

From the Hot Seat to the Drivers Seat

Transforming Talent Acquisition to Advance Strategic Capabilities and Deliver Quantifiable Results

LEAP July 2018

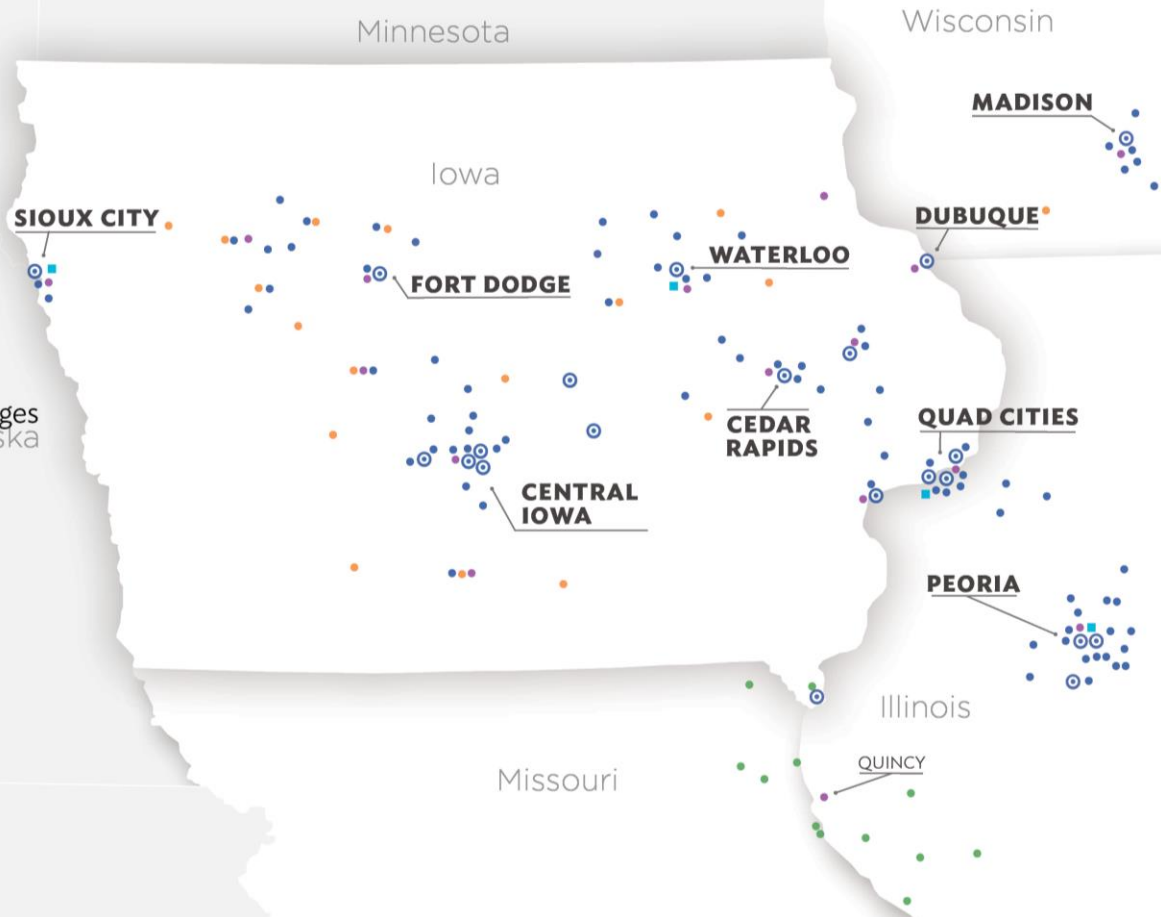


UnityPoint Health

Who is UnityPoint Health?

In Nine Regions

- 21 UnityPoint Health Hospitals
- Communities served by 290+ Clinics
- 17 Community Network Hospitals
- 15 UnityPoint at Home Locations
- 4 Accredited UnityPoint Health Colleges
- 12 Affiliated Partners
- Insurance presence across all UnityPoint Health markets



Who is UnityPoint Health?



21 Hospitals

290+ Clinics serving our communities

17 Community Network Hospitals

15 UnityPoint at HomeSM Locations

12 Affiliated Partners

4 Accredited UnityPoint Health Colleges



30,736 Team Members

1,077 Staff/Employed Physicians

10,494 Nursing Related Roles

4,000+ Volunteers



\$4.4B Total Projected Revenue

\$7B Economic Impact



\$284.5M Community Impact

Service area of 2,085,258 people

208,406 ACO covered lives*



1,543,447 Unique patients seen across our clinic, home care and hospital settings

843,135 Unique patients seen in clinics

679,633 Unique patients seen in hospitals

20,679 Unique patients seen in home care



20,268 Births



96,958 Surgeries

6.2 million+ Total Patient visits

2,149,307 UnityPoint Clinic[®] visits

2,935,274 Hospital visits
(outpatient and inpatient)

