Executive Search Services

Overview

FurstGroup
An MPI Company

Why Furst Group

Healthcare is a vast, dynamic, and constantly evolving industry. New discoveries, advances in technology and rapidly changing demographics create considerable influence over the market and how the health needs of individuals are met now and well into the future.

Throughout our history, Furst Group has been partnering with organizations at the forefront of healthcare redesign and have helped our clients solve for innovative payment methodologies, new modalities of care, expanding consumerism, technology, health equity, and shifting patient expectations. The rate of change and disruption is accelerating, creating significant future opportunities, and we are pleased to play a part in creating leadership teams to not only anticipate but help create this transformation.

Among our expansive contacts and relationships, Furst Group has access to the leaders who will shape the future of healthcare. From executives within well-established organizations to those serving in startup companies or even consulting organizations, Furst Group has proven ability to partner in the recruitment of contemporary leaders as well as helping to shape the roles which are making an impact.

Furst Group's roots run deep with the advent of managed care, allowing us to serve clients on the leading edge of change and spanning all segments of the industry – from payers, providers, healthcare services, and technology companies. Now more than ever, our ability to connect with forward-thinking leaders helps our clients not only adapt but create a new future for the organizations and populations they serve.

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About Furst Group

Our Experience

Track Record

Quality Metrics

About The Companies of MPI

Furst Group
An MPI Company

Best-in-Class Executive Search Consulting & Leadership Solutions

A hallmark of our success is the ability to partner with boards, search committees, CEOs, and C-Suite leadership to accelerate change and positively transform their organizations by acquiring and developing talented executives, which builds high-performing teams.

As a healthcare executive search and leadership solutions firm, Furst Group has a demonstrated track record of successfully partnering with organizations at the forefront of healthcare redesign. Our team has helped clients develop solutions for some of the most demanding business challenges:

- Shifting models of reimbursements
- New modalities of care
- Expanding consumerism
- Digital technology and transformation
- Health equity and population health
- Staffing, retention, and succession planning

25+ Year Relationships with multiple clients

93% of clients ask us to conduct additional searches

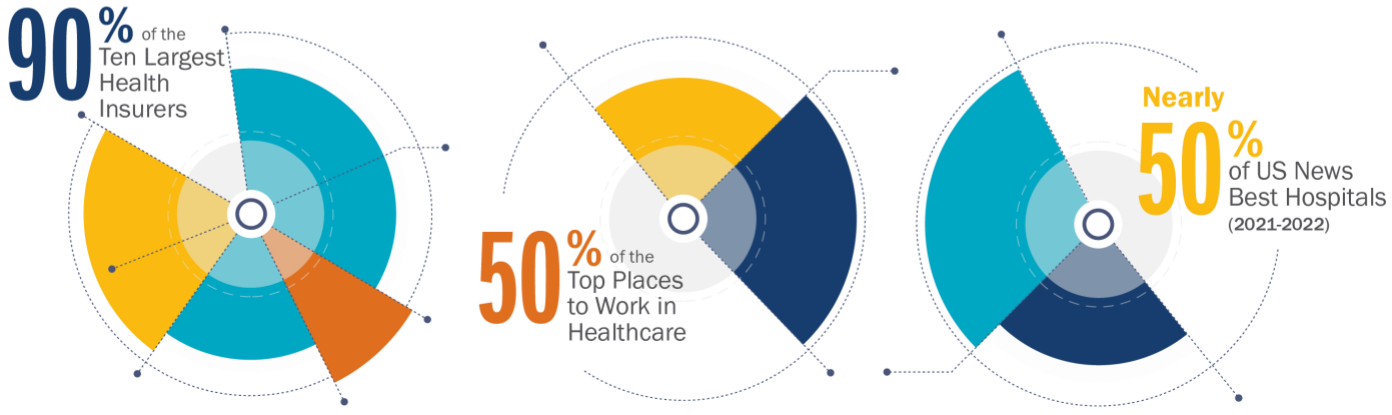
4000+ ENGAGEMENTS successfully closed

worked with **25%** of the healthcare companies among the Fortune 500

40+ YEARS expertise with
- Managed Care Entities
- Provider Organizations
- Venture Capital & Private Equity

