



President, Abbott Northwestern Hospital

Leadership Profile

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A decorative graphic consisting of numerous overlapping, light blue, curved lines that flow from the top left towards the bottom right, creating a sense of movement and depth. These lines are layered over a dark teal rectangular area at the bottom of the page.

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The Opportunity

Allina Health seeks a dynamic and strategic leader to serve as its next President, Abbott Northwestern Hospital. Abbott Northwestern Hospital (ANW), the 900+ bed flagship hospital of Allina Health, is seeking an accomplished and visionary executive to serve as its next President. This role offers a unique opportunity to lead one of the nation's most respected academic community hospitals during a dynamic period of growth and innovation. The President will position ANW as a premier destination for complex, high-acuity care while helping to shape and influence clinical service strategies across Allina Health's integrated delivery system.

Located in Minneapolis, Abbott Northwestern Hospital is nationally recognized for exceptional quality, specialty depth, and clinical outcomes. Its highly engaged, entrepreneurial medical staff serves as an incubator for innovation, rapidly advancing new programs, and disseminating best practices throughout the health system. These strengths reinforce ANW's standing as a regional and national referral center.

The President will bring strong operational leadership, strategic vision, and political acumen to a complex, high-volume care environment. The successful candidate will have senior executive experience within a high-performing referral center, a collaborative approach to physician alignment, and the ability to partner effectively with diverse stakeholders. This leader will combine proven management and communication skills with a genuine passion for patient care, quality, and clinical excellence.

Organization Overview

A not-for-profit healthcare system, Allina Health cares for patients from the beginning to the end of life across all modalities of care. With approximately \$5.8 billion in net operating revenue in 2024, the system is responsible for providing high-quality care to over one million people annually. Each person at Allina Health is treated with the guiding principle of providing exceptional care by preventing illness, restoring health, and providing comfort to all who entrust the health system with their care.



Allina Health serves communities across Minnesota and western Wisconsin, currently operating 12 hospital campuses, 60+ primary care clinics, 20 same-day and urgent care centers, and more than 100 specialty care sites, including rehabilitation locations, hospital-based clinics, retail pharmacies, ambulatory surgery centers, and specialty medical services, including hospice care and emergency medical transportation. At Allina Health, patients have a trusted health ally with convenient access to expert care teams from a variety of market-leading and growing service lines. Primary care often serves as a front door and key partner for patients when they need Allina Health's market-leading specialty care, including Allina Health Minneapolis Heart Institute, Allina Health Neuroscience, Spine and Pain Institute, and Allina Health Cancer Institute.

The acute care hospitals at Allina Health have been recognized for their excellence in care delivery. Abbott Northwestern, Mercy, and United Hospitals have been recognized as top hospitals in the Twin Cities by the U.S. News & World Report 2024-2025 rankings. Abbott Northwestern ranked as the top hospital in the Twin Cities and second within the region for 12 consecutive years. Throughout the system, Allina Health is recognized for quality: Abbott Northwestern, Mercy, and United hospitals, and St. Francis Regional Medical Center were recognized by the American Heart Association's Get with The Guidelines®– Stroke program. Additionally, all Allina Health hospitals and Courage Kenny Rehabilitation Institute-Golden Valley have earned Practice Greenhealth awards for environmental sustainability. Allina Health was recognized by Newsweek in 2025 as one of America's greatest workplaces for inclusion and diversity and also received the 2024 Platinum Bell Seal for Workplace Mental Health from Mental Health America, a national certification recognizing employers committed to creating mentally healthy workplaces. Allina Health continues to build upon its successes to best serve patients and provide expert, high-quality care.

A Deep Commitment to Mission

Allina Health has an unwavering commitment to its mission as a nonprofit health care provider:

Allina Health serves communities by providing exceptional care to prevent illness, restore health, and provide comfort to all who entrust the organization with their care.

Throughout the creation of the new strategic framework, Allina Health's mission remained unchanged. This is why Allina Health exists.

Vision

Allina Health is striving to be the community's most trusted health ally, where all people can access expert specialty and preventive care when, where, and how they need it. This means leading the way in delivering the most effective treatments for the most complex health conditions, making it simple, seamless, and affordable to access the full continuum of care so everyone Allina Health serves has the opportunity to get

and stay well, and care team members have an inclusive workspace so everyone can see themselves as part of the care team.

