



GibsonFisher

Executive Search Services

GibsonFisher has provided executive search and selection services since its inception in 1986. With over 30 years of combined experience, the Executive Search Division focuses on healthcare; representing corporate healthcare service companies, managed care corporations, consulting firms, physician group practices, hospitals, and integrated delivery systems.

The principals of **GibsonFisher** place a high value on the inclusion of diversity in all the company's business practices. Such diversity includes sex, age, race, ethnic background, religious preference, handicap, and expertise. In our search process we take affirmative action in attempting to open the recruitment process to the broadest diversity possible.

Our team of skilled professionals will conduct the proper research and utilize time-tested search methodologies to locate and secure the talent that your situation requires.

The unique combination of **GibsonFisher's** consultative and executive search services enables the firm to remain familiar with the ever-changing and complex issues confronting today's healthcare executives.

Discover the GibsonFisher Difference.

Unlike many firms, professional fees for **GibsonFisher's** services are based on a flat fee related to the complexity of the position, level within the organization, competitive market conditions, and unique challenges facing the individual, not just compensation parameters.

GibsonFisher's approach guarantees objectivity by focusing the firm's interest solely on finding the *best organizational fit* versus advocating just the highest paid candidate.

When you are searching for critical talent to meet your organization's needs and you require an objective, professional assessment and recommendation, seek out **GibsonFisher**.

GibsonFisher provides advisory or consulting services that are focused specifically on goal attainment or problem resolution for our clients. Unlike many management consultants, **GibsonFisher** does not sell prepackaged generic programs. Each project is custom designed to address the unique management issues of the specific client.

The services provided by **GibsonFisher** include consultation, assessment and evaluation, strategic and business planning, organizational and management development, project management and implementation, and resource materials in process modeling, cost allocation, labor standard development, team facilitation, and consensus building. To learn more about **GibsonFisher** and the services we provide go to: www.gibsonfisher.com

You can also email **GibsonFisher** at: info.gfmc@gibsonfisher.com



**Edward K. Kotalo, CPC
President**

Mr. Kotalo has over seventeen years experience in consulting and executive search. He is skilled in the management of search engagements, focused on the provider side of healthcare representing corporate healthcare service companies, physician group practices, hospitals, and integrated delivery systems. Prior to joining the firm in 1997, he was a Hospital & Health System Practice Director for a national executive search firm.

Additionally, Mr. Kotalo is skilled in training today's executive on how to become tomorrow's healthcare entrepreneur. He is experienced in conducting entrepreneurial-based feasibility and business plans that avoid problems common with new venture start-ups.

Mr. Kotalo has co-developed a regional multi-tract conference focused on "Total Quality Management," written articles for healthcare publications, conducted various career seminars, and was a guest speaker at The Healthcare Information Management Systems Society of the AHA's National Conference (1998 Orlando, FL; 1991 San Francisco, CA; 1989 Anaheim, CA). A Certified Personnel Consultant by the National Association of Personnel Consultants, Washington DC, Mr. Kotalo holds a Bachelor of Arts degree from Capital University. Previously, he was a National Account Executive with Motorola Communications, Inc.

Email Mr. Kotalo at: ekotalo@gibsonfisher.com



GibsonFisher
Management Counsels

3070 Riverside Drive
Suite 145
Columbus, Ohio 43221

Phone: 614-481-0404
Fax: 614-481-0505



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Discover the Difference

GibsonFisher's Search Experience:

