

WittKieffer

Improving quality of life through impactful leadership.

ABOUT WITTKIEFFER

WittKieffer is the premier executive search and leadership advisory firm developing impactful leadership teams for organizations that improve quality of life. We work exclusively with organizations in healthcare, education, and life sciences — the Quality of Life Ecosystem — providing essential knowledge, analysis, and perspective that produce effective leaders and inclusive cultures. Through our executive search, interim leadership, and leadership advisory solutions, we strengthen organizations that make the world better. WittKieffer is proud to be 100 percent employee-owned. Visit wittkieffer.com to learn more.

CREATING VALUE THROUGH INTERIM AND ON-DEMAND LEADERS

The health and wellbeing of our communities depend on our clients — organizations in healthcare, education, and life sciences. Interim and on-demand leaders provide expertise, flexibility, speed, and objectivity to help navigate transitions and deliver critical, value-creating initiatives. We rapidly deploy members from our growing premier network of 2,500+ interim and on-demand leaders to integrate seamlessly into your team and deliver fast impact. On a full-time or fractional basis, these leaders quickly propel critical objectives forward.

NEED DRIVERS FOR INTERIM AND ON-DEMAND LEADERSHIP

Transformation and change

- Leading major improvement, transformation, or change management projects.
- Addressing urgent, often unforeseen crises or challenges with objective expertise.

Targeted execution

- Designing and implementing initiatives, integrations, consolidations, proof of concepts, or new products/services.
- Advising on functional enhancement, strategic expansion, or new business launches.

Skill or capacity shortage

- Adding skills and competencies for outcome-focused support and mentoring.
- Alleviating capacity shortages, burnout, and vacancies.

Interim Leadership Solutions Leaders

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LEADING WITH INSIGHTS

[Unleashing Interim & On-Demand Expertise: Accelerating Leadership in Life Sciences and Investor-Backed Healthcare](#)

[Interim Leaders: Proven Experts at a Time of Crisis](#)

[Finding Financial Stability in an Unstable Healthcare Environment](#)

[Impactful Leaders Podcast | An Interim Healthcare CEO's Secrets of Success: Kerry Watson](#)

THE STRATEGIC IMPERATIVE OF INTERIM AND ON-DEMAND LEADERSHIP

TOP TRENDS leading to an increased demand for interim and on-demand leaders:

INTERIM LEADERS

- Temporarily employed executives who fill a specific leadership role in an organization.
- Experienced executives with a track record of success in similar roles, retained to provide leadership and direction to a team.
- Make critical decisions, drive results, and ensure business continuity during periods of change.
- KPIs: Role-based responsibilities.

ON-DEMAND LEADERS

- Executives and/or former consultants providing leadership and expertise on a project-by-project basis.
- Subject matter experts with deep knowledge and experience in particular areas, engaged to provide hands-on work, guidance, advice, and support to the team for specific projects or initiatives.
- KPIs: Specific deliverables.

FULL TIME

- Interim or on-demand leaders, retained to work on a full-time basis, either onsite or in a hybrid model, to fill a specific leadership need in an organization.
- Engaged to manage periods of transition, fill capability gaps, or lead specific projects requiring immediate attention.

FRACTIONAL OR PART-TIME

- Interim or on-demand leaders, contracted to work on a part-time basis to fill a specific leadership or advisory role in an organization.
- May work onsite or remotely and typically have a set schedule, with project structures depending on the leader's availability and deadlines.



Interim and on-demand leaders commonly are enlisted to:

- **ENHANCE** flexibility, particularly during periods of transitions.
- **ACCELERATE** impact by expediting time-sensitive projects while cultivating innovation through fresh perspectives and skillsets.
- **ACCESS** specialized skills and expertise that may be lacking within an organization's current team.
- **PROVIDE** capable, hands-on transitional leadership for critical initiatives.
- **SERVE** as a cost-effective and powerful value creation lever for execution.
- **INTEGRATE** deeply within healthcare organizations for accountability and cultural alignment, creating lasting capabilities.

