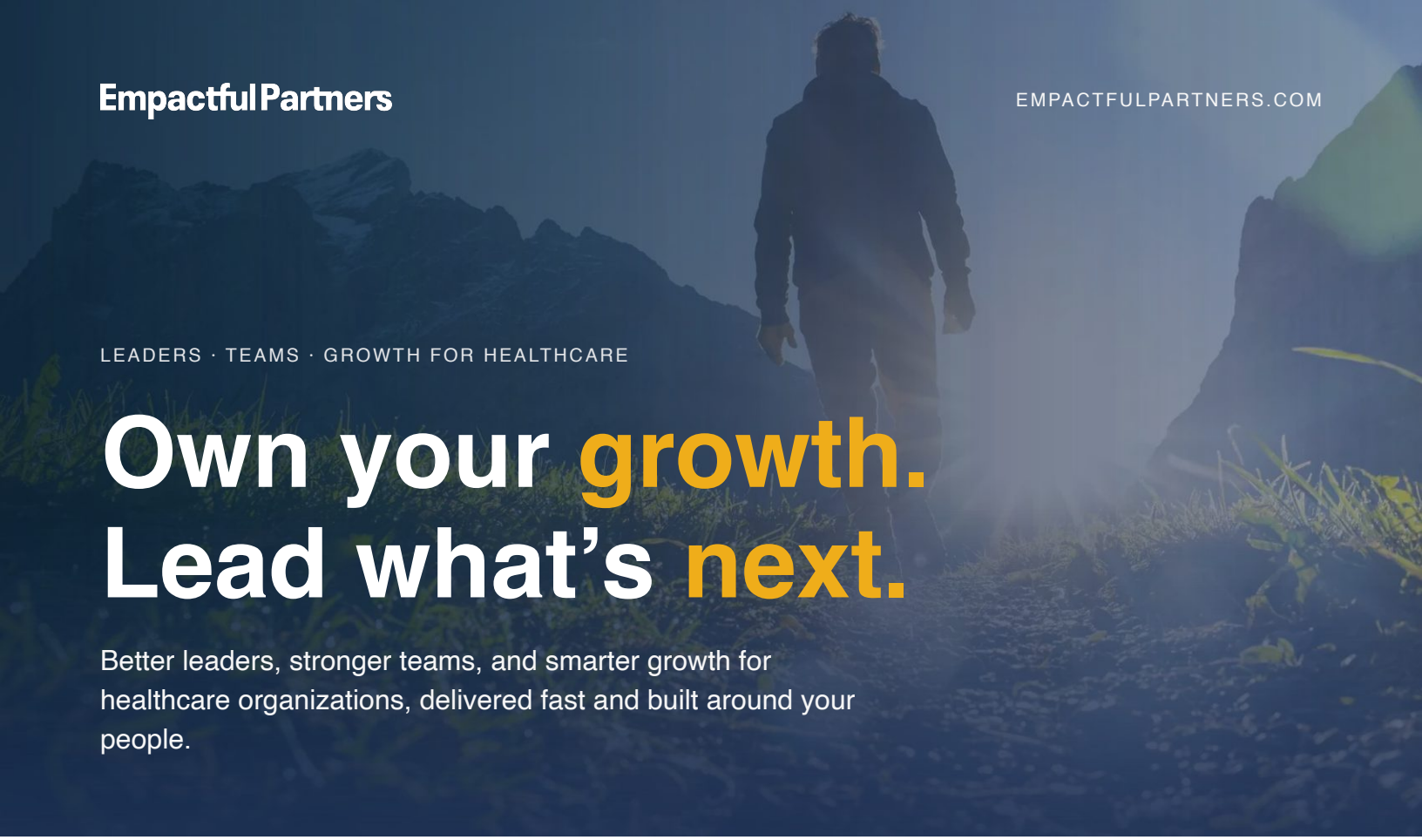


Empactful Partners

EMPACTFULPARTNERS.COM

LEADERS · TEAMS · GROWTH FOR HEALTHCARE

Own your growth. Lead what's next.

Better leaders, stronger teams, and smarter growth for healthcare organizations, delivered fast and built around your people.

WHY WE'RE DIFFERENT

Outside help. Inside ownership.

Most change initiatives fail, and rarely for lack of strategy or technology. They stall when teams lack the ownership and capacity to carry them out. Traditional consultants deliver the roadmap and leave, and the ability to execute leaves with them.

