

FUTURE IN FLUX

TOP TRENDS FOR 2022:

HEALTHCARE

The executive's guide to taking the reins on transformation amid a future in flux

GETTING THE "HOUSE" IN ORDER

To fuel transformation this year, healthcare leaders are focused on getting their "houses" in order: directing their attention internally toward the workforce and operations to position their organizations for continuous transformation and adaptation.

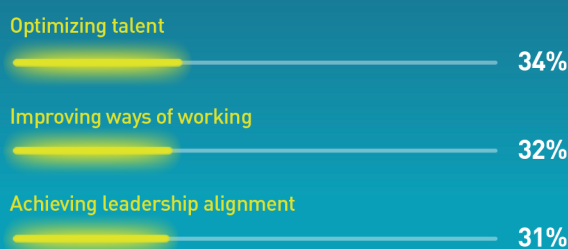
LEVELS

30%	VP/AVP	22%	C-Level Executive
26%	EVP/SVP	22%	Director

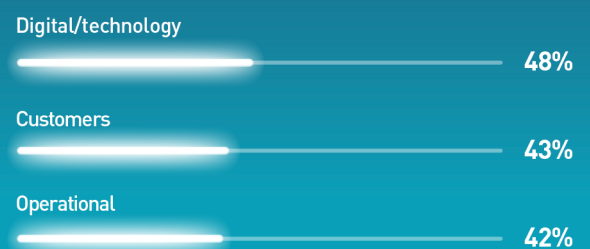
FUNCTIONS

24%	HR	16%	Sales/BD
20%	Strategy	2%	Accounting/Finance
18%	Operations/Production	2%	IT
16%	Marketing/Advertising	2%	Other

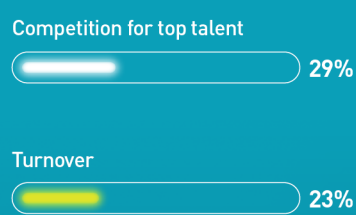
WHAT TOPS THE INDUSTRY'S TRANSFORMATION AGENDA?



WHAT ARE THE INDUSTRY'S TRANSFORMATION TRIGGERS?



Obstacles to addressing transformation challenges:



53 percent of leaders say organizational capability for change is impacting their ability to deliver transformation value.

30 percent say leadership alignment is an enabler of speed to market and 23 percent say leadership alignment is a barrier to becoming more adaptive

TREND

A NEW TAKE ON MANAGING TALENT

Leaders in healthcare are having a difficult time developing and retaining talent amidst unprecedented turnover, widespread burnout, and frequent staff absences. They will be looking to level up their talent and leadership strategies this year to support transformation efforts, focusing on improving the way talent is managed, enhancing skills and capabilities in digital, and driving greater organizational alignment.

HOW TO TACKLE THIS TREND



Engage in **future-focused workforce forecasting** to anticipate changing talent and skills needs.



Consider leveraging **scenario thinking** to create a vision for your workforce and employ a **Managed Service** that can flex with organizational needs.



Prioritize **reskilling and upskilling** to invest in talent development.

TREND

UPGRADING OPERATIONS TO BUILD A FOUNDATION FOR GROWTH

Healthcare leaders are making it a priority to reimagine their operating models and organizational structures this year. They know this is critical to enable transformation.

HOW TO TACKLE THIS TREND



Build more "forgiveness" into your operating model by implementing **agile** practices.



Leverage **data and analytics** to inform operational decision-making, and ensure your operating model is anchored in a strong **digital core**.



Establish a **Transformation Value Office** to support operational and transformation objectives.

31 percent of leaders say their transformation challenges are more difficult to solve due to their current operating model and organizational structure.

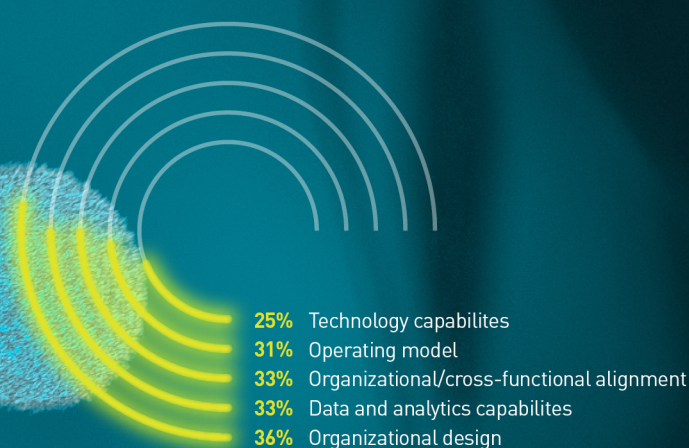
45 percent of leaders hope operational enhancement will drive digital maturity.

36%

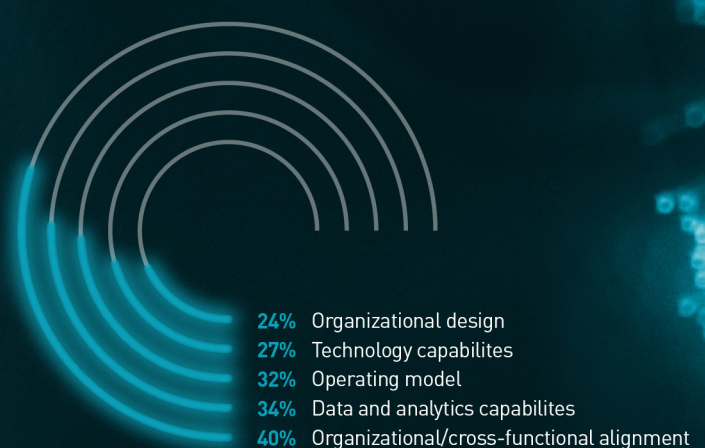
cite organizational design as a barrier to adaptability.

TRANSFORMATION BARRIERS VS. ENABLERS

WHAT ARE THE INDUSTRY'S BARRIERS TO ADAPTABILITY?



WHAT'S ENABLING FLEXIBILITY FOR THE INDUSTRY?



FOR MORE, READ THE BLOG HERE