

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

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Agenda



Today's Headlines Signal Turbulence

CEO Turnover
Remains High
in Hospitals

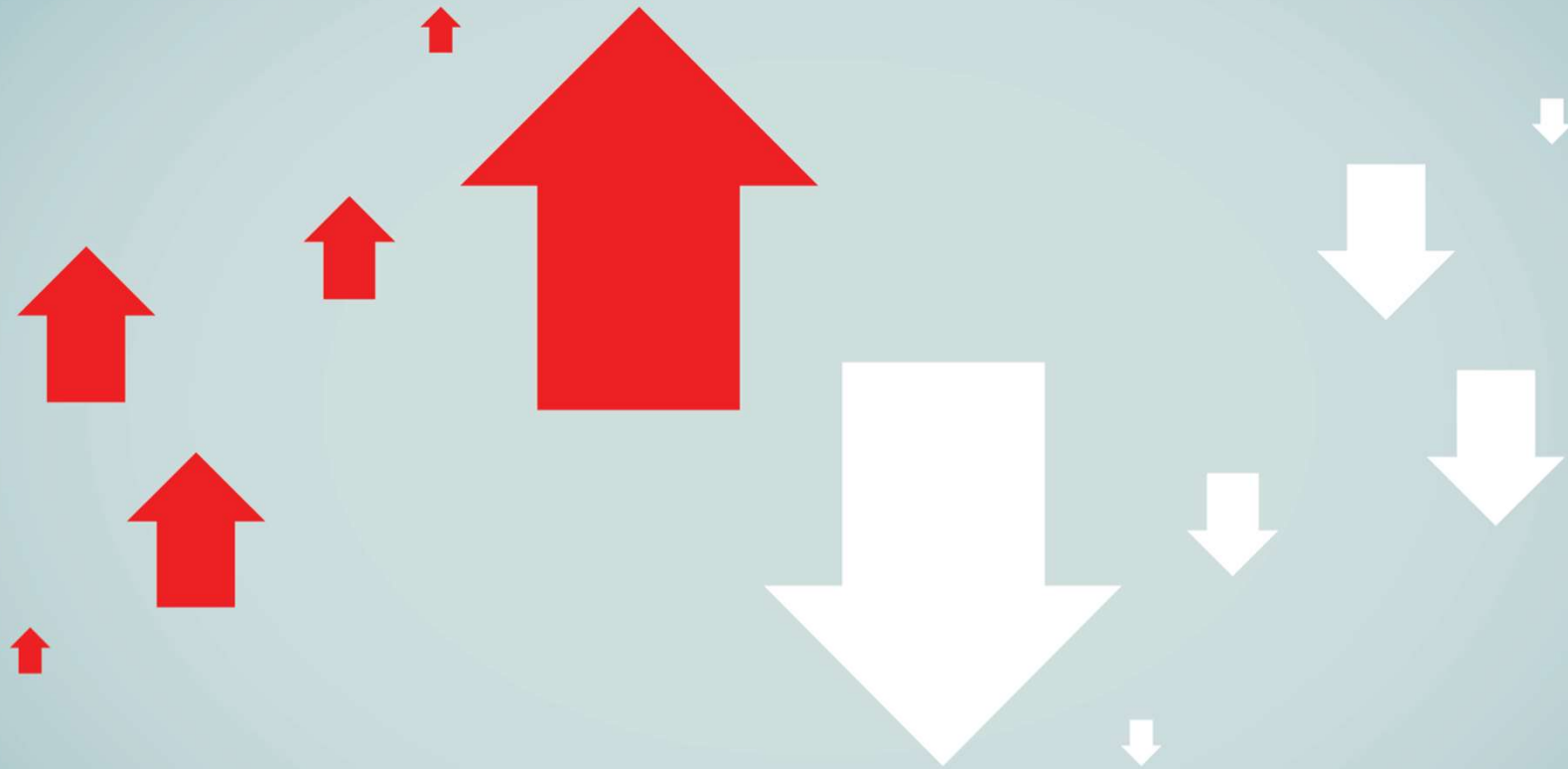
The Great
Resignation Is
Accelerating

Healthcare
Leaders
Must
Embrace
Change or
Be Left
Behind

Navigating the
Labor Mismatch

How the Pandemic
Has Changed the
Way CEOs Must
Lead

Demand Is Up | Supply Is Down



Drivers of Demand and Supply

Drivers of Increased Demand

Burnout

Retirements

Delayed

Planned

Accelerated

Partial

Sabbaticals

Expansion of the marketplace

Drivers of Reduced Supply

Exits from the industry

Changing skills required

New entrants into the marketplace

Humana **one medical**

 **OPTUM**

 **CVS Health.**

DOLLAR GENERAL

Walmart+

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

