



The Value of Wisdom and Experience

Experienced Resources is an executive talent management firm that provides experienced executives for projects and interim assignments in health care. By partnering with Experienced Resources you get the knowledge and insight of an industry veteran while not increasing your permanent staff.

As your talent partner, Experienced Resources provides the perfect candidate to spearhead projects on a part-time basis, or to fill a temporary need due to business fluctuations. Our talent can take over leadership of a major initiative or step in to provide project guidance through a period of consolidation or leadership transition. Equally important, our talent has a proven leadership style that fosters trust and teamwork.

Working with Experienced Resources, you can outsource an executive with over twenty years experience to share their expertise in:

- Operations
- Finance
- Technology
- Human Resources
- Marketing

Executive Talent on DemandSM

The Flexible Staffing Advantage

Health care organizations are running leaner, and the decision of when to reduce or add staff is critical. Asking employees to take on more responsibilities may work in the short-term; however, there is a risk of employee burnout and opportunity costs associated with putting key initiatives on hold. Our flexible staffing model offers an effective alternative. Benefits include:

Reduce Cost and Risk

- Reduce costs associated with permanent employment
 - Total Compensation = Salary + Benefits
 - Benefits = 40 – 50% of Salary
- Other reduced costs include expenses related to recruiting, on-boarding and professional development
- Using a seasoned executive in an interim role reduces the risk of a “wrong hire”
- Cost effective compared to a traditional consulting model and with greater flexibility

Flexibility

- No long-term commitment; pay for the expertise only when needed and only for the hours required
- Utilize just-in-time staffing during periods of change when time is needed to determine appropriate staffing levels

Expertise and Leadership

- Executive talent with specific skills to augment your team
- Executives with the wisdom that comes from over twenty years of leadership experience

One Vision Two Commitments

Founded in 2005, Experienced Resources offers an alternative to traditional staffing or consulting models. Our executives are part of the FlexGeneration® — a transitional generation of experienced, highly-skilled workers who seek meaningful employment with a high degree of flexibility. Experienced Resources partners with this talent and matches it to the unique needs of our clients.

Our commitment to quality and service extends to our clients and to our talent:

Commitment to Clients: To improve our clients' operational effectiveness by providing executives with over twenty years of relevant experience for projects and interim assignments.

Commitment to Talent: To fully utilize the wisdom and experience of individuals in the second half of their careers by providing meaningful, rewarding and flexible work.

Executive Talent From the FlexGeneration®

Assignment and Project Examples

- Interim – CEO, COO, CFO, CIO
- Interim – Clinic Administrator, Clinic Director
- Electronic Health Records Project Management
- Health Plan Contract Negotiation Strategy
- Human Resources Strategic Alignment Project
- Market and Provider Assessment Project
- Specialty Care Services Assessment Project

For a project portfolio go to www.flexgener.com:
For Clients ► Project Portfolio

A Process For Results

Step 1. Needs Assessment

- Initial meeting to fully understand your need and define project parameters and key outcomes
- Values discovery assessment to learn the most effective leadership style of successful employees

Step 2. Project Scope

- Outline the objectives, deliverables and expectations

Step 3. Talent Match and Selection

- Carefully align your need and culture with the experience, skills and interpersonal style of our talent
- Interview potential candidates and select the candidate that best matches your need

Step 4. Engagement

- The executive submits regular status reports
- Experienced Resources checks in on a regular basis throughout the project to ensure a successful outcome

Step 5. Post Project Assessment

- Experienced Resources conducts follow up meetings with you and the executive to discuss performance and share observations

ExperiencedResources, LLC
The power of experience working for youSM

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