

# THE PACE GROUP

## Executive Healthcare Search Consultants

The PACE Group, a national executive search firm, has been teaming with healthcare organizations throughout the United States since 1993. These partnerships have allowed PACE to efficiently and effectively source qualified candidates and build a vast network of healthcare professionals.

*Our MISSION is to guarantee quality personal service while making a positive impact on people's lives.*

The PACE Group is an executive search firm with large resources. PACE offers the same caliber of service as the big firms with the personal service that comes from a small team dedicated to your organization.

### A Few of Our Satisfied Clients



"The PACE Group not only met our needs, but exceeded our expectations. They worked hard to gain the right input from the right people. The PACE Group provided a professional notebook and presentation enabling us to compare the exceptional candidates they had recruited locally and nationally. They helped us find the right fit for our organization, and we are thrilled with the results."

Ben Owens, President  
St. Bernards Healthcare - Jonesboro, Arkansas



"I appreciate the time and energy The PACE Group took to assess our needs, profile our institution and community, and serve up an array of candidates that stimulated discussion. We have a great new CNO on board to provide leadership for SPMH."

Pat Murray, CEO  
Sid Peterson Memorial Hospital - Kerrville, Texas



"We only have one search firm, The PACE Group. They are focused with energy and enthusiasm! They deliver what you need at the highest level."

Myrtis Franke, Memorial Hospital Board Chairman

"The process was professionally done, appropriately involving the hospital's management team and medical staff leadership. Thank you for all your hard work."

Gary Marchand, President/CEO  
Memorial Hospital - Gulfport, Mississippi

The PACE Group performed three executive searches for Memorial in 2005-06: Vice President, Medical Affairs; Vice President, Medical Information Officer; and President, Memorial Hospital Foundation, Inc.



"The PACE Group played a key role in my transition to OMHS. With their successful track record in executive placement, they bring strategic direction, insight, and highly qualified candidates to the search process."

Dr. Jeffrey Barber, President/CEO  
Owensboro Medical Health System - Owensboro, Kentucky

“We had a short time frame on this search, and they did an outstanding job. Each candidate was equally strong.”

Larry Calvert - Chairman, Mississippi State Board of Health  
The PACE Group did an executive search for the Mississippi State Health Officer.

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“I’m always impressed with the energy and extra effort you bring to the table. Thanks for helping Gainesville again.”

Marilyn Tubb - Vice President of Community Affairs  
Shands Healthcare - Gainesville, Florida  
The PACE Group worked with Mrs. Tubb on two executive CEO searches.

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“You brought us an intelligent, consensus building leader who is doing a good job for our community.”

David E. Hocker, Past Chairman - Owensboro Medical Health System  
Founder David Hocker & Associates, Inc.

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“I have worked with The PACE Group as an employee, and they are very focused on their customers. They are experienced professionals and know how to recruit and sell potential candidates throughout the United States.”

Dr. Iris Hicks, Director of Human Resources  
Baptist St. Anthony’s Health System - Amarillo, Texas

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## The PACE Group Because . . .

1. The PACE Group has a **successful track record** of placing healthcare professionals throughout the United States.
2. The PACE Group has proven success in **40 states** and over 300 cities.
3. The PACE Group has **extensive experience** in the Healthcare Industry with contacts throughout the nation.
4. The PACE Group is **passionate** about the search business and serving its clients.
5. The PACE Group establishes initial buy-in and **builds consensus** through personal interviews and continuous communication with the organization's leaders and key players.
6. The PACE Group keeps the search process organized, focused, and on schedule, presenting **finalists within 60 days**.
7. The PACE Group is trained and educated in the executive search process and works vigorously to **exceed expectations** in every aspect.
8. A simple approach to customer service. The PACE Group offers a one-year **guarantee** on the new executive. If the executive leaves for any reason, PACE will conduct the search again for no additional fee (excluding expenses).

. . . because diverse experiences and skills, combined with the passion and drive to exceed clients’ expectations, will allow us to make a valuable impact in your organization.

# The PACE Process

The **PACE Group** continues to make a mark in the healthcare profession by providing professional, well organized, and focused searches – an enjoyable process for both candidates and clients.

## 1. Learning the Organization – The Needs Assessment

In order to gain a thorough understanding of the leadership, goals, structure, and needs of the organization, as well as the qualifications and characteristics desired for candidacy, PACE interviews 25-30 leaders selected by the search committee. The results are prepared and presented in a detailed *Needs Assessment Report* providing a client-focused platform for the search strategy. PACE furthers search strategy development by doing extensive research on both the organization and community, including visits to local development organizations and visitor's bureaus.

## 2. Preparing Client-Specific Marketing Materials

Based on the Needs Assessment, PACE creates an organizational summary, community overview, and detailed job description. To ensure a clear vision and strategy for the search, PACE submits this material to the search committee for review and final approval before marketing the position nationally.

The submitted job description will explain both general and specific and direct and indirect responsibilities and accountabilities. It will clearly state the candidate's responsibility to adhere to the mission, vision, and values of the organization detailed in the organizational summary.

## 3. Implementing Search Strategy.

PACE defines geographic, organizational, experience and educational parameters for the search and aggressively markets the community and organization to the best people in the United States.

The PACE Group does not rely on job postings, but uses an extensive network and proprietary database comprised of personal contacts throughout the industry.

## 4. Evaluating Candidates

PACE works to identify candidates whose qualifications, accomplishments, and leadership styles align with the entirety of the position, organization, and community.

The strongest candidates, internal and external, are taken through an extensive evaluation process: phone screenings, candidate questionnaires, in-depth face-to-face interviews, and personality tests. Candidates are evaluated not only on their accomplishments and credentials, but also on their interest in the position and location. Additionally, PACE interviews references and conducts credit, criminal, and academic background checks.

Throughout the evaluation process all candidates, internal and external, are treated with the utmost respect and professionalism.

## 5. Presenting Finalists

PACE selects the candidates who most closely align with the client's specifications for proficiencies, experience, management style, and values for final presentation.

PACE presents a notebook of the final candidate profiles including a standardized summary page, resume, candidate questionnaire, detailed interview responses, and reference responses. PACE conducts an onsite formal presentation and in-depth discussion of each individual candidate, giving the client the necessary information and confidence to make a well-informed and successful decision on which candidates warrant an onsite interview.

Upon the client's selection, PACE will work alongside the search committee in coordinating interview schedules and arrangements for the site visit. PACE offers to be available during interviews to assist in planning and preparations.

PACE listens to the client and responds accordingly to their needs and desires. In the event that a client is not satisfied, PACE will continue to find additional candidates.

## 6. Selecting an executive

PACE is trained and experienced in contract negotiations and executive compensation packages. PACE assists with the announcement of the selected candidate and will ensure a smooth and successful transition. PACE continues communication with the client and new executive to ensure both parties are moving forward with mutual success.

The PACE Group embodies integrity and professionalism throughout the search process and strives to build long lasting relationships with both clients and candidates.