INVENIAS PARTNERS

Delivering Leadership Excellence

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Millennials Rising: Healthcare Organizations Must Respond Now

Millennials are poised to make an impact on American culture and the workplace. Millennials may be young and relatively inexperienced, but healthcare executives can't afford to ignore their needs. Millennials of both genders crave flexibility, connection, feedback, mentoring and online, experiential and classroom education and training. Healthcare executives should poll Millennials' needs and preferences and deliver programs that enhance recruitment and retention.
Click here to read full article.

Asking the Right Questions Will Lead You to the Best Search Firm

Don't choose a search firm because its name came up in a Google search. Finding the right search firm is a disciplined process of self-inquiry. Why does your organization need a search firm? The answers might surprise you. Also important is building a search firm short list and finding out how friends and colleagues experienced a search firm and search consultant. Asking members of the board and search committee to pose critical questions will lead you to a search firm that will generate a strong candidate pool and identify the kind of executives and board members who can move your organization forward.
Click here to read full article.

Board Members Need Leadership Development

Healthcare organizations should invest in leadership development, according to a 2014 report from McKinsey and Company. Especially important is evaluating board members for their commitment to leadership development, as well as their own strategic and leadership skills. Consider providing board members with an overview of leadership development, including the business care, process and programs, results, lessons learned and costs. Also share stories of organizations that have successfully implemented leadership development initiatives.Click here to read full article.

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Definition of Invenias

In*ven*i*as verb \in -`ven - ē - əs\

1. To Find
2. Discover
3. To come upon by searching or effort