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
- Sustainability



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



Considerations/Solutions for Your Teams

Differentiators in this hyper-competitive market:

- Active retention planning
- Contemporary compensation systems



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

Considerations/Solutions for Your Teams

Differentiators in this hyper-competitive market:

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



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

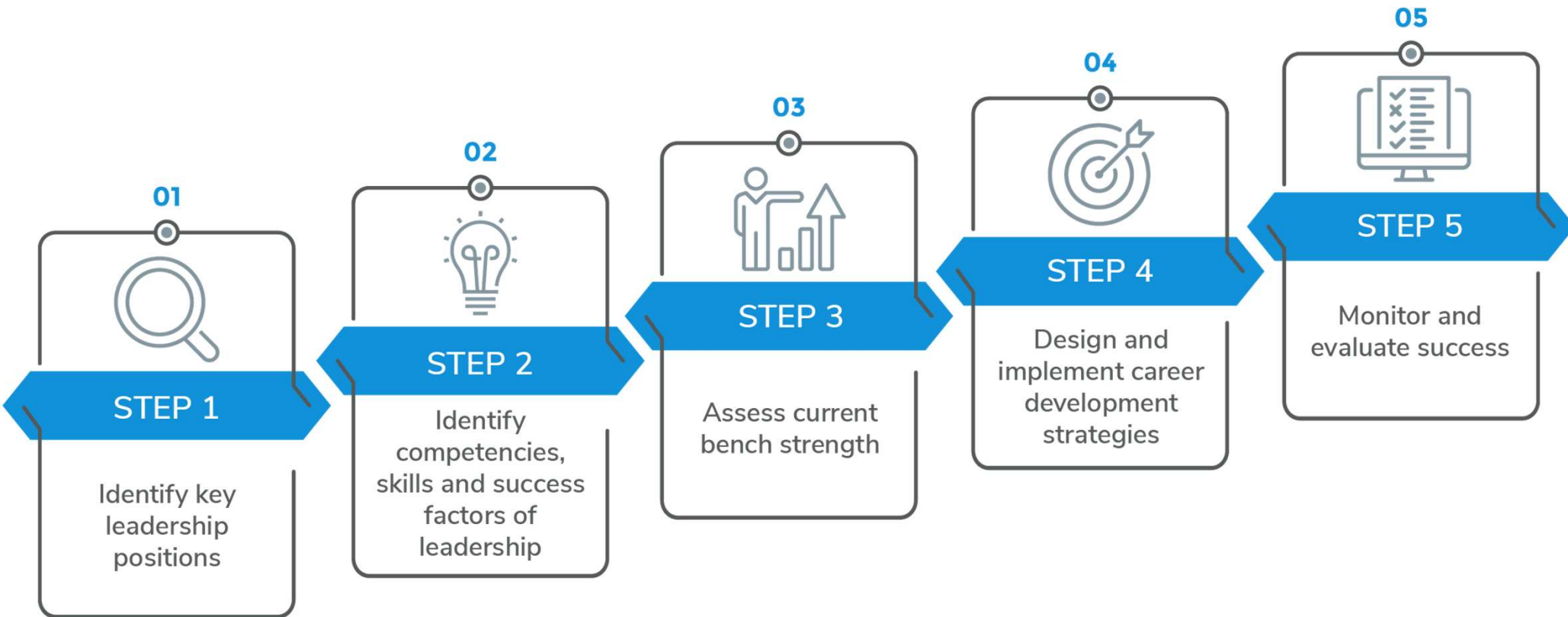
Considerations/Solutions for Your Teams

Differentiators in this hyper-competitive market:

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



Succession Planning: A Five-Step Process



Thank You

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