Empactful Partners assesses what needs to change, builds the plan with your team, and guides your leaders through implementation. **When we leave, the capability stays.**

90 **days or less to launch**

Focused 30, 60, and 90-day sprints tied to real work and measurable outcomes.

THREE WAYS WE HELP

01

Executive Search

Permanent, interim, and fractional healthcare leaders, set up to succeed.

02

Team Coaching

A people-centered approach to change, so adoption happens faster and sticks.

03

Growth Accelerator

Ideas into results in 30, 60, or 90-day sprints your team can repeat.

PROVEN CLIENT OUTCOMES

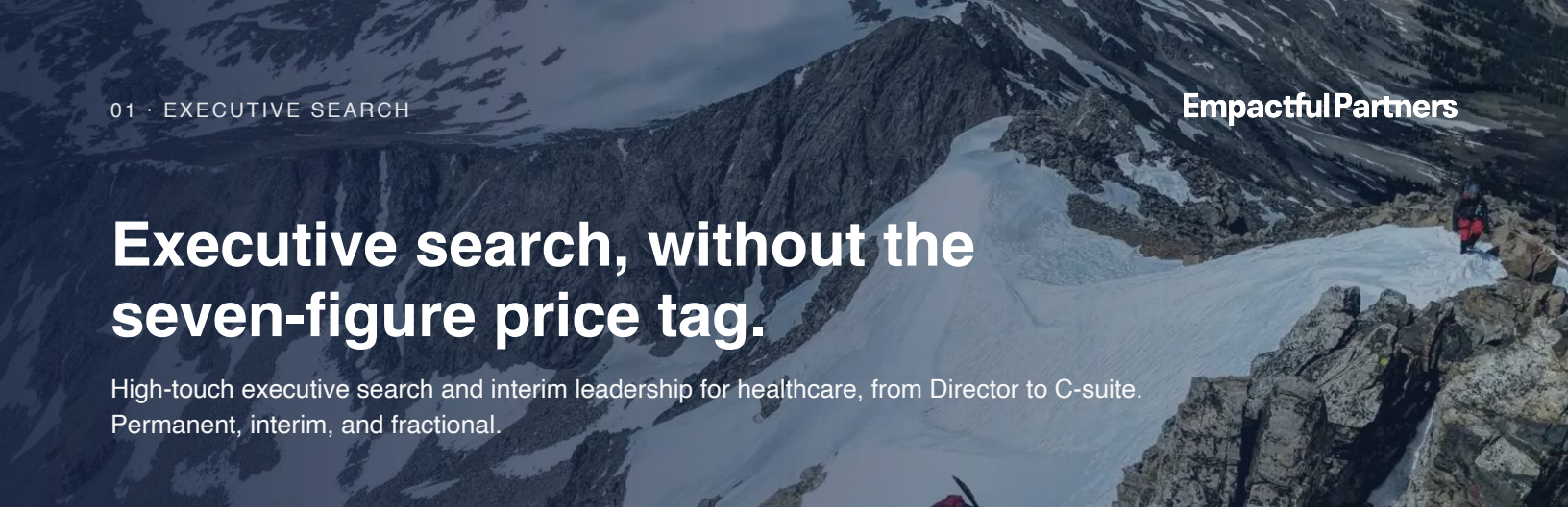
33%
revenue growth in 10 months

$20M+
revenue, grown from a $2M base

10.3x
growth, from $2M to $30M

37+
collective exits

Empactful Partners



Executive search, without the seven-figure price tag.

High-touch executive search and interim leadership for healthcare, from Director to C-suite. Permanent, interim, and fractional.

Empty seats cost a fortune. Wrong hires cost more.

Most organizations budget for the search fee. The real cost sits below the surface: delayed decisions, stalled initiatives, turnover, lost revenue, and burned-out leaders covering the gap. If the new leader fails, you pay it all again.

Included in every search

- Interim and fractional leaders
- Coaching through the transition
- Vetted for culture, not just résumé
- Best-in-class placement guarantees
- An organized client portal

Many health systems pay millions for executive search. We're different.

NO HIDDEN FEES. NO PERCENTAGE CREEP.

$50K maximum per search

Single search, capped no matter how senior the role.

$24K per search

As your embedded executive search partner.

100% pricing transparency

Interim pricing shows leader salary, our cost, and fees.

30 days of executive coaching included for VP-and-above placements. Milestone-based payments.