488,561 Emergency visits

611,189 UnityPoint at Home visits

427,507 Home Care

13,218 Pediatrics

153,560 Home Hospice

7,536 Infusion

4,808 Hospice Inpatient Unit

3,180 Specialty Pharmacy

1,380 Palliative Care



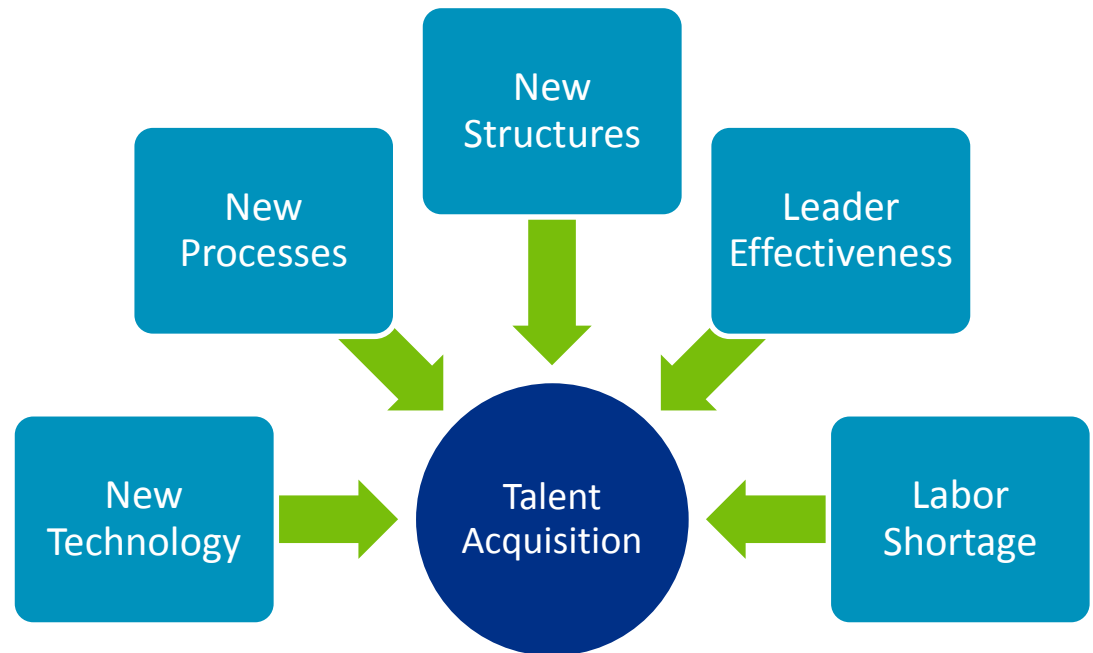
The Hot Seat

I.E. – The Cause of Some Therapy



UnityPoint Health

Talent Acquisition – July 2015



The Path Forward

I.E. – How To Not Lose Your Job

How do we Tackle the Fire?



Stabilize



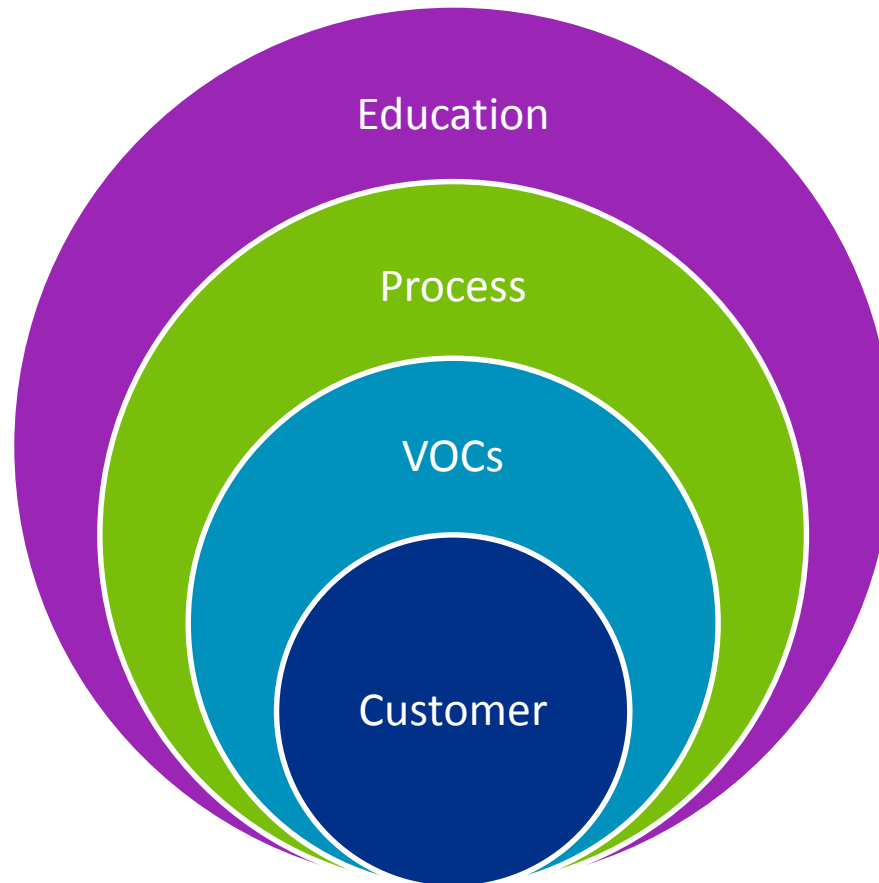
Enhance



Optimize



Stabilize



Enhance



Optimize

Candidate Fit

Assessments

Digital
Transformation

Analytics

Results

I.E. – Did They Make This All Up?



UnityPoint Health

Success Metrics

Stable 1st Year
Turnover

90% Assessment
Completion

↑ Manager
Engagement

30% increase in Applicants

-10% Open
Reqs

-8 Days Time to Fill

Learning Lessons

1. Understand Your Customer
2. Challenge the Status Quo
3. Control the Narrative
4. Quantify and Qualify Everything
5. Look Forward Not Backwards

Questions:

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