

# FIVE TIPS

## FOR YOUR EXECUTIVE TRANSITION



*The only constant in healthcare is change, and one of the largest changes that an executive will face is transitioning to a new organization. Here are the top five tips from Ensemble's Founder & CEO Judson Ivy to consider during a transition:*

### 1 Reflect

Take a moment to review the lessons learned during your tenure. What mistakes were made, what victories were earned and what should be carried forward to your new role?

### 2 Evaluate

Don't rely solely on scorecards and metrics, they don't paint the complete picture. Spend time in each department - walking around, talking to associates and observing the patient experience at your facility. Data can't replace an understanding of what it's like to be an associate, a patient or a physician in your organization.

### 3 Challenge

Accept that for every problem you know about, there are likely several others that you don't. If everything seems to be going well, fight the urge to settle and delve deeper to uncover what is beneath the surface.

### 4 Plan

Take an inventory of what's going well, what's not and then put a plan together. Lay the plan out, communicate it and get everybody involved and on board.

### 5 Collaborate

Embrace the opportunity to explore a partnership to support you in the beginning of your journey. Be open to speaking with someone who can help you identify and resolve the critical gaps quicker and more effectively with tried and tested methods. Find a partner who can validate what you are doing well and give you tools you need to close the gap, not simply restate the problems you already know about.



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