Allina Health's vision was created through engagement and real-life experiences of hundreds of care team members who described what Allina Health strives to be. Allina Health believes that by realizing its vision, communities will flourish.

Values



Allina Health's Promise: All Together Better

Building on Allina Health's strong nonprofit mission, the organization is taking steps to further solidify a mission-driven culture through its All Together Better promise. Through the activation of the organization's promise, Allina Health will build a strong and differentiating culture that promotes a market-leading experience for patients and fosters connectedness throughout the care team.

Allina Health's Strategy

In recent years, Allina Health has undertaken robust performance and business transformation efforts that now provide the organization with an important opportunity to evolve its strategy for the future. This enhanced strategy, which is grounded in the organization's stated vision to be the community's most trusted health ally, is guided by the organization's strategic direction:

Become a regional destination for expert specialty care driven by distinctive clinical programs and market-leading experience.

Key Figures

- 27,000+ employees
- 1.4 million hospital visits
- 82,000 surgical procedures
- 304,100 emergency care visits
- 2024 net operating revenue: \$5.8 billion
- 12,050 births
- 6.6 million clinic visits
- 1.3 million retail pharmacy prescriptions
- 148,800 ambulance response

More information on Allina Health, including a list of hospitals and other sites of care, can be found in the Appendix at the end of this document and at www.allinahealth.org.

Abbott Northwestern Hospital Organization Overview



Abbott Northwestern Hospital is a not-for-profit teaching and specialty hospital based in Minneapolis, Minnesota. It is the largest private hospital in the Twin Cities with nearly 700 staffed beds, 5,600 employees, 2,000 physicians, and 550 volunteers. ANW is recognized nationally and locally for its exceptional expertise and care. Each year, the hospital serves more than 200,000 patients and their families from across the Twin Cities and Upper Midwest.

This is an exceptional opportunity to lead the Twin Cities' top hospital. Abbott Northwestern is proud to be recognized as a 2025 World's Best Hospital by Newsweek. Abbott Northwestern Hospital

remains committed to high-quality nursing practice and has attained Magnet recognition for the fourth time in December 2024. As Allina Health expands its emphasis on value-based care, all eyes will be on Abbott Northwestern, the birthplace of most of the system's 8 clinical service lines.

Abbott Northwestern Hospital serves as the quaternary center for Allina Health and will continue to expand its capacity to meet the quaternary needs of the community into the future. The comprehensive plan to care for its community includes current capabilities in the following Institutes and Clinical Service Lines:

- Cardiovascular
- Oncology
- Mother Baby
- Surgery
- Brain and Spine
- Rehabilitation
- Ortho/Spine
- Mental Health

Abbott Northwestern Hospital is undergoing a revitalization project that will create a brand-new, state-of-the-art 575,000-square-foot building for surgical services and critical care, which is the largest facilities project in Allina Health's history. The project also includes a new Central Utility Plant that produces efficient energy for the hospital campus and the Purple Parking Ramp, which accommodates multiple modes of transportation. The transportation hub accommodates the more than 200,000 patients who come to Abbott Northwestern Hospital for care each year and Allina Health employees who commute by car, bus, and bike.



Allina Health Research transforms patient care by providing opportunities for its patients to participate in leading-edge trials and improving the health of the communities it serves. Abbott Northwestern is the primary research hub for the system and the site for many of the 600 active clinical studies conducted by Allina Health. World-Class Clinical Care and Clinical Services Lines.

Allina Health Minneapolis Heart Institute

Minneapolis Heart Institute® at Abbott Northwestern Hospital is recognized as one of the world's leading heart institutes. The Institute is the first in the United States to implant TriClip System, which is a new innovative treatment that addresses debilitating symptoms for patients with leaky tricuspid heart valves. Abbott Northwestern

Hospital is ranked no. #1 in the Twin Cities and no. #2 in Minnesota by U.S. News & World Report for 2023-2024. Additionally, the organization is ranked high performing in 15 types of care, including aortic valve surgery heart attack, heart bypass surgery, and heart failure.

