

LEADERSHIP DEVELOPMENT + RETENTION = STRATEGIC SUCCESS

NAGLE
&
ASSOCIATES

CHIP NAGLE President

The success or failure in rebuilding culture, trust in executive leadership, and subsequent development of strategy and its implementation assumes, above all else, that the right leadership talent is in place. That's doubly true now as we continue the struggle to put COVID in the rearview. In our market niche, which we will broadly refer to as healthcare enterprises, the ongoing development of leadership talent with the "right skillsets," including the soft ones, is frequently overlooked or excluded in the actual practice of strategic executive leadership.

Are the right executives in place possessing the right capabilities to move us forward in the marketplace pertinent to strategy with culture and culture-building initiatives as context? Executive coaching, from a variety of standpoints, can potentially enable strategy development and its execution leading to better results. Leadership development in exponentially changing times also impacts one of the most important competitive differentiators – talent retention. It is no longer good enough to attract top talent. A commitment to developing and retaining it is essential for winning healthcare organizations.

We think it is imperative to have a talent solution that includes both acquisition and retention, and, as such, we provide months of executive coaching to the new executive post hire to ensure integration, results, and retention which is clearly a strategic differentiator now and becoming more so.