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Amerinet Executive Briefing Offers Tips on Hiring the Right Person the First Time

St. Louis, Mo. (January 13, 2009)- Amerinet Workforce Solutions partner Dr. Kenneth Cohen, an executive search and leadership assessment expert, recently presented an education session focusing on the sometimes difficult process of “Hiring the Right Person the First Time.”

“In any organization, including healthcare, human capital is the most valuable asset,” explained Todd Ebert, president and CEO of Amerinet. “Systems like Dr. Cohen’s can help organizations more effectively evaluate candidate and job fit, ultimately helping them in their mission to deliver efficient, quality healthcare.”

In the briefing, Cohen identifies “12 deadly sins of hiring,” and offers solutions for avoiding these mistakes. Some of the factors include deceptive resumes, “gut level” hiring decisions, candidates who oversell themselves and over-reliance on generic job descriptions.

To get an accurate picture of a candidate, he recommends evaluating their “heads,” “hearts” and “feet.” The head represents what they know, the heart represents their passions (how driven they are to help other people) and their feet represent their actions (e.g., how they’ve developed productive relationships, generated new business, etc.). Interviewers can use this model in many ways to help select the right people and avoid costly hiring mistakes.

“Using the behavioral profiles can help identify unique needs of the position more accurately and cost effectively by getting buy-in of the position’s major constituents on the front end — before an organization would advertise, interview, hire and get second-guessed when that hire doesn’t work out,” said Cohen.

Kenneth R. Cohen, Ph.D., is president and chief executive officer of The Synergy Organization, the nation’s leading evidence-based executive search and leadership assessment firm. Dr. Cohen’s company specializes in helping healthcare organizations apply best-practices research and psychological testing to their executive recruitment and selection process.

The presentation was part of Amerinet’s Executive Briefing series, which address today’s top healthcare issues. A free copy of the executive briefing is available at www.amerinet-gpo.com.

About Amerinet

As a leading national group purchasing organization, Amerinet strategically partners with healthcare providers to reduce costs and improve quality. Through its Total Spend Management solutions and operational performance improvement programs, tools and services, Amerinet assists acute and non-acute healthcare provider members in their efforts to reduce costs, improve efficiencies and create new revenue streams. To learn more, visit www.amerinet-gpo.com.