

CES Partners, Ltd. is a top tier executive search firm that specializes in the recruitment of healthcare and senior living. For the organizations we serve, finding leaders that can step in, contribute, and grow is key to their vitality. As executive recruiters we consider all aspects of the position and the person, to be sure we make this result a reality.

We call it “The fit that lasts.”

It’s not an accident, a roll of the dice, luck, or even just hard work. It takes an in-depth approach handled by professionals that truly understand the healthcare marketplace. Experts that can ascertain the elements of success for each position and each candidate. Our track record of executives that stay and grow is impressive, with an average tenure of 8 years.

Take a closer look at CES Partners. You’ll see a company that immerses itself in the needs of its clients in order to find exactly the right fit for each position. You’ll see a company that knows that partnership is much deeper than simply doing business together.



## Executive Leadership

**Barry R. Cesafsky** founded CES Partners, Ltd., and serves as President and Chief Executive Officer. With over twenty-five years of executive search, Barry has developed a boutique search firm that is large enough to meet the needs of an increasingly sophisticated healthcare client, yet small enough to provide highly personalized service. This combination produces what he calls "Professional Search with a Personal Touch." He has been successful in recruiting to his own firm a team of executive search professionals who believe that service and servant leadership are foremost and no detail is too small. This philosophy has resulted in countless successful searches with very satisfied clients and happy placements.

Barry has participated in hundreds of executive search assignments, recruiting chief executive officers, chief medical officers, chief financial officers, chief nursing officers, chief information officers, human resource executives, and senior-level positions for hospitals, healthcare systems, medical group practices, professional service firms, foundations, and other large vertically-integrated healthcare organizations.

### Barry's background includes:

- 25 years of healthcare executive search and consulting experience
- Fellow, American College of Health Care Executives
- Member, HIMSS (Healthcare Information and Management Systems Society)
- Longtime Board Member, Franciscan Sisters of Chicago Holding Corporation
- Member, The Institute for Diversity in Health Management
- Member, Association of Hispanic Healthcare Executives
- Xavier University GPHSA Advisory Board
- Member, American Society for Healthcare Human Resources Administration
- Member, Healthcare Financial Management Association
- Member, Society for Human Resource Management
- Former Member, Malcolm Baldrige National Quality Board of Examiners
- Recipient of the first ever Franciscan Service Award
- Recipient of Xavier University MHA Distinguished Alumni Service Award
- MHA, Hospital and Health Administration, Xavier University
- BA, Sociology, Loyola University of Chicago & DePauw University



## The Team

Every great organization develops because of the collective talents of individuals within the organization. The strengths of each combine to make a unified successful entity. So it is with CES Partners. Our professional staff has executive search experience totaling more than a century. All have experience in the healthcare field which enables us to better understand the unique requirements of our healthcare clients.

Of course, it takes more than one person to make a successful executive search. The collective knowledge of the CES Partners team is tapped into for each and every search project. Through the combined expertise and support of these individuals, CES Partners is better able to serve our clients with top quality executive search. Here are some of our players:

**Mark D. Hannahan**, Senior Vice President, is a seasoned healthcare line executive, executive search recruiter and entrepreneur having founded his own healthcare search firm previously. Mark has a depth of experience that has led to a deeper understanding of healthcare client needs, sourcing and the evaluating of leaders to select the perfect fit for that particular culture and ultimately, long-term results.

**Laura Conley**, is a former Children's Hospital Executive who conducts searches for hospitals, healthcare systems, and medical group practices, among other large vertically integrated healthcare organizations. Laura's exceptional healthcare leadership credentials benefit CES Partners' ability to respond to its increasing healthcare market share, expand and enhance client service capabilities.

**Wiley N. Carr**, former President and Chief Executive Officer of Porter Memorial Hospital, Valparaiso, Indiana, joined CES Partners, Ltd. to oversee the functions of business development, marketing, publications and public relations. He brings more than 30 years of hospital management experience to the newly created position.

**Sarita Gilligan** is an integral part of the CES Partners, Ltd. team. As the office manager and the director of accounting, Sarita works to ensure that every element in the executive search process is seamless. Sarita's background training as a legal secretary in addition to a degree in accounting are only matched by her 20 plus years of experience in the executive search business.



## The Team

**Scott B. Smith** joined CES Partners early on. His versatility comes from diverse search experience in both professional services and healthcare. He has more than 20 years in the business, and has worked for a variety of search firms including The Chicago Search Group, LAI Ward Howell and TMP Worldwide.

**Pamela J. Andrews** has developed expertise in the areas of healthcare, technology and professional services in more than 20 years of leading executive search engagements. As a client relationship manager for top tier executive search firms, including Heidrick & Struggles and LAI Ward Howell/TMP Worldwide, she has successfully recruited senior executives to companies ranging from venture capital-backed organizations to multi-billion dollar corporations.

**Rita Wall** is the behind the scenes secret to our success. She is a seasoned research professional and, arguably, the best healthcare researcher in the business. Over the last 15 plus years, she has been a driving force at bringing quality name generation and targeted research to firms such as Witt/Kieffer, LAI Ward Howell and TMP Worldwide.

**James Delegencia** is an executive search specialist who joined CES Partners in 2011. He brings enthusiasm and a varied background in the executive search industry. His executive search assistant role brings him in regular direct contact with CES Partners clients and candidates.



