



Chief Executive Officer

LEADERSHIP PROFILE

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WittKieffer





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THE OPPORTUNITY



The Enloe Health Board of Trustees has begun a process to identify the organization's next President and CEO.

Located in Chico, California, Enloe Health is a proudly independent, nonprofit health system with a 264-bed hospital and Level II Trauma Center; a network of more than 50 sites delivering primary, specialty, and urgent care services; and the only hospital-owned and -operated air ambulance service in California. Enloe has garnered numerous accolades, including being recognized as a Leapfrog A hospital, one of America's 250 Best Hospitals (Healthgrades), and a Best Regional Hospital in California (U.S. News & World Report). With a workforce of over 4,500 employees and a rich legacy of compassionate, high-quality care dating back to 1913, Enloe is steadfast in its mission to improve quality of life through a patient-centered approach.

Enloe's President and CEO, Mike Wiltermood, will retire in early 2027 after nearly 20 years of leadership with the organization. Mike has guided Enloe as a high-integrity, compassionate, skilled, and capable leader. As Enloe looks to the future, it is committed to finding a leader who will continue that legacy and strengthen the organization's role as a trusted partner in care. Despite the significant challenges that lie ahead—both for Enloe and the industry as a whole—the next CEO will inherit an organization with a strong foundation and a deep commitment to community health. Leveraging a commitment to independence and a continued focus on quality, patient experience, operational excellence, and financial improvement, the CEO will ensure long-term organizational success in an increasingly complex and financially strained healthcare environment.

Enloe seeks a trusted and respected leader with a passion for developing strong, empowered teams and positive, physician-friendly organizational cultures focused on high-quality care. The CEO must bring top-notch interpersonal skills, emotional intelligence, and a "partner with" orientation to energize and align the workforce around a deeply ingrained patient-centered focus. The CEO will lead by example, demonstrating superb active listening skills, establishing trust and common ground with diverse constituents, and effectively partnering with and influencing others, rather than relying on authority. For a CEO to be successful in this role, engaging in the community is a must. Chico is a tight-knit community that values visibility, connection, and mutual support, and the CEO must be naturally oriented toward the external relations aspects of the position.

To address the headwinds facing the industry, Enloe requires an inspirational leader with significant depth and breadth of C-suite experience in healthcare and a track record of success driving performance improvement. It is critical for the CEO to be a visible and approachable leader who is honest, empathetic, transparent, and devoid of arrogance. Ideal candidates will bring significant senior executive experience within a complex hospital or healthcare system. An understanding of California's labor and regulatory environment is preferred; however, all qualified candidates from across the country will be considered and are encouraged to apply.

Enloe offers an extraordinary combination of mission, values, and momentum. Located in Northern California, Chico provides a high quality of life, complete with access to outdoor recreation, cultural amenities, and strong educational institutions. Joining Enloe means becoming part of a passionate team dedicated to reshaping healthcare for future generations.



ENLOE HEALTH OVERVIEW

Enloe Health, based in Chico, California, has a rich history that dates back to 1913 when Dr. Newton Thomas Enloe founded the first hospital in the area on Flume Street. In 1937, this hospital moved to its current location on The Esplanade, which allowed for an expansion of services and capacity. Over the years, Enloe Health has evolved into a comprehensive healthcare system, rebranding in 2023 and now operating more than 20 facilities across the region, including its main campus in Chico.

Enloe Health Medical Center is one of the few California hospitals still locally governed, with a community-based, volunteer [Board of Trustees](#) ensuring that earnings are reinvested to improve community health. The concept of “local” permeates everything, from the café’s offerings to the classes and support groups held at Enloe’s facilities.

Serving Northern California from Colusa County to the Oregon border, Enloe Health provides accessible healthcare for diverse communities. The 264-bed acute-care hospital offers a wide range of services, including a Level II Trauma Center, cardiac care, cancer treatment, and maternity services. It is supported by approximately 4,500 staff members, including 1,300 nurses dedicated to high-quality patient care.