Access to /networks with **90,000+** Healthcare Executives

Partnered with:



SuccessPath

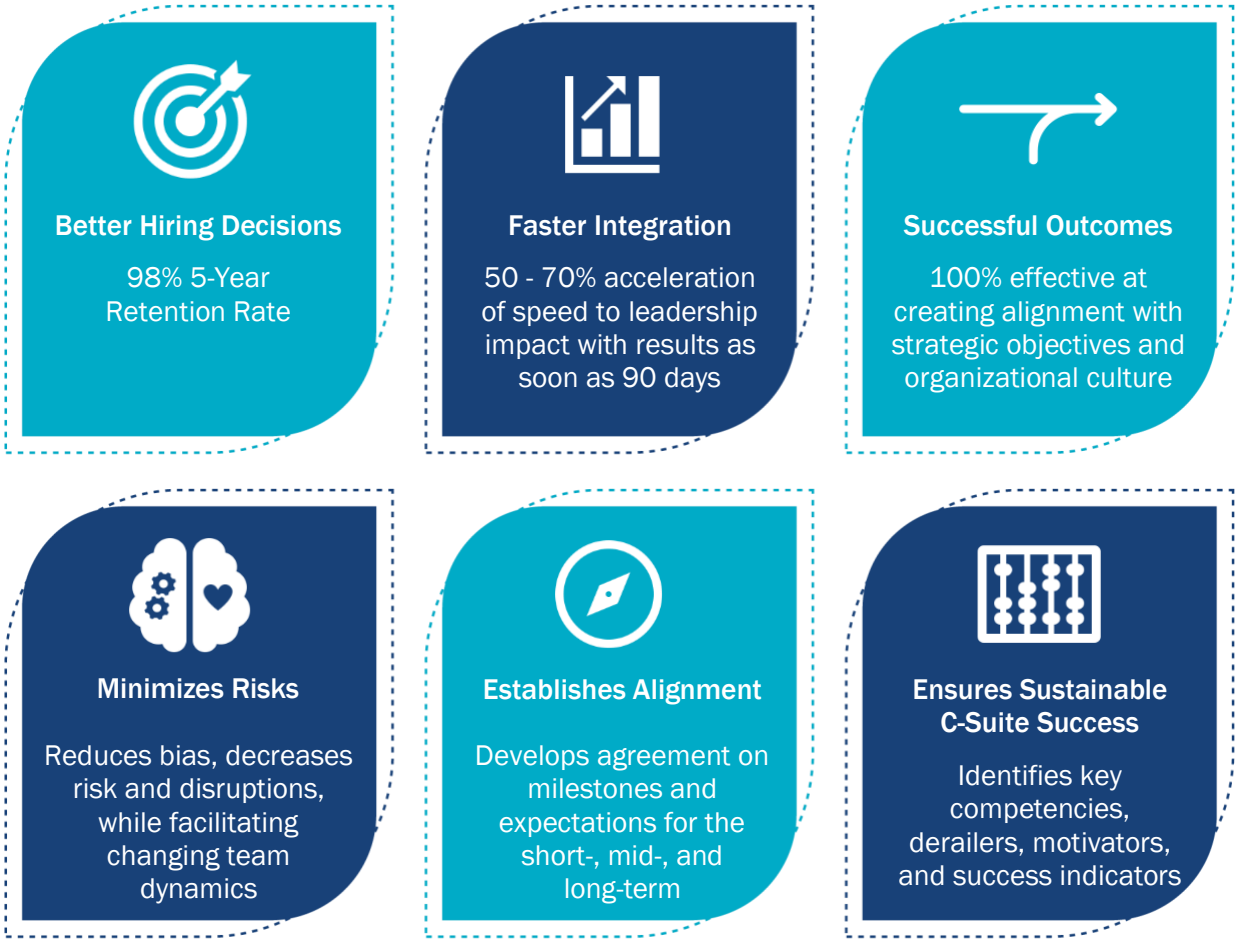
Planned or not, executive transitions bring considerable risk and disruption to team and organizational performance. SuccessPath minimizes that risk by allowing you to make better hiring decisions with less disruption in the changing team dynamics. Avoid costly missteps in cultural assimilation and mitigate unplanned team departures while decreasing the time needed for the new leader to have a positive impact on the business, all with no additional time or budget investment in the search and installation process. Seamlessly integrated into every executive search engagement, SuccessPath is paired with Furst Group's comprehensive candidate evaluation to deliver exceptional results in the selection and executive installation.

