

EXECUTIVE SUMMARY

OVERVIEW

Focused exclusively on executive search for the healthcare industry, KLKingsley (KLK) provides comprehensive retained search services - on a national, regional or local level - for clients of all sizes and types - individual hospitals, hospital systems, health plans, physician groups, academic institutions and other healthcare organizations.

Kate L. Kingsley, President

Prior to starting KLKingsley in 1998, Kate held a position as a partner in Korn/Ferry International's healthcare practice, with almost ten years as a top-performing principal. Kate personally leads all aspects of every search.

KLKingsley Client Service Team

KLK senior staff has top-level healthcare industry credentials, enabling them to provide a level of planning, communication and execution skills that only the most experienced search professionals have acquired. The firm is structured to exclusively service healthcare clients in a way that large firms simply can't - with greater flexibility, customized solutions, faster response and more personal attention.

Distinguishing Firm Characteristics

- Every search is conducted under the direction of Kate Kingsley and KLK senior staff, who invest quality, focused time and provide top-level industry credentials, experience and connections. This approach better ensures that projects start fast and stay on track to a successful outcome.
- Our experience and focus is on finding much more than just a qualified candidate that can do the job; we help clients find candidates who can help take their organization to the next level.
- Critical first contacts with candidates are made by senior staff ensuring an appealing, accurate and persuasive first impression. Clients are represented to top candidates with professionalism, thoroughness and honesty.
- Proactive communications keep clients updated weekly on progress and next steps. Our team "touches" every search every single day.
- KLK has specialized expertise and is uniquely suited to undertake searches to fill positions requiring the highest level candidates and candidates with hard-to-find skill levels and attributes.

KLKINGSLEY SERVICES

C-Level Searches

CEO, COO, CFO and other C-level searches require a level of planning, communication and execution skills that only the most experienced search professionals have acquired. KLK is selective in the high-level searches we take on, ensuring clients receive top-level attention.

VP, Director & Service Line Administrator Searches

We conduct searches for challenging upper middle management positions that require hard-to-find combinations of knowledge and specialized skills for which there are only small candidate pools.

Executive Selection

This may be an option for clients who have already identified a pool of candidates, internal and/or external.

Fees & Billing

Fees are negotiated for each search assignment. Searches are billed in four payments – versus the industry-standard three installment payments over 90 days – with the last installment due when the candidate accepts the position.

Service & Placement Guarantees

- Kate Kingsley will lead all aspects of the search.
- Phone calls will be returned within one business day.
- A customized timeline will be presented immediately following the first meeting.
- Client will receive an email or telephone communication each week, detailing the progress of the search.
- Honesty, respect, and confidentiality permeate all our relationships.
- If, for any reason related to fit or performance, a placement leaves within one year of the start date, KLK will re-do the search for expenses only.

Representative Clients

Exclusively from the health services sector, our clients include health systems, hospitals, health plans, academic medical centers, physician medical groups, retirement communities, and non-profit entities.

Blue Shield of California
Catholic Healthcare West
Community Hospital of the Monterey Peninsula
Cogent Healthcare
Enloe Medical Center
Grays Harbor Community Hospital
John Muir/Mt. Diablo Health Network
Kaiser Permanente
Palo Alto Medical Foundation
PeaceHealth - Oregon Region
Regence BlueCross/BlueShield of Oregon
Regence BlueShield of Washington
Scripps Health
Sharp Healthcare
St. Joseph Health System of Orange
St. Mary's Regional Medical Center, Reno, NV
Stanford Hospital & Clinics
Sutter Health
UCSF Medical Center

FOR MORE
INFORMATION

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Our website – www.klkingsley.com – contains detailed information about our services, our experience and our search process, as well as case studies, sample position descriptions and client testimonials. Sign up to receive our informative e-newsletter.