

Practical Governance Group

GOVERNANCE CONSULTING



Governance Solutions for Rural Healthcare

We all know working with volunteer boards in small communities can be challenging for hospital CEOs and their teams. Educating your boards can be a difficult process without outside help. WHA's partner, Practical Governance Group (PGG) is your solution.

PGG consists of a team of award-winning healthcare consultants and academicians who partner with you and your board to identify opportunities for improvement. They offer practical, implementable, real-world solutions and best practices through education, training, research and problem solving via board governance checkups, presentations, retreats and self-evaluations, as well as board and CEO succession planning.

With committed, down-to-earth, experienced experts, PGG is your one-stop-shop for educating, training, advancing and developing your rural board. Contact them today for practical insight and solutions.

Larry Tyler

678.296.6775

ltyler@pgghealthcare.com



Governance Checkup. Just as our bodies benefit from routine diagnostic reviews, so do boards. In this checkup, PGG assesses the body charged with governance. This evaluation gauges everything from board infrastructure to operations and is ideal to ensure your board is functioning at an optimal level.

Customized Presentations. PGG can cater to an organization's unique needs through customized presentations. Popular presentations include:

- ▶ Best practices in CEO performance appraisals
- ▶ Preparing your board chair for success
- ▶ Achieving operational improvement through cultural change
- ▶ Preparing physicians for governance

Board Retreats. Board retreats should be educational, productive and enjoyable. PGG can tailor their services to fit your retreat needs.

Board Self-evaluations. Periodic board self-evaluations are extremely important for board development. Starting with a core process and questionnaire, each evaluation can be tailored to your unique organization.

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Collaborating to Improve Community Healthcare

wha1.org

Workshops. Facilitated by skilled and experienced healthcare experts, our educational “roll-up-your-sleeves” sessions (2–4 hours) for board members aid in bringing consensus about a governance issue and work collectively to address it. Each workshop is highly customized to fit your specific needs.



CEO Succession Planning. This is one of the most important tasks a board will ever undertake in a rural community. PGG can help you:

- ▶ Prepare your board for its next CEO
- ▶ Define experience and behavioral competencies for your organization’s next CEO
- ▶ Implement a developmental plan for internal candidates
- ▶ Teach you how to properly vet and select executive recruitment firms

Implementation of CEO Performance Appraisal Process. Assessment of the CEO helps clarify roles, responsibilities and expectations. It also offers insight into one’s strengths, opportunities for improvement and performance. PGG can help your organization set up a CEO evaluation process, as well as assist with implementation of the process. They will partner with your organization to determine evaluation criteria, set goals, collect input, measure progress toward goals and support the evaluation process.

Please note: PGG does not evaluate the CEO as this is the board’s responsibility.

Governance and Executive Committee Support. PGG’s consultants have over 40 years of experience in their respective niches and are available to share knowledge and support whenever members need governance or executive committee support, or need information necessary for decision making.

From good to great!

Practical Governance Group customizes its services to deliver the best blend of tools for your healthcare board and organization to advance.

Thinking outside the box? Need a different solution for your board? Get creative with PGG and design one together!

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