Solution for Sustainable C-Suite Success

SuccessPath strategically leverages Furst Group's companion company, NuBrick Partners, which is our leadership development and talent management arm, throughout critical steps in the overall search. NuBrick Partners is a team comprised of industry-leading consultants, including former CEOs, C-Suite, and physician leaders, as well as highly trained psychologists and organizational development experts renowned for their integrated, systemic approach to talent management.

Furst Group drives the search process, leading continuous conversations with NuBrick Partners to provide an unprecedented layer of rigor, precision, and depth that decreases risk and increases your ability to make the best possible hire. Advanced analytics, data-driven evaluation, and strategic consultation allow us to tailor and align our process with your strategic imperatives.

Unprecedented Results and Benefits



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Why Furst Group is Different

Speed to Leadership Impact
You want an executive leader who hits the ground running within weeks rather than months. Minimizing risk goes beyond simply selecting the right candidate. Clients choose Furst Group because our unique process, which extends six months beyond your new executive leader's start date, ensures outstanding results.

RESULTS **98%** Placement Retention Rate

High Service. High Impact.
Delivering excellent client and candidate experiences means curating meaningful partnerships that create lasting success for everyone. Talent isn't transactional, and neither are we. Clients value our streamlined high-touch communication, continuity of service, and tailored solutions that support their complex and nuanced needs.

RESULTS **93%** Client Retention Rate

Responsibility of Representation
Because they rely on us to represent them well in the market, clients value our unparalleled market knowledge, which provides a distinct vantage point across every sector of the healthcare ecosystem. Leaders appreciate our ability to understand and articulate client organizations' needs, values, and culture. This expertise is the engine that drives successful outcomes—matching executive talent to opportunities where they can excel and drive your organization forward.

RESULTS **96%** Client & Candidate Satisfaction Ratings

Client & Candidate Recommendations - Net Promoter Scores (NPS)
Net Promoter Score measures how likely clients and candidates are to recommend us based on their experience with our firm. NPS measures promoters, passive, and detractors on a scale from -100 to 100).

Clients	Candidates
94	97

Representative Client Partnership

SUMMIT PARTNERS

American Diabetes Association.

mymeds

DeanHealthPlan
A member of SSM Health

venrock

Sutter Health

Northwestern Medicine
Feinberg School of Medicine

PRIME THERAPEUTICS

Kinderhook INDUSTRIES

Geisinger Health Plan

AdvocateAuroraHealth

St. Luke's HOSPITAL

MEDICA

PriorityHealth

CHRISTUS Health

NAVITUS
PHARMACY BENEFITS REINVENTED

UWHealth

SSMHealth

BJC HealthCare

OMERS

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Building High-Performing Organizations

Furst Group is committed to excellence in healthcare leadership by bringing together people with multi-dimensional perspectives, lived experiences, and backgrounds to drive stronger business outcomes, higher employee engagement, and enhanced talent retention. This proven approach builds more effective teams with leaders who can execute and deliver results while also advancing the mission and needs of their organizations and the communities they serve.

Our commitment to human-centered leadership means supporting organizational transformation through:

- Creating pathways for meaningful connection and growth
- Building teams that reflect and understand their communities
- Supporting authentic, empathetic leaders and organizations
- Measuring impact through both human and business outcomes

We are recognized for our long-standing, demonstrated track record of recruiting authentic, transformational leaders who are committed to having a positive impact on the world. By encouraging all search participants to utilize the strategies presented in our Objective Interviewing video, we reduce bias in the search process, ensure robust candidate slates, and deliver an objective, equitable search process for all.

