

Pediatric Insight Recap

The Review Process

The executive search services provided by CareerPhysician can include a search-focused division or department review by a member of its Child Health Advisory Council (CHAC). This unique review can lay important groundwork for a successful leadership search outcome. In this conversation, CHAC members discuss goals and deliverables of these reviews; their experience doing the reviews; and their reflections on how these reviews would have helped in their own leadership searches.

Key takeaways from this conversation:

- **Review goals**

- Increase self-awareness of division/department challenges and opportunities
 - Leaders may have “blind spots” (both positive and negative)
- Advise department/institution re: ideal candidates and resources needed
- Align senior leaders on who/what they’re searching for
- Provide cultural insight and advice to CareerPhysician search executives

- **Who benefits from these reviews?**

- Institutional leaders
- Search Committees
- Search firm executives
- Candidates

- **Unique features**

- Reviewer stays involved throughout search; can help recruit candidates and keep them engaged while waiting for an offer; and are available post-search to advise/coach new leader
- No reviewer “conflicts of interest” (CHAC members are former division chiefs, department chairs, deans)

- **Review process**

- Institutions must provide honest, clear, comprehensive data—before and after the review
- Although virtual reviews may be necessary, it’s more challenging to assess culture and engage faculty
- Important for reviewers to maintain interaction with search executives

- **CHAC members all agreed that a similar search-focused review would have been helpful in their previous leadership roles**

Moderator



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Child Health Advisory Council

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[Click here](#) to watch the conversation or listen to the podcast.