Enloe Health’s clinical staff is integral to delivering high-quality, patient-centered care across various departments, including [cardiac surgery](#) and [heart care](#), [neurosurgery](#), [orthopedics](#), [joint replacement](#), [cancer care](#), [maternity care](#), [women’s services](#), and [bariatrics](#). The organization promotes continuous professional development and interdisciplinary collaboration to maintain high standards of patient care.

Enloe Health is actively evolving into a hub for academic medicine, strengthening its commitment to education, workforce development, and long-term community health. Through a strategic collaboration with Healthy Rural California, a local nonprofit organization, Enloe is helping establish a family medicine residency program entering its second year, while also supporting a psychiatry residency now in its third year. These programs are designed to train and retain high-quality physicians in the region, directly addressing critical workforce needs in Northern California. In addition, Enloe serves as a clinical training site for third- and fourth-year medical students in partnership with UC Davis and Touro University, providing hands-on experience across a broad spectrum of care settings. This growing academic footprint reflects Enloe’s vision of integrating clinical excellence with medical education, ensuring a sustainable pipeline of skilled providers dedicated to serving the community.

Current Awards

Enloe Health has received numerous awards and recognitions over the years. The following is an abbreviated list of notable achievements.

- Enloe has again received a Leapfrog A safety grade, a recognition it has earned for 16 of the last 19 grading periods. This recognition puts Enloe among the safest facilities in the country.
- For the sixth consecutive year, U.S. News & World Report has named Enloe the Northern Sierra's Best Regional Hospital (2025–2026), ranking it No. 55 in California. It has also received recognition for high performance in 12 adult procedures and conditions, encompassing 11 lines of service: chronic obstructive pulmonary disease (COPD); colon cancer screening; diabetes; heart failure; hip fracture; hip replacement; kidney failure; knee replacement; leukemia, lymphoma, and myeloma; pneumonia; and stroke.
- Healthgrades has honored Enloe with several accolades, including the America's 250 Best Hospitals Award™, the Critical Care Excellence Award™, and Patient Safety Excellence Award™. This puts Enloe in the top 10% in the country for patient safety and one of the 100 Best Hospitals for Critical Care.
- Enloe is one of only seven organizations worldwide to earn Planetree's highest honor. The Certification with Distinction for Leadership and Innovation in Person-Centered Care by Planetree International recognizes Enloe's work to advance person-centered care through outreach, research, scholarship, and innovation.
- Enloe was awarded a CIO Award in 2025 for its efforts with the AI-based Ambient Listening for Patient Care project. Enloe was one of only eight health care organizations nationwide to earn this honor, which recognizes IT innovation that delivers business value, whether by creating competitive advantage, optimizing business processes, enabling growth, or improving customer relationships.
- The American Heart Association bestowed upon Enloe Health the Get with The Guidelines® – Coronary Artery Disease STEMI Receiving Center Gold Plus recognition for its rapid, evidence-based care in treating ST elevation myocardial infarction (STEMI). The organization is also on the Target: Type 2 Diabetes™ Honor Roll, highlighting its commitment to quality care.



Mission, Vision, and Values

Mission

To elevate the health of our communities

Vision

To deliver exceptional health care experiences

Values

- **Safety** – Embracing the shared responsibility of safety for all
- **Engagement** – Empowering active participation and ownership of results
- **Trust** – Fostering trust with competency, character, and honesty
- **Excellence** – Relentlessly pursuing innovative improvement
- **Belonging** – Cultivating an environment of belonging with compassion, acceptance and respect



