, current executive team succession plan?

- a. Yes
- b. No
- c. In progress
- d. Don't know

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Considerations/Solutions for Your Teams

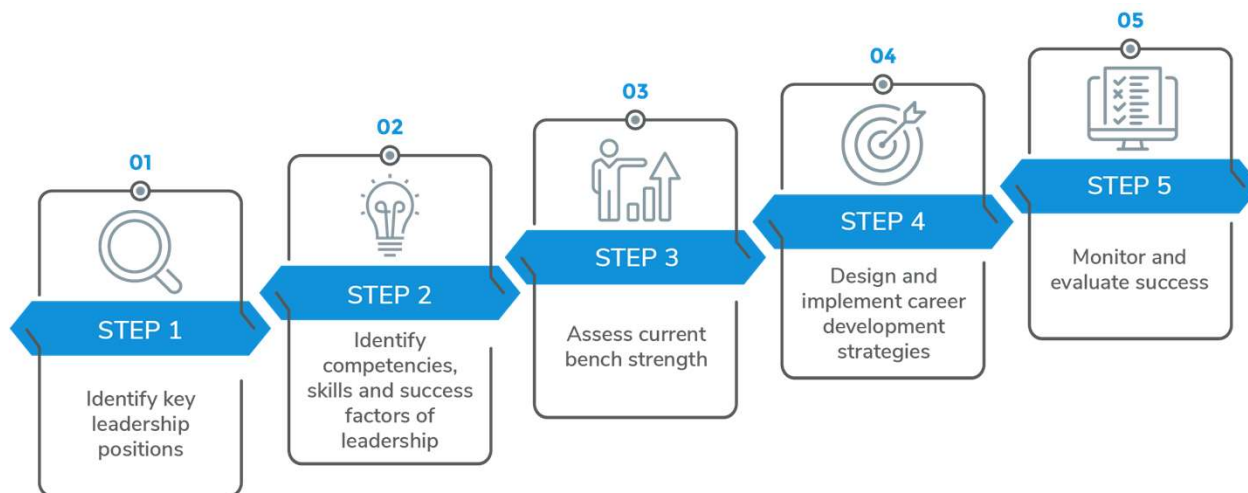
Differentiators in this hyper-competitive market:

- Active retention planning
- Contemporary compensation systems
- Robust talent pipelines
- Active succession planning
- Active communication about succession, promotional opportunities

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Succession Planning: A Five-Step Process



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Thank You

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