

# The healthcare landscape is dramatically changing.

## *Do you have the right leaders and talent strategy to meet your needs?*



### *We have the expertise and services to enable your success!*

Bedford Group/TRANSEARCH is one of the **Top 10 retained executive search firms in the world**. We provide premium executive search and talent management solutions to a diverse group of healthcare clients, from start-ups to multi-nationals. We now have a partnership with Teal & Co – a talent strategy consultancy – enabling us to offer a holistic suite of services to fully support our clients' needs.

## Our Services



### Retained Executive Search

With a **healthcare industry leading 93.4% retention rate**, three years post hire, Bedford's robust executive search process measures candidates' FIT across the dimensions of Culture, Team, Performance and Leadership.



### Proactive Talent Scouting

Our in-depth, customizable Talent Scouting reports provide a pragmatic lens into key talent, enabling you to proactively shape your talent management agenda.



### Executive & Board Compensation

We provide executives and Boards with compensation reviews, design of cash and equity-based incentive compensation design, competitive market studies, and annual industry surveys.



### Organizational Strategy

Our services in Organizational Strategy are grounded in understanding the fundamental principles of organizational design and operating structures in healthcare. We conduct a comprehensive review of your current model to ensure it supports operational requirements, enables effective talent strategy management, and reflects an optimal company culture.



### Leadership Assessment & Development

Our comprehensive leadership assessments allow you to better understand the current capabilities of each leader, their potential and their areas for continued development, resulting in customized leadership success planning.



### Leadership Integration & Virtual Onboarding

While onboarding virtually is different from an in-person experience, it is just as effective. Leveraging technology, our virtual onboarding programs enable you to establish a leader to their new position and organization, in a personalized way, building a foundation for performance success.

## Our Healthcare Industry Experts

Our healthcare practice is led by Howard Pezim and Darren Raycroft, who together bring 50+ years of hands-on experience. Howard and Darren support healthcare clients across North America, from start-ups to Fortune 100 companies.

We provide a client focused approach, sound judgement and knowledgeable counsel with a global platform to help you with your most critical talent decisions.

Achieving success starts with a conversation today. Give us a call and let us help you get there.



**Howard Pezim**  
Managing Director  
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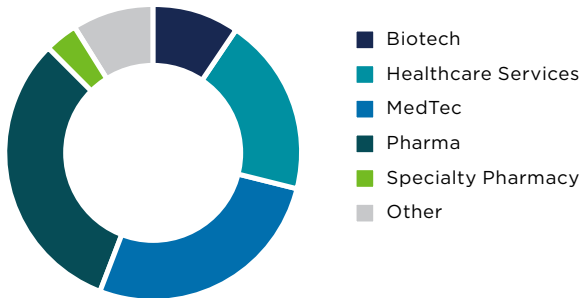


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## Healthcare Practice Breakdown

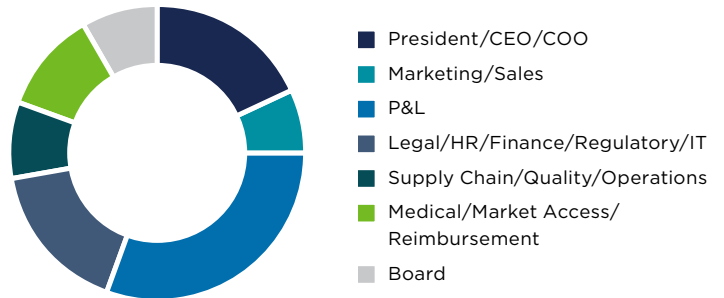
### By Sub Sector

A breadth of experience shapes a holistic understanding of the marketplace to meet your talent needs.



### By Role

We possess significant experience leading searches for all functional leadership roles.



## A sample of our clients include:



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Bedford is the Canadian partner of TRANSEARCH International, a leading executive search organization in 40+ countries.