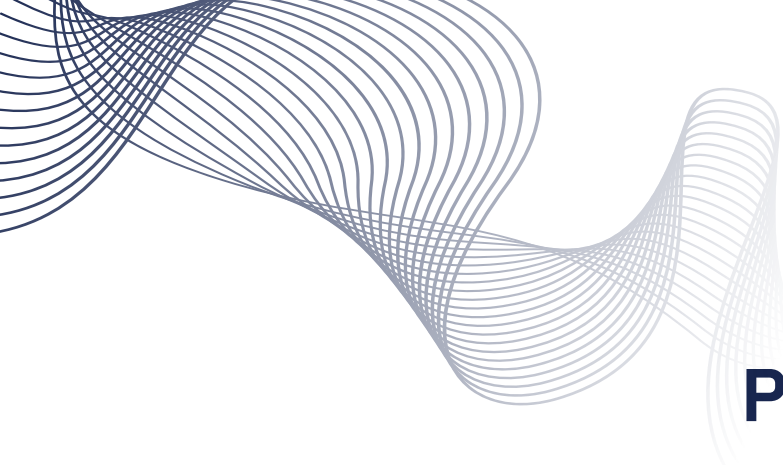
Service Expansion

The Gonzales Comprehensive Cancer Center is a new, state-of-the-art facility recently opened at an estimated cost of \$150 million. This center, named in honor of Dan and Dawn Gonzales, who donated the land for its development, aims to expand patient care space and provide advanced treatment options and integrated supportive therapies. Addressing the growing need for cancer care in Northern California, the center will serve patients from Colusa County to the Oregon border.

The project reflects years of planning and is considered essential for enhancing local healthcare delivery. The Enloe Health Foundation exceeded its \$20 million fundraising goal, showcasing strong community support for this vital initiative. The Gonzales Comprehensive Cancer Center is anticipated to make a significant impact on cancer care in the region, improving health outcomes for patients and their families for generations to come.

Moreover, by partnering with the UC Davis Health Cancer Care Network, Enloe is committed to bringing cutting-edge cancer research and clinical trials to the Chico region, enhancing advanced treatment options for local patients. Enloe remains devoted to advancing healthcare services, embracing innovation, and fostering collaborative efforts to improve patient outcomes.





POSITION SUMMARY

The President and CEO of Enloe Health serves at the discretion and direction of the Board of Trustees. The CEO will provide leadership and assume responsibility and accountability for building and maintaining strong financial health as part of the overall strategic and operational planning in compliance with regulatory and accrediting agencies. The CEO will meet these expectations through demonstrated commitment to the Enloe Health strategic plan, vision, mission, and core values developed in conjunction with and approval of the Board of Trustees.

The CEO will establish and maintain an organizational culture of collaboration, integration, and engagement that focuses on the provision of excellent patient care supported by the patient-centered care methodology, resulting in outstanding patient satisfaction; provide a safe employee and patient care environment; and support innovation and creativity. The CEO will demonstrate outstanding corporate citizenship by maintaining sustainable practices and by representing Enloe Health through appropriate, respectful relationships with regulatory representatives, community leaders, and professional groups in a way that generates trust and confidence.

Reporting Relationships

The CEO reports directly to the Enloe Health Board of Trustees. Current direct reports include:

- Chief Medical Officer
- Vice President, Financial Operations/Chief Financial Officer
- Vice President, Chief Human Resources & Compliance Officer
- Vice President, Patient Care Services/Chief Nursing Officer
- Vice President, Ambulatory Operations
- Vice President, Chief Development Officer

Responsibilities

The CEO will lead the achievement of a model regional health system that is efficient and effective in its processes, responsive to patient and caregiver needs, and reflective of a safe and caring culture. The CEO will:

- Provide leadership, mentoring, and consistently uphold policies in making Enloe Health the safest hospital possible by leading high-quality, service-oriented, safe patient care with outstanding clinical outcomes and excellent service for a consistent patient experience.
- Effectively engage and establish strong working relationships with the Board of Trustees, employees, and medical staff.

