



**Due to the high level of specialization and complexity of care, pediatric health care organizations are confronted with a variety of unique challenges.**

**Greater competition, shrinking margins, evolving consumer demands and the overall need to advance the quality of care and improve population health are just some of the challenges pediatric institutions must address.**

Enhancing performance and improving outcomes in today's complex health care environment requires organizations to optimize their workforce — including physicians, advanced practice providers, executives and other employees — and effectively align and reward key talent. Through our work with many of the country's leading pediatric institutions and access to real-time trends and proprietary data, SullivanCotter delivers pediatric-specific knowledge and customized, data-driven insights to offer an unprecedented view into workforce compensation and performance improvement strategies at these organizations.

### **Our comprehensive pediatric health care services include:**

- Governance and compliance
- Compensation and rewards
  - Total compensation reviews
  - Leadership compensation strategies (including physician executives)
- Philosophy and pay mix
- Recruitment and retention strategies
- Performance strategies
- Succession and transition planning
  - Program design
- Salaries, incentives, benefits and retention
- Administrative support (ad hoc analyses, documentation, communications)
- Workforce analytics
- Business and practice valuations
- Tools and technology solutions
- Mergers and acquisitions
- Clinical workforce strategies