THE INTERIM AND ON-DEMAND DEPLOYMENT JOURNEY

A STRATEGIC DEPLOYMENT FRAMEWORK

FOUR ESSENTIAL STEPS to increase the efficacy and success of interim and on-demand leaders.

Recognize optimal scenarios for interim and on-demand deployment.

01

The range of potential applications aligns with the varied demands of healthcare organizations, ensuring vital programs are implemented effectively.

Select a talent access partner.

02

A critical factor for success is selecting a talent access partner with a broad network and the ability to match your organizational needs to skilled interim and on-demand leaders through specialized business understanding.

Identify the leader and scope the engagement.

03

In collaboration with your talent access partner, you define the role, identify requirements, and select a skilled interim leader, followed by alignment discussions — all while deciding on a full-time or fractional basis.

Monitor success and adapt for the future.

04

To maximize the value of interim and on-demand leaders, you facilitate integration into internal teams and workflows, set goals, stay focused on deliverables, and plan for post-engagement.

PREMIER TALENT ACCESS PARTNER

WITTKIEFFER OFFERS a curated approach to leadership needs assessment, talent access, and engagement management.

Fast impact and tailored approach

High quality and caring partnership

Focus on patient-serving organizations

Agility and nimbleness

Tested project engagement process

Client-centric experience

We offer a choice of deployment models based on your needs — maximizing the value of any engagement.



CONTRACTING

WittKieffer W2
Independent contractor to WittKieffer



COMMITMENT

Full-time
Fractional
and
Individuals teams



LOCATION

On-site
Hybrid
Remote



PRICING

Weekly
Daily
Fixed



1.2 million

Executive contacts in our proprietary database

2,500+

Specialized interim leaders in our network



315+

Interim and on-demand leaders placed

5-7 days



Time to present interim or on-demand leader options



98%

Client loyalty index

Our Differentiators

Deep expertise in healthcare:

We are the leading provider of search and leadership consulting in healthcare.

Impactful leadership:

We identify executive and non-executive leaders with the visionary mindset and strategic acumen to shape the future of healthcare.

Integrated leadership solutions:

We deliver a range of advisory services intricately woven to address every nuance of our client organization's leadership journey.

Physician leadership:

Our dedicated experts uniquely attract and develop physician executives as key strategic members of leadership teams.

Local insight and national reach:

Our purpose-built consultant teams merge nationwide market reach with an understanding of regional and local dynamics.

Shared purpose:

Together, we pave the way for innovative leadership that upholds and advances our collective commitment to improving quality of life.

UNDERSTANDING THE FULL HEALTHCARE CONTINUUM

We are the premier provider of advisory services for leadership excellence in healthcare. We developed this industry expertise throughout our 56-year history, becoming the most active and trusted executive search firm in the nation serving healthcare organizations in pursuit of transformational leadership.

Our immersion in healthcare brings an unparalleled depth of understanding and insight into the unique challenges and opportunities of this dynamic field.

Our Healthcare Clients

- Academic medical centers
- Behavioral health and addiction treatment centers
- Children's hospitals
- Community hospitals
- Faith-based healthcare
- Federally qualified health centers
- Integrated delivery networks and health systems
- Long-term care, home health, and hospice
- National and regional associations
- Nonprofits and foundations
- Payors and managed care organizations

FULL SUITE OF LEADERSHIP SOLUTIONS

We build the leadership teams that care for our families, friends, and communities.

Our tailored solutions address three fundamental leadership needs:

- Do you have the **right people** to define and lead the value creation plan?
- Do they have the **necessary capabilities** to execute that plan?
- Is there leadership **alignment and culture** that brings out the best in the organization?

The right people



- Executive and team assessment
- Executive search
- Succession and transition planning
- Acquisition integration

Capabilities



- Executive and team coaching
- Physician Accelerator
- Physician Leadership LAB
- Interim and on-demand leadership

Alignment and culture



- Top team alignment
- Culture development
- Strategic change acceleration