- Build fiscal strength and stability through compliant and effective management and oversight, proactively leading the organization to meet shorter- and longer-term capital requirements and support planning and development of continued expansion projects, fundraising, and service line analysis.
- Invest in training and developing people – including workforce planning and succession planning.
- Establish a culture of open communication, accountability, and timely decision-making.
- Create an environment of continuous improvement that fosters physician and staff collaboration, retention, and recruitment; enhances revenues; controls costs; and improves overall performance.
- Lead change at the regional and state level, participating in key state and professional associations while building relationships and networks that aid Enloe Health in future strategies.
- Maintain the strong culture that exists today by valuing the legacy of Enloe Health in an effort to shape and build a forever organization.
- Promote goodwill and public support of Enloe Health by connecting with key stakeholders in the community to share the organization's vision, goals, and impact.





GOALS AND OBJECTIVES

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

- Establish personal and professional credibility with the Board, physicians, leadership team, employees, and the community based on trust, collaboration, and mutual support. Be viewed as highly engaged, effective, and visible through effective rounding inside the organization and building relationships outside of the organization.
- Create a plan to strengthen the financial performance of the organization and a sustainable business model to ensure long-term success and independence. Identify strategies for growth and sustainable capital expenditures. Evaluate and enhance the effectiveness of Enloe's leadership structure, workforce (including organized labor), real estate portfolio, facilities management (including seismic compliance), technology, and related resources and infrastructure. Assess the organization against national benchmarks to find operational efficiencies.
- Meaningfully engage within the organization and across the community, strengthening partnerships and expanding philanthropic support. Establish connections as a sincere, authentic, trustworthy, humble, accountable, and accessible leader who brings a genuine desire to engage and partner with the community.
- Advise and build relationships with Enloe's Board of Trustees in support of the organization's mission and desire for continued independence.
- Amplify Enloe's strong reputation for providing high-quality, patient-centered care.
- Serve as a leader for the region, engaging as appropriate in partnerships/mergers & acquisitions and related discussions occurring in communities that impact Enloe.
- Collaborate with clinical leaders and medical staff to drive clinical program expansion, including the Gonzales Comprehensive Cancer Center and a planned cardiovascular services center.
- Ensure a strong and high-performing leadership team capable of delivering on the ambitious strategic and operating plans.



CANDIDATE QUALIFICATIONS

Education, Training, Experience, and Competencies

- An advanced degree in healthcare management, business administration, finance, or related field (e.g. M.D. or other clinical degree).
- Ten years' progressively responsible leadership experience in a healthcare related setting, demonstrating leadership skills in organizational culture, growth, strategic planning, and advocacy.
- Demonstrated knowledge of business skills, management principles, practices, and methods such as problem solving, systems thinking, organizational dynamics, governance, financial management, and human resources.
- Demonstrated knowledge of the issues and challenges of the healthcare environment.
- Demonstrated experience in communication and relationship management.
- Professionalism demonstrating personal and professional ethics, community contribution, and lifelong learning.
- Advanced member of an appropriate professional society.
- Experience working with different physician models.
- Experience working in a union environment.
- Experience working in a close-knit community environment.
- Construction and facilities planning.
- Experience in supporting fundraising and demonstrated philanthropic success.

