

## Advancing Academic Roles in Nursing

### ABOUT WITTKIEFFER

WittKieffer is your strategic partner in **executive search, interim and on-demand leadership**, and **leadership advisory**. We specialize in delivering impactful leadership solutions to organizations committed to enhancing **Quality of Life**, serving clients exclusively at the intersection of healthcare, science, and education.

 **55 years**

Serving clients in the  
Quality of Life Ecosystem

 **330+**

Team members

 **97%**

Client loyalty index

### EXPERTISE IN ACADEMIC MEDICINE AND HEALTH SCIENCES

WittKieffer works closely with leading academic medicine and health science institutions that are setting the standard for world-class patient care, community service, teaching, and innovation. We are uniquely positioned to identify, recruit, and advise leaders from diverse backgrounds who advance and improve research and clinical care delivery. Our understanding of client challenges greatly informs our expert consultants' approach to finding outstanding health system and independent academic medical center executives, including CEOs and other C-suite leaders, deans, chairs, and division and section chiefs.

#### Key roles:

- Deans of nursing
- Associate/assistant deans of nursing
- Department chairs/vice chairs
- Center directors
- Program directors
- Professors
- Functional leaders

**55+** Assignments for academic roles in nursing

**85%** Of our placements are people of color and/or women

### EXPERTISE IN ACADEMIC NURSING ROLES

- **Deep expertise:** WittKieffer facilitated more than 55 assignments for academic roles in nursing in the last ten years. This experience allowed us to gain insights into the necessary skills and capabilities for success as well as establish strong connections with exceptional talent.
- **Expertise coming from experience:** Our consultants are not just experts in consulting; many of them have backgrounds as practicing nurses. Experience makes a difference.
- **Scale and agility:** Our unique advantage lies in our size and focus. However, what truly sets us apart is our personalized and tailored approach to every interaction.
- **Working better by working together:** Our team becomes an extension of yours, bringing exceptional expertise, informed perspectives, and unmatched resources to each engagement.

## Creating Value through Interim and On-Demand Leaders

### FLEXIBLE TALENT DEPLOYMENT

During times of transformation, critical initiatives, or value-creating programs, organizations often require interim and on-demand leaders who provide expertise, speed, agility, and objectivity. Our network of **2,500+ interim and on-demand leaders** offer rapid access, deep expertise, and seamless integration into your team and culture, serving in executive, functional, project, or advisory roles. By creating immediate impact, they help our clients proactively manage change while being part of a talent strategy that delivers continuity, skill enhancement, and results.

### PRIMARY NEED DRIVERS FOR INTERIM AND ON-DEMAND LEADERS

#### Transformation/change

Leading major improvement or transformation projects.  
Managing change initiatives.  
Addressing urgent, often unforeseen crises or issues.

#### Targeted execution

Implementing initiatives, integrations, consolidations, proofs of concept, or service or product line launches.  
Contributing unique advice or counsel on new business launches or expansion.

#### Skill or capacity shortage

Adding skills and competencies for outcome-focused support and mentoring.  
Solving temporary capacity shortages or vacancies.

### ROADMAP FOR AN INTERIM PLACEMENT

#### Phase I: Alignment and selection

Discovery call: Alignment on the scope of the role, timing, and critical skills required.  
Discussion and selection of the interim leader:  
Presentation of interim leader options within 5-7 business days.  
Start date: Desired start to ensure business continuity.

#### Phase II: Interim placement

Onboarding: Introduction of the interim leader to their team/organization.  
Progress meetings: Role calibration, objectives, performance measurement.  
Functional team: The ability to bring in interim and on-demand experts as needed, under the interim leader.

#### Phase III: Post-placement

Transition: Detailed transition plan, including ongoing initiatives with desired outcomes, observations on the team and processes, and suggested initiatives to pursue.  
Coaching: Mentorship and coaching to the new permanent placement.

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OUR LATEST  
INSIGHTS

