

Navigate

Inspiring Your Leaders to Engage in Recruitment

The Good, the Bad and the Ugly



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Who did NOT star in the classic movie comedy, "9 to 5"?

Lily Tomlin

Sissy Spacek

Jane Fonda

Dolly Parton



Which of these is the longest running TV medical drama?

Grey's Anatomy

ER

M*A*S*H

St. Elsewhere

General Hospital

How do you feel about your leadership's engagement in recruiting?



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How often do you meet with leadership about recruiting?

Annually

Monthly

Weekly

Daily

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Kim Collins

Physician Recruiter



Beth Calabria

Manager of Medical Staff Recruitment





**Stories about successfully
engaging leadership in recruiting**



**Stories about successfully
engaging leadership in recruiting**



**Key physician leaders participate
in national recruitment events**



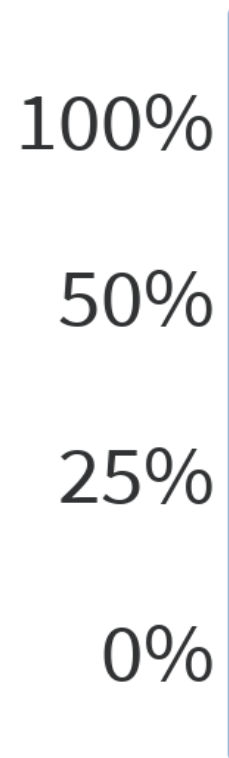


**Stories about successfully
engaging leadership in recruiting**



**Educating our leadership team on
the difference between HR recruitment
and Physician recruitment**

What percentage of time do you successfully engage your leadership in recruiting?



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**Physician recruiters tell a story
about what happened when they
failed to engage leadership.**

**How did they recover and move
forward?**



Physician recruiters tell a story about what happened when they failed to engage leadership.

How did they recover and move forward?

When the Chair doesn't understand the importance of recruitment trends today, i.e., student loan solutions.

Physician recruiters tell a story about what happened when they failed to engage leadership.

How did they recover and move forward?

When I learned a position was open from a department, started the recruitment process, only to learn leadership was not ready to move ahead, it was definitely a heart stopping moment!!

Define 'leadership' in one word.

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ON-THE-SPOT Feedback.

Leadership gives me the most trouble with this topic:

Money

New Ideas

Personnel

Legal

Other

My organization sees me as a leader:

Always **A**

Often **B**

Sometimes **C**

Rarely **D**

Never **E**



Tips for Successful Leadership Engagement

- **LinkedIn: ask leadership to share and comment on posts to boost views**
- **Show examples – through MAPRA and AAPPR information**
- **Quit**
- **Get the right people to be your champion**
- **To answer questions or concerns, do surveys of MAPRA/AAPPR organizations**

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