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## Looking In / Looking Out: Transformation Begins with Self-Assessment

Healthcare transformation is job one for healthcare leaders. While it makes sense to track new and emerging trends like those identified by [PWC's Health Research Institute \(HRI\)](#), it's also vital to assess executive leadership strengths, weaknesses, opportunities and threats. The following insights from recent publications seem particularly relevant to our firm. We hope these will give you a head-start on self and team assessment:

### Harvard Business Review: Look at the Leader in the Mirror

Leaders know who they are and who helped them emerge as leaders, according to [Harvard Business Review](#). Top leadership influencers include people, events, and environments.



***InveniasPartners Insight:*** Healthcare leadership requires self-knowledge, self-assessment, and self-compassion. C-Suite executives and board members should reflect on mission, vision, values, and performance goals to set personal and organizational agendas.

### Fast Company: Leaders Exert Emotional Control, Intelligence

Effective executives understand how to evaluate, manage and express emotions, according to [Fast Company](#). Instead of hunting down scapegoats, these leaders use failure and disappointment as springboards to learning and behavior change. They also tap intuition and instinct in making business decisions.

***InveniasPartners Insight:*** No healthcare organization will recruit, hire, or promote an executive who fits the label of "loose cannon." Organizations seek executives who understand how, when, and where to express emotion. Evaluate the outcomes of how you express emotion in the workplace and make adjustments that will enhance business and clinical performance.



### InveniasPartners Welcomes Donna Katen-Bahensky

We are pleased to announce that Donna Katen-Bahensky has joined the firm as a member of our executive search and talent management practices and leader of our academic medical center and health technology teams. She is based in the Chicago office.

"Donna brings extensive experience to our retained search and talent management advisory

services practices, having served academic medical centers and health tech companies over her 30 year career. She is uniquely qualified to address the challenges that face complex healthcare organizations and will bring added value to every InveniasPartners client," said Curt Lucas, Managing Partner, InveniasPartners.

[Press Release](#)

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