THREE STEPS TO THE RIGHT LEADER

1

Define the role

We meet with your board, CEO, and key stakeholders to define what success looks like and build the search plan.

2

Find the leader

We map the market, reach qualified leaders directly and confidentially, and bring you a focused slate of finalists.

3

Support their success

We guide interviews, offers, and onboarding, with executive coaching so your new leader starts strong.

WHO WE SERVE

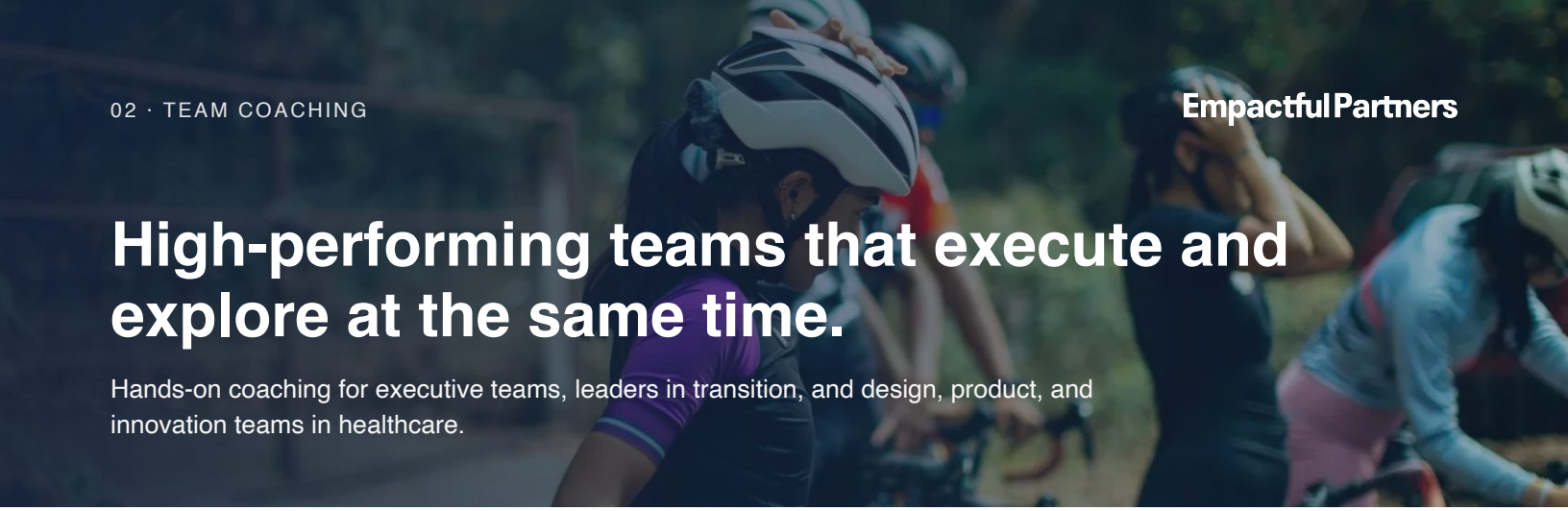
CEO · COO · CFO · CNO · CMO · CSO · VPs · Directors

Providers Health systems, hospitals, and physician groups
Payers Health plans and managed care organizations
Private equity PE firms and healthcare portfolio companies

Need someone in the seat now? Interim and fractional leaders keep things moving while your permanent search runs, often within 2 weeks.

33%

ThoroughCare CFO search. We ran the search, embedded the new CFO, and supported the transition. Revenue grew 33% in 10 months.



High-performing teams that execute and explore at the same time.

Hands-on coaching for executive teams, leaders in transition, and design, product, and innovation teams in healthcare.

WHAT WE HEAR FROM HEALTHCARE LEADERS

> *We have the strategy, but our challenge is capacity.*

> *We launched the initiative. Our own people haven't bought in.*

> *We don't need more advice. We need someone in the room with our team.*

Telling teams to work harder or use smarter AI won't fix burnout.

Teaching teams to accept change as fast as they execute it will. Our Change Metabolism™ method maps how your team takes in change, so leaders can see what leads to success or stalls. We leave you with a new shared language and a way to get unstuck, usually within 45 to 60 days.

THE CHANGE METABOLISM™ EQUATION

$$Mc = A \times f(C) \div E$$

A Acceptance of the reality of change
f(C) Capacity to work well through conflict
E Speed of execution beyond the status quo

When Mc < 1, execution outpaces acceptance, and the gap shows up as burnout.