This Cardiovascular Institute is committed to making it easier to receive the care needed in one place. Care is delivered by nationally recognized heart and vascular specialists.

Courage Kenny Rehabilitation Institute, part of Allina Health, provides a continuum of inpatient and outpatient rehabilitation and community services. Its goal is to partner with patients to help them achieve the highest level of independence, health, and wellness. The Institute helps people achieve health and wellness through providing excellent services, innovative programs, groundbreaking research, and barrier-shattering advocacy. In June 2017, Courage Kenny opened one of the largest adaptive and wellness centers in the United States, which is funded entirely by donations; the \$4.75 million center covers 6,300 square feet.



The Mother Baby Center is a partnership between Allina Health and Children's Hospitals & Clinics of Minnesota, with a world-class NICU and the highest-quality clinicians.

The Mother Baby Center proudly offers a unique, personalized experience for mom and baby with top-notch care throughout the childbirth journey. It opened its first location in 2013 and now is three centers strong, with locations in Minneapolis, St. Paul, and Coon Rapids. The Mother Baby Center welcomes more than 10,000 babies into the world each year.

Allina Health Mental Health and Addiction Services

The Mental Health and Addiction service line supports individuals facing a broad range of behavioral and emotional challenges, including anxiety, depression, trauma, and addiction. Services focus on building skills for stress and anger management, improving sleep, and supporting meaningful lifestyle and behavioral changes. Care also addresses marital, family, and other relationship issues, as well as the complexities of grief and loss. In addition, the service line helps individuals manage the emotional effects of chronic illnesses—such as pain, diabetes, and asthma—promoting resilience, emotional well-being, and improved daily functioning.

Allina Health, Brain and Spine Institute

The Allina Health Brain and Spine Institute is the leading center for neurological care in the Twin Cities and Upper Midwest. More than 2,000 major neurological surgeries and 1,000 neuro-interventional procedures are performed annually. Additionally, patients with neurological conditions such as stroke, tumors of the brain and spinal cord, epilepsy, Alzheimer's disease, balance and movement disorders, and headaches are treated. The Institute has a dedicated multidisciplinary team of physicians, neuroscience nurses, and skilled technical staff who work together to provide comprehensive care for patients in close coordination with specialists across the Allina Health system.

Orthopedic Institute

The Orthopedic Institute provides an integrated, quality care approach to the prevention, diagnosis, treatment, and rehabilitation of orthopedic conditions. The Institute annually performs more than 4,000 orthopedic

procedures at Abbott Northwestern Hospital. The hospital is the first in Minnesota to receive The Joint Commission's Advanced Certification for Total Hip and Total Knee Replacement.

Allina Health Cancer Institute

ANW represents the front door for many of their high-end clinical services, including the Allina Health Cancer Institute. The coordinated team at the Allina Health Cancer Institute works closely with patients to create a personalized treatment plan. Locations across the Twin Cities, western Wisconsin, and virtual care options provide accessible care options to meet the cancer needs of all patients.

U.S. News & World Report's 2023-24 Best Hospitals rankings recognized Abbott Northwestern Hospital as "high performing" in oncology categories that include colon cancer surgery, lung cancer surgery, and prostate cancer surgery.

For more information about Allina Health and Abbott Northwestern, please visit <https://www.allinahealth.org/>



Position Summary

The President, Abbott Northwestern Hospital, the health system's quaternary care hospital, partners with the Distinct Clinical Program Presidents, and is accountable for setting strategy, prioritizing initiatives, and translating system goals into integrated clinical and operational solutions across the hospital and/or market.

Operationally, the President ensures the delivery of quality health services in accordance with the philosophy and mission of the organization and monitors the day-to-day operations of the hospital. The President directs operational and clinical integration of services to achieve exceptional outcomes and develops short- and long-term goals and plans, ensuring alignment with broader organization priorities. In addition, the President also works closely with stakeholders and leverages data and metrics to drive performance improvements and business transformation. Furthermore, the President works collaboratively to establish a health care environment that promotes excellence, efficiency, and safety, maintains a focus on patients and their families, and builds strong relationships with industry, local government, healthcare providers, and the public.

Reporting Relationships

The President, Abbott Northwestern Hospital reports directly to the Senior Vice President, Metro Market.

