



[Home](#) [About Us](#) [Our Approach](#) [Candidates](#) [Contact Us](#)

July 2015 Newsletter

Volume: 2 Issue: 5

## *Health Exec Assessment: Is a layoff in your future?*

*InveniasPartners, a Chicago-based executive search, assessment and talent management firm, supports hospitals, health systems, payers and medical groups in their quest to find top c-suite and board talent.*



Healthcare is a growing industry. But healthcare organizations (HCOs)-hospitals, health systems, academic medical centers, payers and medical groups-still struggle with multiple pressures-from declining reimbursement, retail competition and accountable care, to population health, data breaches and consumer engagement. The bottom line: Few healthcare executives are immune from the effects of consolidation, acquisitions, mergers, early buyout offers and layoffs.

InveniasPartners, a Chicago-based healthcare executive search, assessment and talent management firm, believes that executives can prepare for whatever comes by anticipating the early warning signs of organizational change and rehearsing how to respond to potential career roadblocks. To protect your career and financial security, watch out for these signs of impending organizational trauma:

**What's happening in healthcare?** As you monitor industry-wide consolidation, restructuring and layoffs, pay attention to the positions HCOs tend to cut. Organizations sometimes target an entire level of management or consolidate roles and responsibilities in areas like quality, safety or patient care. If you sense that your position is vulnerable to a cut, it may be time to initiate a job search.

**Is an acquisition or merger on the horizon?** If your organization is acquired by or forms an alliance with a similar organization that offers many of the same services, you're bound to hear mentions of redundant positions and job cuts.

In some cases, the strategic approach of two organizations involved in a merger, acquisition or alliance is too different for the newly formed organization to retain all existing c-suite executives. If you sense that your organization could eliminate your position, map out a job search strategy.

**Is downsizing the name of the game?** In the face of poor financial performance, some HCOs close facilities, cut back on space and monitor even the smallest expense. You may, for example, notice stricter requirements for travel and ordering basic supplies. While your organization probably hasn't reached the end of the line, expense controls could be a warning sign of worse times to come. Take preventive measures. Make sure that your resume and LinkedIn profile are complete and up to date.

**Are you under a performance microscope?** In the face of declining revenues, many HCOs put clinical, financial and operational performance under a new level of scrutiny. Be aware of quarterly and monthly reports on shrinking margins and declining revenues. Also watch out for pay freezes and pay cuts-both within the HCO and across the service area and industry.

While performance review might postpone some job cuts, it may not be enough to protect your position forever. The preferred response: Build an achievement-based resume and begin to study the knowledge, skill and experience required for available healthcare executive positions.

Connect with us:



[www.inveniaspartners.com](http://www.inveniaspartners.com)

[Join Our Mailing List](#)

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