# Pro|File Search Process

Our process begins with a thorough in person collaboration with our clients. Through our methodology CES Partners is able to develop a comprehensive analysis of the position to be filled, the culture of the company, and the attributes of the ideal candidate.

**Pro|File** The CES Partners process is called Pro|File. The goal is to create a sound foundation on which to screen candidates and generate interest in the position. The file is built by the professionals at CES who combine their years of experience in healthcare recruitment with this in-depth understanding of your organization's needs, goals and culture. Pro|File is a collaborative process that has proven to put the right person in the right position time and time again. A fit that lasts.

Pro|File includes the following steps:



## Engagement

At the outset of the retained search, CES Partners will prepare a detailed engagement letter. This instrument will clearly identify the scope of services to be offered, including both client and consultant responsibilities as well as the scheduled fees and expenses. Signed engagement letters will provide authorization for CES Partners to begin work on the executive search.



## Site Visit

In order to gain important knowledge and insight about the specific position for recruitment, the CES Partners consultant(s) will visit with the hiring executive and/or the Selection Committee and, at the discretion of the client, meet with the key stakeholders and others involved with the position to be recruited.



## Position Specification

Based upon the site visit meetings a Pro|File synopsis will be prepared that outlines the CES Partners' understanding of the preliminary duties, responsibilities and reporting relationships to the position, as well as the education, experience and personal characteristics sought in the ideal candidate.



## Search Strategy

With the established criteria and specifications for the position, CES Partners will conduct basic research to develop a target list of prospective candidates and sources. CES Partners will employ resources such as national professional associations, regional and local trade organizations and societies, and the vast depth of the Internet to identify potential candidates. We will also employ the intellectual knowledge of CES Partners staff and other key thought leaders in the healthcare field to identify additional prospects.



# Pro|File Search Process



## Recruitment

CES Partners will contact as many prospective candidates and sources as possible to discuss the opportunity. Our approach will be to actively recruit well-qualified individuals and encourage the referral of other qualified candidates from those not interested or not qualified.



## Screening Interviews

CES Partners will conduct in-depth, personal interviews with potential candidates to obtain a thorough understanding of their backgrounds and career goals. Our interview will appraise the suitability of each potential candidate according to the established position specifications.



## Candidate Presentation

For each candidate recommended for a position, CES Partners will prepare a written biographical and interview summary and present the information to the client under a "Personal and Confidential" cover. We will be available consult and advise the hiring executive and/or Selection Committee throughout the interview selection process.



## Client Communication

CES Partners will submit regular written and verbal reports to the appropriate representatives throughout the course of the search. These can be transmitted via telephone, email and regular U.S. Mail as requested by the organization.



## Reference Checking

It is our practice to directly contact superiors, peers and subordinates of current and past employers of the final candidate(s). Reference checks verify factual data and report achievements, as well as explore strengths and weaknesses to provide insight into personal and professional style attributes. Our findings will be summarized in writing and presented to the client.



## Education Verification

We also will verify the education of candidates, and evidence of this verification will be presented in writing on the Confidential Candidate Report summary for each final candidate.



# Mission Statement & Core Values

The mission and philosophy that guide CES Partners is one of working in partnership with our clients. We bring an objective consultative approach along with the resources and expertise necessary to meet the needs of our clients.

It is our intent to clearly and completely understand a client's specific situation, its organizational culture and values. We candidly discuss relevant issues, involve diverse constituencies and build consensus. We identify and proactively seek out highly qualified candidates and facilitate successful outcomes.

Moreover, CES Partners strives to promote high ethical standards and conduct executive search, as outlined by the Association of Executive Search Consultants (AESC) and to advance healthcare leadership excellence and diversity in the workplace.

## Our RECIPE for success

**R**espect

**E**xcellence in the search process

**C**ompassion, dedicated to serving healthcare professionals who serve others

**I**ntegrity

**P**rofessional Search with a Personal Touch

**E**ngaged collaboration with our client organizations and partners



## The CES Advantage

A number of factors differentiate us in the marketplace. A few of the advantages of retaining CES Partners for a healthcare executive search engagement include:

- We have an extremely high placement success rate. Additionally, our placements remain employed in the organizations in which we recruited them.
- CES has a unique process called Pro|File that identifies the elements required for success in the position and the organization.
- We are among the nation's best healthcare search firms, and have regularly been ranked in the Top 25 in the field by Modern Healthcare magazine.
- We are a specialized firm. Clients receive highly personalized, senior level service and attention tailored to the specific search needs. Our focus is on providing extra value to our clients and building a strong relationship.
- There are few blockage issues, because we limit the clients with whom we work. We have the ability to recruit from a large universe of organizations on your behalf.
- Our capacity and reach to conduct nationwide searches is enhanced by our own comprehensive data base as well the abilities of our experienced research staff.
- Our consultants leverage a wealth of experience in healthcare, many having worked in executive and management positions in provider organizations. This enables us to bring insights into the process, a grounded understanding of your organization's situation as well as perspective to evaluate and present vetted executives who most closely fit your needs.
- We believe in working in long term partnership with our clients, many who have retained us time and time again.
- We guarantee our placements.
- We do not "leverage" consultants. That is, the consultant you meet is the one you retain and who is directly involved in all aspects of the search, including start-up, source calling, candidate interviews, references, etc.