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## Priming Your Leadership Pipeline

C-Suite and senior healthcare executives leave organizations for multiple reasons—from promotions, downshifting, and retirement, to new opportunities with providers, payers, associations, government, vendors, or consulting firms. The solution: Cultivate a leadership pipeline to ease executive transitions and respond to crises precipitated by death, illness, or sudden resignations. Check out the following resources for inspiration:

### Harvard Business Review: Five Pillars of a Powerful Pipeline

Leadership development begins with culture, according to [Harvard Business Review](#). Successful organizations focus on matrix management, risk taking, learning via exposure and knowledge sharing, while embedding leadership development programs into the business.

***InveniasPartners Insight:*** *Healthcare organizations must anchor leadership pipeline development in executive assessment and succession planning. The key issue: How well does the HCO's leadership pipeline synch with its mission, vision, and values, as well as its clinical and business goals, objectives, and strategies?*



### Harvard Business Review: Microsoft Develops Growth-Oriented Leaders

Microsoft believes that "talent should be developed in everyone, not viewed as a fixed, innate gift that some have and others don't," according to [Harvard Business Review](#). The IT powerhouse develops people via hackathons, high-risk projects, and a redefined talent program that gives "many more people chances to become leaders."

***InveniasPartners Insight:*** *Future leaders may not have Ivy League degrees or play golf and tennis. Current managers and clinicians often have the knowledge, skill, experience, and passion to take on important projects or move up through management. Evaluate executive potential via formal assessment and monitoring leadership in action.*

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## IP Viewpoint: Partnerships Flourish Between Academic Medical Centers, Universities

The Mayo Clinic and Arizona State University [announced](#) on October 21, 2016 the creation of a formal alliance to collaborate on medical education, patient care and research.

The Mayo Clinic and Arizona State University Alliance for Health Care varies from the 2015 affiliation between the University of Arizona and Phoenix-based Banner Health, which emanated from a merger between Banner and the University of Arizona Health Network.

"Partnerships among medical and academic institutions have become more vital as organizations look for creative ways to expand research, re-engineer medical education, and enhance care quality, efficiency, and outcomes," says Donna Katen-Batensky, director of the academic medical center practice at Chicago-based InveniasPartners, an executive search, assessment, and talent management advisory services firm.

Banner has tapped its relationships with the University of Arizona Colleges of Medicine, Arizona, Arizona State University and MD Anderson Cancer Center to [pursue research](#) into Alzheimer's disease.

"Providers and universities across states and regions are collaborating to accelerate research around prevention, diagnoses and treatment," says Katen-Batensky. "Working together to enhance care via technology and interdisciplinary teams can only result in better health and healthcare."

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