FOUR STEPS TO CONNECT A DISCONNECTED TEAM

1

Frame the challenge

Define the challenge your team must take on to break the status quo.

2

Reform the team

Turn individual perspectives into team dialogue that builds curiosity.

3

Build capacity

Surface conflict and learn to signal, pause, share, and integrate.

4

Break the status quo

Practice change together under real conditions.

THREE WAYS TO START

Teams

$10,000 per team, monthly

Facilitate teams in transition.

Sprint

$50,000 per sprint

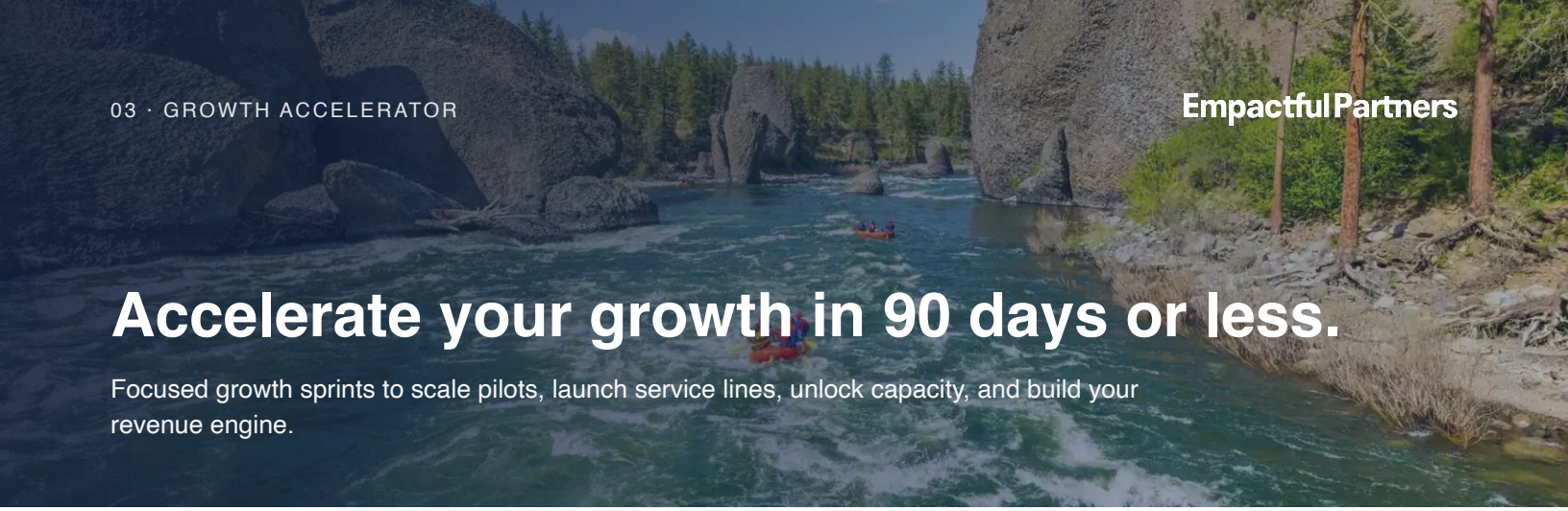
A 45 to 60-day sprint at a key moment.

Leaders

$5,000 per leader, monthly

Coach leaders in transition.

"I wanted my executive team to be in creative conflict together. You've delivered everything I wanted in the first week." Executive in city government



Accelerate your growth in 90 days or less.

Focused growth sprints to scale pilots, launch service lines, unlock capacity, and build your revenue engine.

Good ideas don't fail. They stall without focused attention and direction.

Growth looks different for a health system, a payer, and a PE-backed company. The stall usually comes from the same place: no time, no capacity, and no clear owner. Our sprints give your team all three, then step out of the way.

Where sprints focus

- 30-day growth diagnostic
- Pilot to scale
- New service line launch
- Capacity unlock
- Revenue engine build

THREE SPRINT LENGTHS, SCOPED TO YOUR GOALS

30 DAY SPRINT
Diagnose

Pinpoint where growth is stuck, what to fix first, and who owns each step.

You leave with: Clear priorities and a tested plan.

60 DAY SPRINT
Pilot

Plan, test, and refine a new idea in the real world before bigger budgets.

You leave with: A tested model and real results.

