



## Board Offerings

Disruption and innovation continue to challenge the healthcare industry and hospital leaders who are responsible for improving the patient experience, instituting population health strategies, and reducing the per capita cost of health care. Hospital boards are in a unique position to advise hospital leadership on how to best respond to the rapidly changing health care delivery environment. With the appropriate grounding in healthcare trend, leadership, change and performance management as well as valuable experience from other industries, board members are well-positioned to enable hospital leaders to embrace change and develop strategies and tactics that make sense for their system.

### Have you considered:

- Do you have the right people on your board?
- Does the board understand its role and accountabilities?
- Does your board have the knowledge necessary to hold management accountable?
- Is your board strategically aligned with the CEO?
- Do board leaders and members perform their roles in ways that support the level of performance that the board desires?
- Does the board's culture encourage active board and management engagement?
- Does the board have valid and effective ways to regularly assess itself and make improvements based on those assessments?

**TLD Group offers a number of solutions to position your board and healthcare organization for success, including:**

- Board Retreats
- Board Assessment and Selection
- Board Succession Planning
- Board Learning Programs/Speakers Bureau
- Board Team Effectiveness
- Board/CEO Alignment



## Board Retreats

TLD Group's Board Retreats are designed to educate board members about the global and local trends impacting the healthcare industry and their system. Our facilitators provide ample opportunities to move your board from strategy to tactics.

**Some of the strategies and tactics that are often considered by a hospital board after such a retreat include:**

- Staying independent in a way that is defensive against emerging narrow provider networks
- Joining or merging with other hospital systems
- Implementing an aggressive plan to employ physicians and other providers
- Developing a physician leadership academy to engage and develop physician leaders
- Expanding into the insurance business
- Buying or developing the competencies to manage increased downside risk
- Expanding into post-acute care facilities and services
- Big Data predictive analytics data mining to decrease per-capita cost and increase quality
- Partnering with IPAs or PHOs to develop provider alignment
- Developing and/or expanding an Accountable Care Organization

**TLD Group's Board Retreats include:**

- Education on trends across industries and those specific to healthcare
- Scenario exercises to facilitate the strategic planning process
- Facilitated visioning and strategy development session
- Initiative identification and prioritization resulting in a list of prioritized, actionable initiatives



## Board Assessment and Selection

The composition of a healthcare organization's board should be diverse and reflect the expertise required to drive the organization to meet its goals as well as the community it serves.

**TLD Group works with organizations to select board members that exhibit the competencies and expertise required in today's healthcare environment using the following process:**

- Creation of a board success model
- Design and delivery of interview protocol for specified board roles
- Briefing of internal team on the interview protocols, technique and process
- Data analysis and creation of board candidate assessment dashboards and summary reports
- Presentation and preparation for board candidate review meeting
- Consultant facilitation of candidate selection meeting

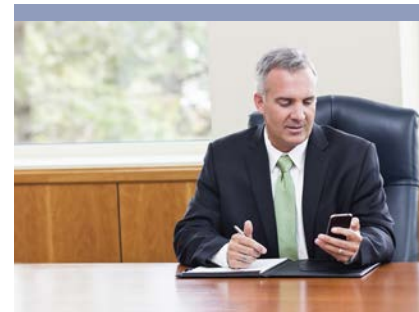


## Board Team Effectiveness

To be effective, boards should have a clear direction and a common understanding of their role and value as well as the trust and respect of their colleagues. High performing boards are able to harness the dynamics and expertise amongst its individual members to drive high quality thinking and decision-making in the boardroom.

**TLD Group supports board team development through:**

- Team Building Exercises
- Team Development Workshops
- Individual and Team Coaching



## Board Strategic Succession Planning

A strategic planning process ensures the board maintains its optimal composition and enables a smooth transition of board members upon retirement or departures of current board members.

**TLD Group works with the board, dominant shareholders, and/or a nominating committee to design and deliver a Strategic Succession Planning process which entails the following:**

- Identify board competencies for the future: Competencies are those required to succeed in the new VUCA (volatility, uncertainty, change and ambiguity) healthcare environment.
- Establish a future-based competency model: Model serves to drive culture, accountability and leadership development.
- Develop success profiles for the board roles: The profiles include behavioral and role competencies as well as leadership expectations for each role.
- Facilitate a talent management process: The process enables organizations to select and develop the next generation of board members who can lead the organization into the future for both internal and external candidates.

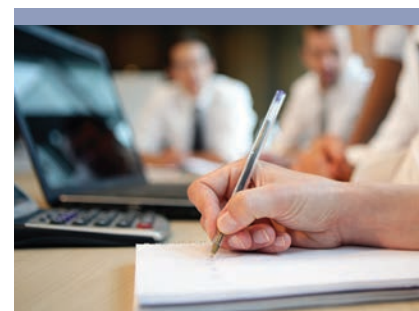


## Board Learning Programs/Speakers Bureau

In today's environment, it is critical for board members to be effectively educated not only with respect to their fiduciary duties, but also related to healthcare trends, value-based purchasing, data transparency, compliance, risk management, talent management, etc.

**Education and training should be an ongoing process for board members and fully integrated with the overall obligations of the board.**

- TLD Group's Leadership Development programs are customized to meet the specific needs of your board members. Our programs include a combination of interactive sessions, assessment and coaching, and action learning projects to ensure the board members retain and apply their learnings.
- TLD Group's Speakers Bureau is comprised of academicians, leading physician and healthcare executives, and motivational speakers who custom design and expertly deliver leading insights and cutting edge learning sessions. Our faculty contributes thought-provoking content, encourages participation, and helps to build consensus.



## Board/CEO Alignment

A clear understanding and agreement between the board and CEO on the mission critical operational, strategic and human capital imperatives is vital to the success of health care organizations.

**TLD Group's Board/CEO Alignment Process enables organizations to develop this alignment utilizing a 5 step process.**

- Gather input from the board, CEO and key stakeholders on strategic direction, operational imperatives and human capital requirements
- Assess alignment of individual business units to the organization's 3-5 year goals
- Draft the alignment profile and facilitate alignment review with board and CEO
- Confirm agreement and action plan with board and CEO
- Implement quarterly reviews



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