Direct Reports include:

- Vice President, Hospital Operations
- Vice President, Medical Affairs and Clinical Service Lines Acute Care Services
- Vice President, Patient Care and Chief Nursing Officer

Key Partners to Success will include:

- Vice President, Finance
- Vice President, Human Resources
- Vice President of Operations, Neuroscience and Surgical Service Line
- Vice President of Operations, Oncology
- Vice President of Operations, Cardiovascular
- Vice President of Operations, Continuing Care
- Vice President of Operations, Mental Health-Clinical Service Line
- Vice President of Operations, Women's Health & Medical Specialties

Responsibilities

The successful President, Abbott Northwestern Hospital will:

Operational Leadership

- Advise and provide guidance to achieve long-term scalability, reduce operational cost, and better support business processes
- Provide monthly P&L guidance, management direction, and oversight of all operations.
- Ensure operational compliance with applicable state and federal regulations and accrediting agency requirements for operations.

- Oversee the development of the annual operating capital budgets, working with leadership to prepare achievable budgets with a system mindset.
- Regularly review performance to budget and adjust operational plans to achieve targeted performance.

Strategic Leadership

- Lead strategic initiatives intended to advance the performance of the hospital and specialty care areas through leading practice benchmarks and strategic plans that are intended for long-term organizational success.
- Champion cultural change, innovation, and performance improvement.
- Enable initiatives that foster adaptation to a rapidly changing health care environment.
- Foster a culture of safety and high reliability in every aspect of care delivery.

Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

- **Drive System-Wide Excellence Across Five Dimensions**
Achieve consistently high performance in Safety & Quality, Experience, Engagement, Growth & Delivery, and Financial Performance by translating system strategy into effective facility-based operational plans and measurable outcomes.
- **Deliver Superior Clinical Quality and Financial Performance**
Ensure the organization meets or exceeds financial targets through efficient operations, disciplined cost management, market share growth, revenue enhancement, and sustained clinical excellence.
- **Embed a Culture of Safety, High Reliability, and Continuous Improvement**
Champion the Allina Improvement System to promote standard work, data-driven decision-making, benchmarking, and continuous improvement while maintaining a strong culture of safety and regulatory readiness.
- **Advance Mission, Vision, and Promise Across All Stakeholders**
Reinforce Allina Health's mission and core values by modeling transparency, inspiring confidence, and fostering a culture of trust among patients, families, medical staff, colleagues, community partners, and system leadership.
- **Build Relationships and System Collaboration**
Actively contribute as a key leader of Allina Health by building strong system relationships, sharing knowledge, aligning resources, and promoting a consistent organizational philosophy and identity.
- **Engage and Partner with Medical Staff as Strategic Leaders**
Foster strong physician engagement through leadership of the Clinical Council and participation in medical staff committees, ensuring meaningful clinician input into strategy, operations, and continuous improvement efforts.
- **Enhance Market Position and Regional Reputation**
Strengthen and grow ANW's role as a premier regional referral and destination medical center by advancing clinical excellence, expanding access, delivering superior patient and family experiences, and solidifying referral relationships.
- **Lead Campus Planning and Infrastructure Development**
Direct the continued execution of a multi-year master campus plan aligned with system strategy.
- **Build a High-Performing, Engaged, and Accountable Workforce**
Promote teamwork, professional growth, creativity, and accountability across departments, ensuring the effective use of talent and skills to achieve high levels of quality, productivity, and efficiency.
- **Ensure Integrated, Patient-Centered Care Delivery**
Coordinate closely with operations, nursing, clinical services, support services, medical directors, and the medical staff to meet patient needs and leverage the full assets of Abbott Northwestern and Allina Health.
- **Maintain Regulatory Excellence and Organizational Readiness**
Uphold ultimate accountability for compliance with all regulatory requirements, Joint Commission standards, and system policies by fostering continuous regulatory readiness and operational discipline.

Candidate Qualifications

Required Qualifications

- Master's degree Business Administration or Healthcare Administration
- Minimum of five years of experience leading and championing operational improvement initiatives in a large hospital and/or multi-hospital healthcare system, combined with progressive senior leader experience.

