

CAREER DEVELOPMENT SERVICES



The current market is probably one of the most competitive markets in healthcare ever. Healthcare is undergoing transformation. As Einstein so wisely stated: "We cannot solve our problems with the same thinking we used when we created them!" Career development and transition is now a science, and needs new methodology and a supreme effort. Cookie-cutter approaches or "one size fits all" programs will not be effective in this market.

At Wiederhold & Associates we customize every program by incorporating appropriate strategies and continued focus on implementation, execution, and accountability to those strategies.

CORPORATE/EXECUTIVE TRANSITION PROGRAMS

There are two types of transitions. An **external transition** takes you from one company to another. An **internal transition** helps you move within your current organization. We are experts in both. Our proven program will not only get you to that next step, it will teach you new skills that you can utilize in that next step and ensure that you enjoy the journey. We want our clients to be better when they reach that next opportunity. With fully engaged clients we have been able to deliver results in six months or less. We focus on three key components:

History

Process

Relationships

EXECUTIVE COACHING

Our executive coaching program will challenge your current ways of thinking, doing, and being. You will discover attitudes and beliefs that support your ability to influence, communicate, collaborate, and lead effective change. Wiederhold & Associates' Executive Coaches use approaches that go beyond providing you skills. We don't want you to just "do" things differently; we want you to "be" different. One of our favorite testimonials is this quote from a client: "Others give me skills. You change me!"

Our coaches will use proven methods to challenge your current assumptions; motivate you to go beyond your comfort zone, to enhance strategic partnerships and achieve results that impact your bottom line and the patient.

EXECUTIVE ONBOARDING

Wiederhold & Associates' executive onboarding program accelerates the executive's breakeven point on the investment the organization has made in talent acquisition and retention, as well as, aligns behavioral changes with organizational outcomes and goals.

INDIVIDUAL PARTNERSHIP QUEST

The IPQ program is very similar to the corporate transition program but tailored to individuals who are supporting their own transition.

Whether you're wanting to transition within your current organization or move on to the next

opportunity, this program provides career management skills to achieve both short-term and long-term goals, job placement and professional/personal success.

OTHER PROGRAMS

Premium Active Network:

Our Premium Active Network is for professionals and leaders who see the value of networking, gaining visibility in the industry, and building mutually beneficial relationships.

Nursing Leadership Coaching & Development Programs:

At Wiederhold & Associates, we know an organization can optimally increase a nursing leaders' capacity for successful outcomes through professional Nursing Leadership Coaching. It is the single most powerful way for a leader to achieve their potential for superior leadership, strategic thinking, and measurable results.

Emotional Intelligence Programs:

The Wiederhold & Associates' EI program helps executives increase their leadership effectiveness by: assessing current EI strengths and weaknesses; developing, implementing and monitoring an individualized action plan; and, executive coaching to reinforce the acquisition/strengthening of EI competencies. A unique feature of our approach is teaching executives how to quickly and reliably regulate their emotions to facilitate effective problem-solving and decision-making.

THE WIEDERHOLD & ASSOCIATES DIFFERENCE

- ~ Introduction to one of the largest healthcare networks in the US. Our network includes senior healthcare executives, consultants, recruiters and vendors.
- ~ Competitive pricing.
- ~ Myers-Briggs and other personality assessments and expert consultations.
- ~ Resume services, interviewing skills and preparation, social media profiles.
- ~ WinTheView critical thinking tool.
- ~ Intensive training sessions.
- ~ Outstanding references.
- ~ We focus on healthcare. We know the industry.
- ~ We connect our clients with hiring authorities in major healthcare organizations.
- ~ We have moved people successfully into traditional roles, consulting roles, entrepreneurial roles, interim and non-healthcare roles.
- ~ We have a history of creating win-win situations between clients and sponsoring organizations.
- ~ We get results!

Wiederhold & Associates is a leading provider of career development, transition services and executive coaching to the healthcare industry. Through networking and one-on-one coaching, we are always focused on achieving outstanding results, never losing sight of the importance of relationship building and the personal touch. Enhanced performance and productivity through continuous improvement are our key measures of success.

Our Mission Is To:

- ~ Provide the highest level of value on every encounter with our clients, sponsors, and those seeking our expertise.
- ~ To treat all we touch with compassion and dignity.
- ~ To treat the whole person not just a part of them. A holistic approach.
- ~ Strive always to create win-win situation.
- ~ Impact those we touch for a lifetime not just for a season.
- ~ And, continuously give back to others who are less fortunate

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WIEDERHOLD & ASSOCIATES

EXECUTIVE /
CAREER
COACHING,
OUTPLACEMENT &
TRANSITION
SERVICES
FOR THE
HEALTHCARE
INDUSTRY

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And The Personal Touch*



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