

Recruitment



Retention

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Recruitment: Making the TEAM

*Will your character fit into
our culture?*

- **T**eam Player
- **E**mpathy/ Compassion
- **A**ttitude
- **M**aturity



Strategies for Retention differ from Recruitment

Recruitment

- **Actual/ Potential**
- Identify and examine **characteristics** necessary for success within your organization
- Communicating **Expectations**, **Accountability** and **Measured Outcomes**

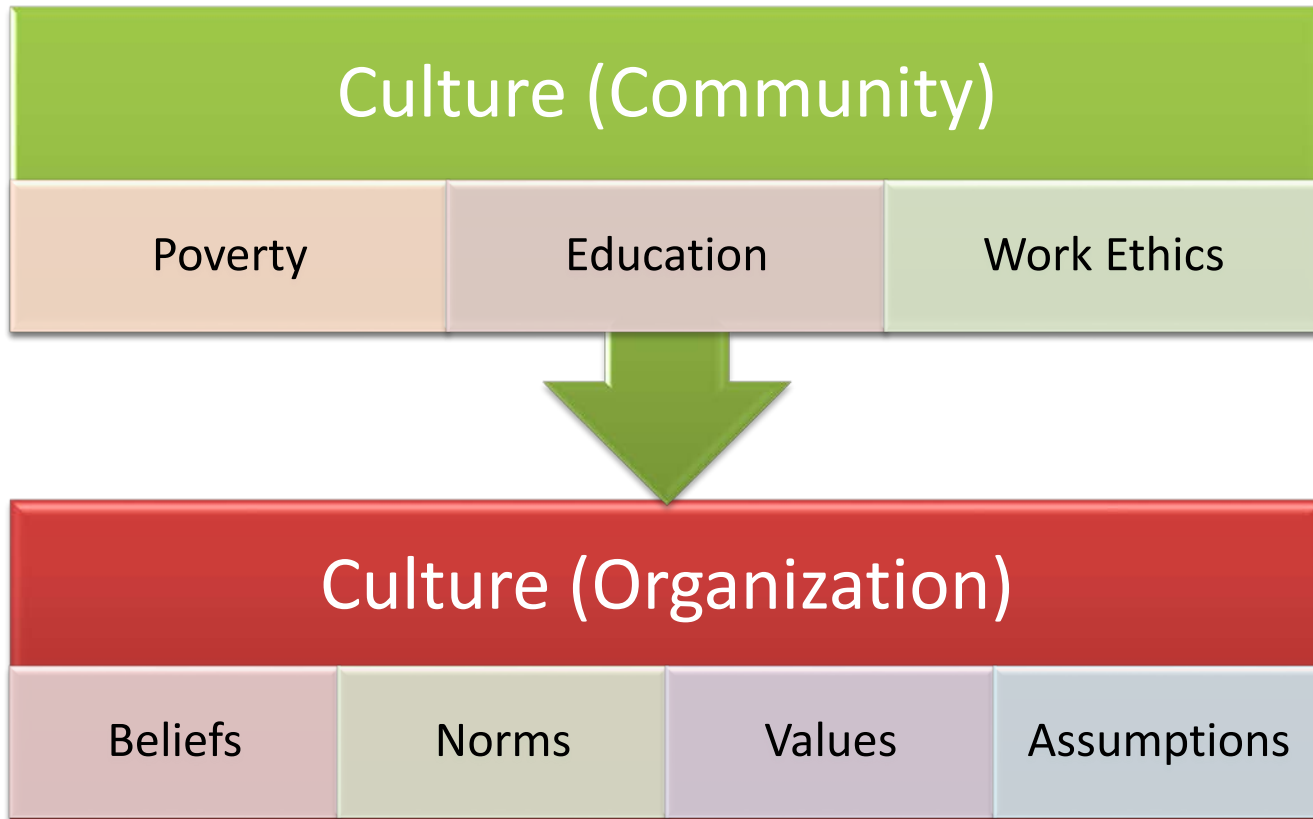
*“Candidates are more likely to join if they can **visualize** their path to **impact**”*

Retention

- **Actual/ Potential**
- Replacement Value
- Providers adapt to Scope of practice, ie OB, procedures, life cycle, teaching, etc.
- Input into practice design

*“People leave when **Expectations** fail to match **Experience**”*

Early Transparency Improves Expectations





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Provider Retention

Community Connectivity

- Mission Driven Purpose (Thank You...Your Welcome)
- Location, Transportation, Vacation
- Family Support

Organizational Culture

- Clarity & Alignment of Vision (See it)
- Communication/ Messaging (Hear it)
- Perception of Influence (Feel it)

Practice Team-based Support

Members work to the highest level of training

Cross Coverage options

Decision-making support

Compensation and Benefits

- Intrinsic Value must exceed salary
- Schedule Flexibility for a Balanced Life
- Opportunity for advancement