

Executive Transition Playbook

Up to half of new CEOs flame out within their first 18 months, according to the Harvard Business Review. While sometimes due to unforeseen circumstances, often, failure can be attributed to the lack of resources, time and tools needed to start new leaders off right.

We can help.

We know you have one shot to set up your new leader for success or failure.

Leadership transitions are typically fraught with uncertainty and tempered by optimism. Newcomers have only a short window to grasp the lay of the land, to assimilate while differentiating themselves and to gain buy-in from the stakeholders who matter most and will help them drive strategy.

Done well, the transition starts after the first congratulatory handshake and lasts for several months after a C-suiter's arrival. More than standard 'onboarding,' which focuses on agenda-driven events, the process is a steady cadence of planned and informal interactions, intel and training that foster relationships and build trust - quickly.

Before day one on the job, a new leader should have a sense of everything from the organization's culture, champions, detractors and political capital to what is and isn't working, who the team is, short- and near-term goals, and problems that need to be addressed immediately.



Let's Get to Work



30 Days: We know healthcare, so we immediately jump into learning about you and your definition of success.



15-30 Days: With you, we build a custom engagement plan that reflects your organization's unique needs.



15 Days: We provide you a detailed 90-day plan to set you up for success and deliver measurable results.

Trusted strategic communications consulting
devoted to healthcare providers.

JARRARD

PHILLIPS
CATE &
HANCOCK

Our Promise to You

We know time is of the essence, so we promise to deliver a custom - not cookie cutter - program, right-sized for your organization and reflective of the significant investment you've made in your new leader.



Confidence in
and momentum for
the new leader



Strengthened
relationships with
key stakeholders



Critical insight gleaned from
leader's early engagement
with stakeholders



Quick establishment
of the leader's standards
for communication
and engagement



Protection for your
investment by positioning
the new leader for ongoing
success



Build a foundation
to jump-start future
change initiatives

About Us

Jarrard Phillips Cate & Hancock, Inc. is a strategic communications consulting firm devoted to helping healthcare providers navigate change, challenge and opportunity. Ranked a top-10 firm nationally, Jarrard Inc. has guided leaders at more than 500 healthcare organizations across the country through high-stakes moments. Our team of former healthcare executives, journalists and political operatives is built to serve the unique needs and challenges of national health systems and academic medical centers; regional and community health systems; and health services companies. Learn more at jarrardinc.com.

Interested in learning more?

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