



Our solution: *Workforce solutions*

How to create a sustainable workforce and become the employer of choice

An optimized workforce ensures delivery of high-quality care and can drive innovation, spur organizational transformation, and position the health system for long-term success. Is your organization prepared to meet today's workforce challenges?

Traditionally acknowledged as critical, the healthcare workforce is now raised to a strategic imperative, given its impact on care quality, access, and financial performance. Most organizations have expanded recognition programs and services. However, for many, these tactics have stretched resources and created additional financial and organizational pressures. And they have failed to drive significant progress toward a stabilized, engaged workforce.

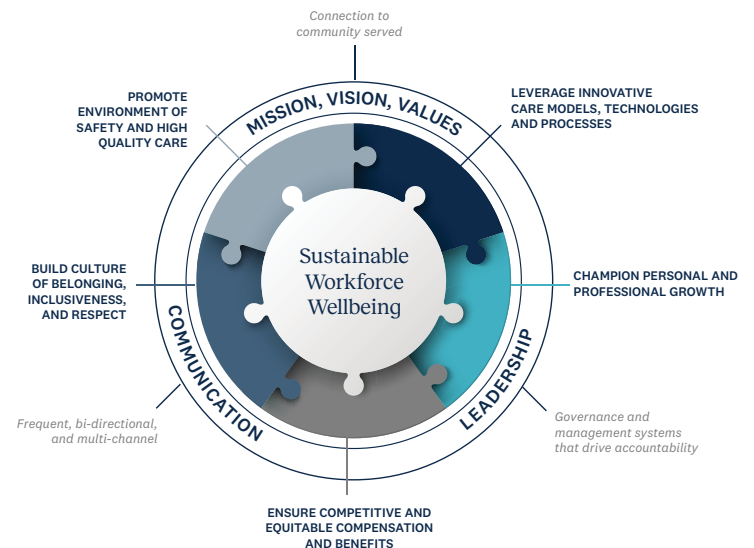
Health systems need to understand the specific issues driving burnout and turnover and deploy a dynamic program that: (1) improves the daily work experience; (2) reinforces cultural connections; and (3) advances the supporting infrastructure



How we can help

Our multi-disciplinary approach brings the experts, tools, and experience to identify and prioritize the specific workforce issues in each area and role. We have curated a comprehensive, integrated set of solutions with a strong ROI to help organizations create lasting change and foster a stable and supportive workforce. Partnering with you, we will:

- Pinpoint the problem(s) by identifying the specific issues that drive dissatisfaction, burnout, and turnover by role
- Align leadership on priorities and a plan
- Launch early action items for immediate improvement
- Design solutions that are practical and actionable
- Install a robust measurement system to track progress
- Communicate early, frequently, and across multiple channels



Results you can expect to see

\$50K-\$70K
COST AVOIDED FOR
EACH INCREMENTAL
FT RN RETAINED

22%
REDUCTION IN
PHYSICIAN BURN
OUT ACROSS
SPECIALTIES

40%
RETENTION
IMPROVEMENT
IN SURGICAL
SPECIALTIES

20-30%
LESS TIME SPENT
ON ASSESSMENT-
RELATED
ACTIVITIES

35%
REDUCTION IN
PATIENT-SITTER STAFF
UTILIZATION, WHILE
INCREASING COVERAGE

Key success factors

Tools that pinpoint the problem

- Our role-specific assessment surfaces the issues driving dissatisfaction, burnout, and turnover by role.

Comprehensive set of solutions

- Our breadth of services brings a suite of expertise that drives meaningful change and puts you in a position to succeed.

Compelling and sustainable results

- We help you get to where you need to be—and make sure you're set up for long-term success.

A proven partner you can trust, we bring:

Excellence

Chartis was named #1 for Healthcare Management Consulting, #1 for Clinical Optimization, and #1 for Digital Transformation Consulting in 2024 by KLAS Research. Fostering a positive environment for top talent and attracting colleagues who are passionate about healthcare also make Chartis stand out in the industry. We are consistently recognized by Vault among its top-ranking consulting firms and have been ranked by Modern Healthcare among the “Best Places to Work in Healthcare” for eight consecutive years.

Expertise

We bring 1,000 exceptional professionals with a rich mosaic of experiences, capabilities, and perspectives to help clients see healthcare challenges from every angle and develop transformative solutions. Our colleagues are industry experts who bring diverse backgrounds as strategists, operational and financial leaders, physicians, nurses, and clinicians, human resources professionals, health equity experts, clinical quality specialists, informaticists, digital innovators, and communications specialists.

Experience

We've served hundreds of traditional and nontraditional providers over the past several years, including academic medical centers, multi-state IDNs, nonprofit health systems, children's hospitals, community hospitals, and specialty organizations, and leading health tech/innovators/retail.

Our leaders



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The challenges facing US healthcare are longstanding and all too familiar. We are Chartis, and we believe in better. We work with over 900 clients annually to develop and activate transformative strategies, operating models, and organizational enterprises that make US healthcare more affordable, accessible, safe, and human. With over 1,000 professionals, we help providers, payers, technology innovators, retail companies, and investors create and embrace solutions that tangibly and materially reshape healthcare for the better. Our family of brands—Chartis, Jarrard, Greeley, and HealthScape Advisors—is 100% focused on healthcare and each has a longstanding commitment to helping transform healthcare in big and small ways.



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