Chief Information Officer	Regional Integrated Healthcare Delivery System
Chief Information Officer	Teaching Affiliate Integrated Health System
Chief Financial Officer	1200 Bed Multi-Hospital System
Chief Financial Officer	Regional Home Health Organization
Chief Financial Officer	Multi-Specialty Physician Group Practice
Chief Financial Officer	240 Physician Group Practice
Chief Nursing Officer	Community Health System
Chief Nursing Officer	130 Bed Community Hospital
Executive Director	Alcohol, Drug and Mental Health Community Board
Executive Director	Alcohol, Drug and Addiction Services Community Board
Executive Director	Multi-Specialty Physician Group Practice
Executive Director	Institutional Pharmacy Services Company
Executive Director	Specialty Physician Group Practice
Administrator of Cardiovascular Service-Line	Teaching Affiliate Integrated Health System
Administrator of Surgical Service-Line	Teaching Affiliate Integrated Health System
Administrator	Specialty Group Practice
Administrator of Behavioral Health Service-Line	Teaching Affiliate Integrated Health System
Vice President Patient Care	Teaching Affiliate Integrated Health System
Vice President Service Development	Institutional Pharmacy Services Company
Vice President Managed Care	Teaching Affiliate Community Hospital
Vice President of Human Resources	Teaching Affiliate Integrated Health System
Vice President of Medical Affairs	400 Bed Acute Care Medical Center
Vice President Nursing	400 Bed Acute Care Hospital
Vice President Financial Operations	Long Term Care Company
Vice President of Medicaid	Regional Healthcare System
Vice President of Operations	National Managed Care Corporation
Vice President of Sales	National Managed Care Corporation
Regional Vice President Operations	Institutional Pharmacy Services Company
Regional Marketing Director	Institutional Pharmacy Services Company
Practice Director	National Healthcare Management Consulting Firm
Practice Director	National Healthcare Planning Consulting Firm
Senior Manager	National Healthcare Management Consulting Firm
Senior Manager	National Healthcare Planning Consulting Firm
Senior Director of Human Resources	130 Bed Community Hospital
Corporate Director Medical Affairs	1200 Bed Multi-Hospital System
Corporate Director CQI/Reengineering	National Long Term Care Corporation
Corporate Director Surgical Services	Integrated Healthcare Delivery System
Corporate Director Clinical Development	Post-Acute Care Corporation
Corporate Controller	12 Hospital System
Corporate Controller	National Long-Term Care Corporation
Director of Imaging Services	Teaching Affiliate Integrated Health System
Director of Radiology	Regional Integrated Healthcare Delivery System
Director of Sales, Dependent Care	National Managed Care Corporation
Director of Third Party Administration	Provider Based Regional Managed Care Company
Director of Product Development	National Managed Care Corporation
Director of Sales	National Managed Care Corporation
Director of Operations, National Accounts	Regional Managed Care Corporation
Director of Process Improvement	Regional Healthcare System
Clinical Director of Cardiovascular Service-Line	Teaching Affiliate Integrated Health System
General Manager	National Managed Care Corporation

GibsonFisher's Search Process:

GibsonFisher will work with your organization to establish the requirements for the position. Precise criteria avoids wasted time and excessive costs while including a large number of potential candidates.

GibsonFisher will assure that the search process is *focused* to easily and efficiently identify candidates who can attain your organization's goals, meet your leadership needs and prove acceptable to your management team.

GibsonFisher's recruitment approach is designed to support an aggressive campaign to actively seek and find the right candidates for the organization. While we may conduct national advertising for the position, our thrust *will not* be passive. We will aggressively recruit successful executives who meet the requirements whether or not they apply for the position. The search will be national in scope in order to obtain as many qualified candidates as possible.

GibsonFisher's proprietary process is designed to screen-out all applicants who do not meet your organizational requirements prior to the interview process. This process allows us to identify and interview only the most qualified candidates and to keep travel costs to a minimum. When we have narrowed the search to the top three or four candidates, we will present the candidates to the organization for final interviews and selection.

GibsonFisher will present a written report to the organization that describes the process and results of the search process and provides, in succinct content and form, details about the top candidates including written reference checks conducted by our firm.

Although final interview and selection will be conducted by the client, **GibsonFisher** will provide *objective* consultation and guidance to the organization during its final selection process.

You can contact **GibsonFisher** toll-free at: 1-800-752-0283