Our approach consistently delivers:

- Candidate slates with broad representation
- Executive placements from varied backgrounds and perspectives
- Strategic partnerships that advance organizational missions
- Positive team and community impact

As part of our commitment to excellence in leadership, we recognize the importance of engaging and supporting associations and organizations aligned with this mission, including:

BLUFORD HEALTHCARE LEADERSHIP INSTITUTE

NATIONAL ASSOCIATION OF LATINO HEALTHCARE EXECUTIVES

National Medical Association

NAHN National Association of Hispanic Nurses

NCHL National Center for Healthcare Leadership

National Association of Health Services Executives
Empowering the Next Generation of Health Care Leaders Today

15-year supporter and past sponsor of
Modern Healthcare
LEADERSHIP PROGRAMS

What Clients & Candidates Say about Furst Group

After every engagement, we send quality questionnaires to clients and candidates, measuring 10 key metrics and asking a few open-ended questions.

Highest Average Scores

Clients

4.82
out of 5

Candidates

4.78
out of 5

But what's the story behind these metrics? Here's what clients and candidates shared candidly with us:

> "No comparison. Other recruitment firms would do well to learn from Furst Group in order to compete."

> "The level of professionalism and attention to detail was unmatched by any other firm I have worked with in the past."

> "Furst Group is our #1 firm."

> "They made a difficult process much easier. They are very professional, incredibly organized, detail-oriented, and excellent communicators."

> "White-glove service!
> • • •
> A top-notch team!
> • • •
> Light years ahead of other firms"

> "Furst Group is the best search firm I have experienced."

> "Superior
> • • •
> Excellent
> • • •
> Great partners!"

> "Far superior. Most search firms I've worked with I wouldn't recommend. Furst acted as a truly invested partner."

What about the low scores?

The goal of measuring the quality of our engagements is continuous improvement. In addition to our quality questionnaires at the end of each engagement, our team tracks comprehensive real-time data for each search engagement to ensure that we deliver consistent, high-quality service to everyone who crosses our path.

Lowest Average Scores

Clients

4.60
out of 5

Candidates

4.26
out of 5

While feedback can sting a little, it's a critical pathway to improvement. Here are some of the constructive comments we received from clients and candidates:

> "Scheduling in partnership with key individuals rather than directly with the search committee members would have reduced confusion given the makeup of the committee."
>
> "The explanation for why I was not selected could have been clearer."
>
> "Would have preferred some one-on-one time with key stakeholders."
>
> "I felt I was at a disadvantage with internal stakeholders and board members versus the internal candidate."

How we are addressing the low scores and constructive feedback to improve:

- Increased focus on communication and managing expectations. By using upfront timelines and reporting tools we aim to create clarity for all involved, especially boards and committees.
- Improve candidate feedback to those who do not continue in process. Ensure all are provided with action-oriented input to help them develop as leaders.
- Provide equitable candidate slates with multiple diverse leaders for every search. Offer more guidance on competency-based candidate assessment and evaluation.

ABOUT

THE COMPANIES OF MPI

One organization with two distinct areas of expertise, Management Partners, Inc. (MPI) provides contemporary, expertly balanced solutions for all aspects of executive talent management:

- Executive Search – Attract, Evaluate, and Retain
- Succession Planning and Management
- Senior Leadership Development
- New Leader Installation
- Accelerated Team Performance
- CEO and Board Services

Furst Group – Healthcare Executive Search & Leadership Solutions
Furst Group is a premier executive search and leadership solutions firm serving the healthcare and life sciences industries. With more than 40 years of experience, leaders and organizations from across the healthcare ecosystem – payer, provider, medical device and other life sciences companies, academic medical centers, medical groups, associations, and more – rely on our expertise for identifying and evaluating talent, leadership, and culture as they build and align their teams to execute strategy and achieve sustained success. Furst Group is ranked among the Top 10 Healthcare Executive Search Firms by *Modern Healthcare* and one of America's Best Executive Recruiting Firms by *Forbes*. Visit FurstGroup.com to learn more.

NuBrick Partners – Leadership & Team Development
NuBrick Partners is a leadership and team development firm comprised of highly trained organizational psychologists and development experts who provide an integrated, systemic approach to talent management focused on accelerated performance and results. Organizations across multiple industries partner with us on board and executive leadership team development, succession planning, assessment, executive coaching, and new leader installation, as well as individual physician leadership and cohort development within the healthcare industry. Visit NuBrickPartners.com to learn more.

MPI BY THE NUMBERS

4k
Engagements

40+
Years of Experience

50+
Team Members