Knowledge & Work Experience

- Recognized as a credible, trusted, and highly professional leader with the ability to build confidence and strong relationships across employees, senior leadership teams, medical staff, patients and families, unions, community partners, and other key stakeholders through a transparent, approachable, and team-oriented leadership style.
- Demonstrated success collaborating within a complex, matrixed health system and with external community partners to address evolving organizational priorities and community needs, while valuing and leveraging diverse perspectives.
- Exceptional communication skills, including the ability to coach, teach, listen, and inspire others; adept at communicating effectively in person, virtually, and through formal presentations, with strong written and verbal skills to clearly articulate organizational strategy, priorities, and mission to internal and external audiences.
- Proven ability to delegate effectively, set clear expectations, hold leaders and teams accountable, and empower staff to achieve high performance while working closely with senior leadership to monitor results and drive outcomes.
- Strong problem-solving and conflict-resolution capabilities, including experience managing complex, sensitive, and highly charged situations with composure, objectivity, and sound judgment.
- Demonstrated self-awareness and humility, with the ability to reflect, seek input, learn from mistakes, and continuously improve through openness to feedback and collaboration.
- Willingness to take initiative, exercise prudent risk-taking, and demonstrate the courage to address difficult issues directly, while simplifying and clearly communicating complex topics throughout the organization.
- Highly organized, disciplined, and results-oriented leader with a strong work ethic, sense of urgency, intellectual agility, and the ability to rapidly assimilate information and drive change.
- Consistent track record of maintaining the highest professional and ethical standards in leadership decision-making and organizational conduct.
- Extensive experience building and sustaining strong physician relationships across both independent and employed medical staff, engaging physicians in strategic planning, and partnering to advance clinical quality, service excellence, and program growth.
- Solid business acumen and decision-making capability, supported by experience in complex health systems and a demonstrated ability to achieve significant, measurable, and sustained improvements within defined timeframes.
- Proven success advancing and optimizing clinical quality, patient experience, and financial performance simultaneously.

- Strong strategic thinking skills with the ability to translate strategic priorities into executable plans and measurable actions.
- Familiarity with and experience working effectively within a unionized workforce environment.

The Community

Minneapolis and St. Paul, MN

The U.S. Census Bureau defines the Minneapolis-St. Paul, Bloomington Metropolitan Statistical Area as a region of 11 counties in Minnesota and two in neighboring Wisconsin, an area that had a population of approximately 3.69 million people in the 2020 Census.

Despite the “Twin” moniker, the two cities are independent municipalities with defined borders and are quite distinct from each other. Minneapolis has broad boulevards, an easily navigable grid layout, and modern downtown architecture, while St. Paul sports narrower streets laid out much more irregularly, with historic neighborhoods and a vast collection of well-preserved late-Victorian architecture. Also, some of the notes focus on the differing cultural backgrounds of the two cities: Minneapolis is influenced by its early (and still influential) Scandinavian/Lutheran heritage, while St. Paul is shaped by its early Irish and German Catholic roots. Often, the area is referred to as simply “The Cities,” with downtown areas less than 10 miles apart.

The Twin Cities area is considered the arts capital of the Upper Midwest. There is very high per-capita attendance at theatrical, musical, and comedy events across the area, which may be attributed to the large number of colleges and universities that provide a strong supply and demand for the arts.

From quaint small-town celebrations to one of the largest state fairs in the nation, there’s an event to attend every weekend, no matter the time of year. Whether you’re an outdoor enthusiast, a theatergoer, or someone who loves to “shop ‘til you drop,” the metro area has an activity to fit your interests and budget. Visitors will find upscale lodging, dining, and award-winning theaters all in an area with dozens of parks, trails, and green spaces, including the Mississippi National River and Recreation Area, a national park site that boasts 72 miles of public riverfront.

There are a number of lakes in the region, and cities in the area have some very extensive park systems for recreation. Studies have shown that area residents take advantage of this and are among the most physically fit in the country. Ice fishing is a major pastime in the winter, as are hunting, snowmobiling, ATV riding, and numerous other outdoor activities. This connectedness with the outdoors also brings a strong sense of environmentalism to many Minnesotans.

For more information, visit www.minneapolis.org.

