



CASE STUDY

National Healthcare Organization

The Challenge: Leadership Dilemma

This national healthcare organization anticipates demographic changes in their workplace including generational influences that continue to have a greater impact on all workforces. This organization realizes the potential impact of the Baby Boomer generation exiting the workforce in the near term. Their workforce planning demonstrates the astounding numbers of workers exiting the workforce and, importantly, the potential vacancies in leadership positions.

The Solution: High-Potential Accelerated Development

As organizations realize the pending leadership deficiency, this major healthcare provider recognized the need to develop future leaders on an accelerated path. LOS worked with the organization to develop a program which identified high-potential candidates, offered career development guidance and tools, and provided individual coaching sessions for producing and implementing advancement plans.

LOS has continued the program and client relationship for three years. The program has received rave reviews from senior leadership in the organization. The program has been identified by senior leaders as one of their most effective organizational development initiatives and has received the highest ratings from participants.

The Result: Effective Leadership Talent Pool

This organization is filling their leadership pipeline with qualified, engaged, and ambitious candidates. The candidates are discovering new interests and passions allowing them to increase their value to the organization. Many are being promoted to higher leadership roles even before the anticipated generational exit occurs.

Larry Kammien and Karen Evenson have been identified by program participants and the program director as highly effective leadership coaches. Professional relationships continue with a number of past program participants.

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