90 DAY SPRINT
Launch

Launch a service line, program, or revenue engine, then hand it off.

You leave with: A live launch and a reusable playbook.

HOW WE'RE DIFFERENT

Traditional consulting	Empactful Growth Accelerator
6 to 12-month engagements	**30, 60, or 90-day sprints**
A strategy deck at the end	**A launched initiative**
Consultants do the work	**Your team does the work with us**
You call them for the next one	**Your team repeats it in house**

1. **Plan it** Find the opportunity, the blockers, and an owner for each priority.
2. **Build it** Build the plan and system with your team, then test and refine fast.
3. **Launch it** Launch with us beside you, and keep the process for next time.

WHO WE SERVE

Hospitals and health systems

Turn proven pilots into enterprise programs without pulling your team off today's operation.

Operations and finance leaders

Win back capacity lost to draining workflows and fund your next growth move.

Founders and PE firms

Build a repeatable go-to-market system so growth no longer depends on founder-led sales.

EmpactfulPartners

HOW THE WORK FITS TOGETHER

High-performing teams, built from within

Three capabilities that work alone or together. Most clients come to us with one need and find the others close behind. Each one leaves your team stronger than we found it.



Right leaders › Strong culture › Activated growth

One connected path, not a menu.

WHERE THE WORK OVERLAPS

One need usually uncovers the next

EXECUTIVE SEARCH + TEAM COACHING

The hire is not the finish line.

A new leader lands inside a team that has to accept them. Executive and team coaching help both move together, so the placement sticks.

TEAM COACHING + GROWTH ACCELERATOR

Is your team ready to carry it?

Growth only lasts if your team has the capacity to keep it going. Change Metabolism™ coaching builds that capacity before and during a sprint.

EXECUTIVE SEARCH + GROWTH ACCELERATOR

The seat can't sit empty while you grow.

An interim or fractional leader owns the launch or new service line while the permanent search runs.

ALL THREE TOGETHER

A team that owns its growth.

The right leaders, a culture ready for change, and an initiative your team launches and repeats on its own.

WHO WE WORK WITH

Health systems

Clarity, talent, and readiness to grow while running today's operation.

Founders and investors

Find the next growth curve and build a company worth owning.

New ventures

Set priorities, build the right team, and launch with momentum.

WHO YOU'LL WORK WITH

A small, senior team in the room with yours

No hand-offs to junior staff. The people you meet are the people who do the work, alongside your team.



Sandy Cugliotta

Executive Search + Leadership Development Principal

Executive Search

Sandy has spent his career growing healthcare businesses, with senior sales and general management roles at Cerner, Thomson Healthcare, and MedeAnalytics. He leads our executive search and interim leadership work as your one point of contact from kickoff through placement, with regular updates and candid feedback at every stage.



Beau Fidler

Managing Partner, Enterprise Client Strategy

Growth Accelerator

Beau brings 26 years of turning healthcare strategy into results, from hundreds of health plans across Medicare, Medicaid, and commercial lines to fast-growing startups. A founding member and former Healthcare Payer Sector Leader at Protiviti, he also led advisory services at HMS and founded his own consulting firm. He knows where good ideas stall, and how to get them moving.



Jon Kohrs

Co-founder, Team Coaching + Development Principal

Team Coaching

Jon has spent decades bridging human and business transformation, starting in 2008 building high-performing teams inside the Federal Reserve System. He developed Change Metabolism™ from reforming hundreds of teams, grounded in Enneagram theory, depth psychology, and behavioral science. Jon leads our network of certified coaches.



Chris Fox

Managing Partner, Fractional Change Leader

Team Coaching

Chris has spent more than 20 years working with or as part of executive teams exploring strategic growth, and galvanizing those teams to carry out their key initiatives. With a background in executive coaching, health system building, and business strategy, he bridges strategy to execution.

PLUS THE BENCH BEHIND US

Access to our network of healthcare experts

Healthcare leaders

Permanent, interim, and fractional executives ready to step in, often within 2 weeks.

Coaches and trainers

Certified coaches, led by Jon, trained in Change Metabolism™ and team development.

Specialists and advisors

Finance, AI, go-to-market, and operations experts, brought in when your work calls for it.

3K+
healthcare executives in our network

25+
certified coaches and trainers on call

37+
collective exits

Are you ready to grow?

Book a 15-minute discovery call. No pressure.

Book a discovery call ↗

empactfulpartners.com
beau.fidler@empactfulpartners.com