Procedure for Candidacy

Please submit all applications, nominations, and inquiries to **the search team** by [clicking here](#).

Nominations and inquiries can also be directed to the desk of Stephanie Odorisio at sodorisio@wittkiewfer.com.

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Appendix

Abbott Northwestern Awards and Ratings

Abbott Northwestern Hospital has been recognized as one of the country's most accomplished healthcare providers for many years. Below is a sample of some of Abbott's most recent awards and accreditations.



Abbott Northwestern Hospital retained first place for the Best Hospital in the Twin Cities and second in Minnesota in the U.S. News & World Report 2024-2025 Best Hospitals rankings for the 12th year in a row. Abbott Northwestern Hospital received national recognition of 47th in rehabilitation.



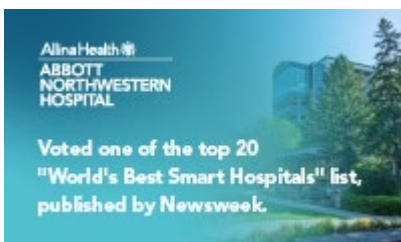
Abbott Northwestern was named among Newsweek's 2024 World's Best Specialized Hospitals in the areas of cardiac surgery, cardiology, gastroenterology, neurology, neurosurgery, oncology, orthopedics, pediatrics, and pulmonology.



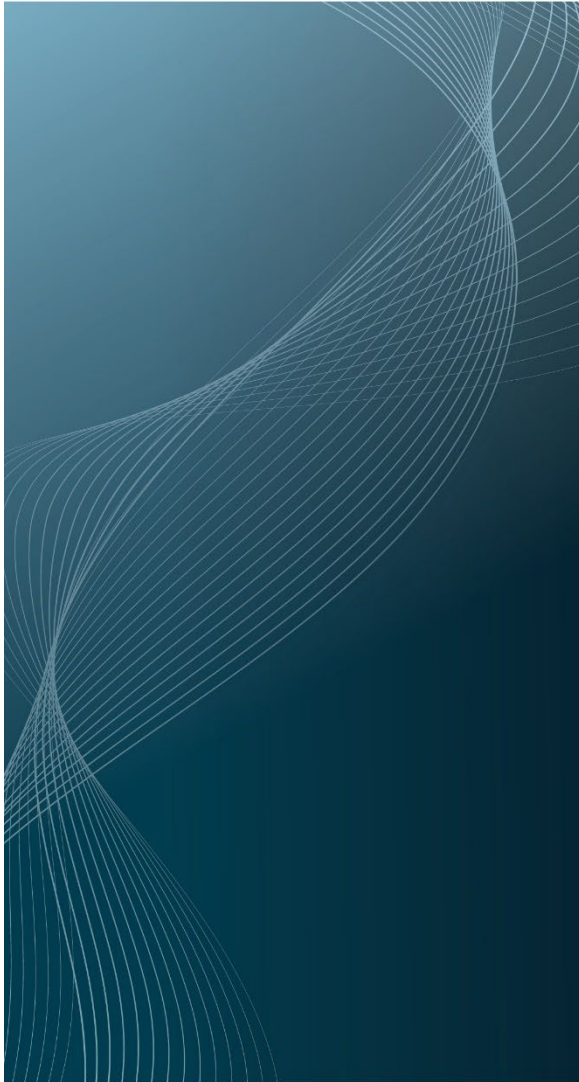
Abbott Northwestern was rated by Becker's Healthcare among the 2023 100 Hospitals and Health Systems with Great Orthopedic Programs. The hospital was recognized for providing exceptional orthopedic care to a high volume of patients each year using the most innovative technologies.



Virginia Piper Cancer Institute at Abbott Northwestern Hospital achieved full accreditation status with gold commendation by the Commission on Cancer (CoC) of the American College of Surgeons. The Institute has held the gold commendation for three consecutive accreditations and was also honored in 2016 with CoC's national Outstanding Achievement Award for excellence in providing the highest quality care to cancer patients.



Abbott Northwestern Hospital was recognized as one of the top 20 "smart" hospitals in the world by Newsweek in 2023. Hospitals that were selected stand out for their use of electronic functionalities, telemedicine, digital imaging, and robotics.



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