Personal Characteristics and Attributes

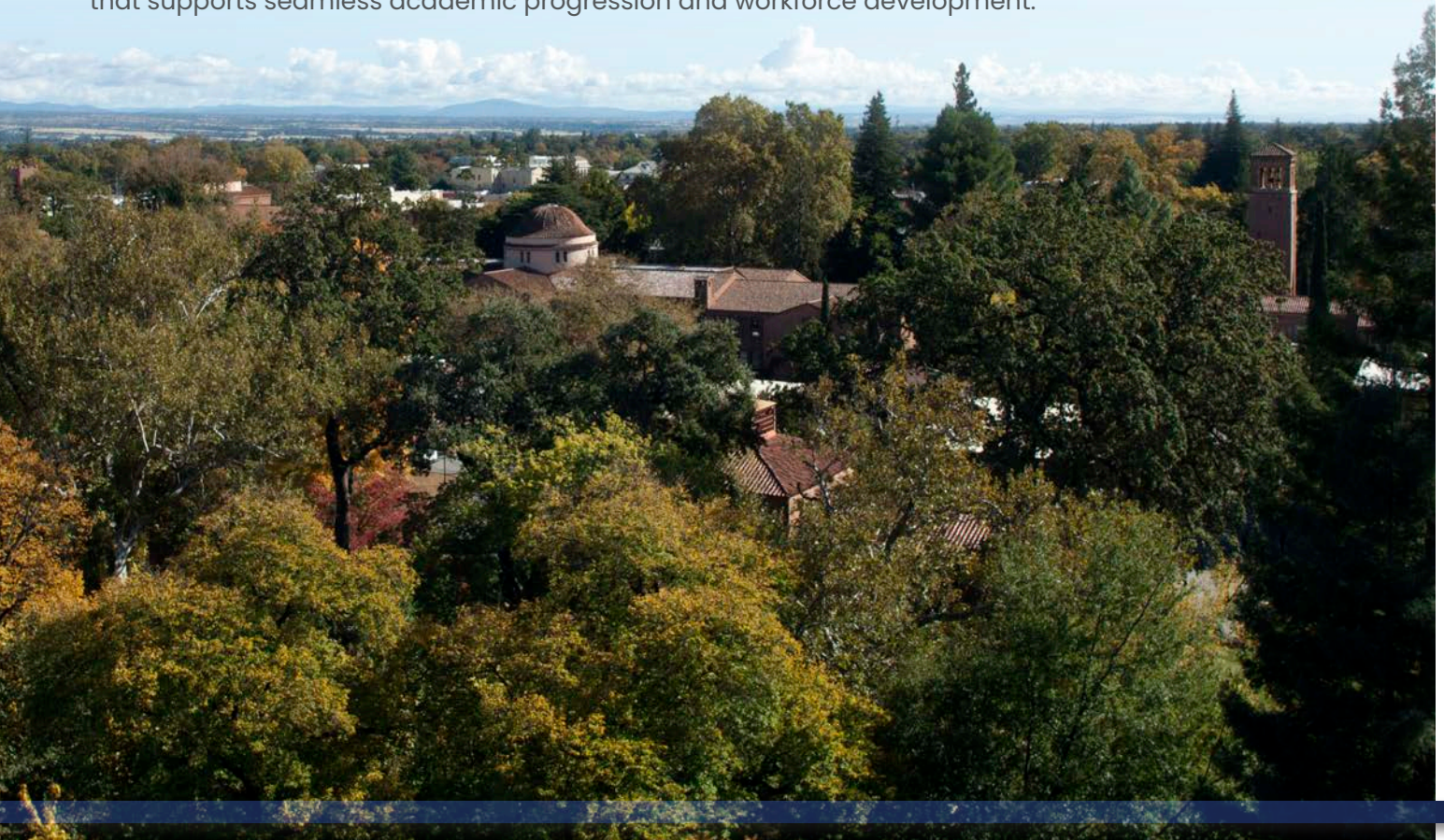
- Collaborative partner and mentor who values teamwork and integration.
- Ability to understand the physicians' and caregivers' perspectives.
- Decisive yet supportive of distributed decision-making; not afraid to make tough decisions; see them through execution; and be accountable for their outcome.
- Openness, accessibility, and visibility; approachable to staff and community.
- Proactively seeks to build and maintain relationships.
- Motivational, inspirational, and compassionate with a commitment to excellence.
- Excellent communication, listening, and negotiation skills; inclusive of others' views.
- Strategic thinker who is visionary, innovative, creative, and willing to take appropriate risks.
- Maturity in judgment, broad thinking, and intellectually agile.
- Sense of humor, strong, confident style, and enthusiastic disposition.
- Demonstrates integrity and honesty.

THE COMMUNITY

Chico, California

Chico is a city renowned for its natural beauty, cultural diversity, and thriving local economy. Chico stands as an enticing destination for those considering relocation. The city is the most populous city in Butte County, California. Located in the Sacramento Valley region of Northern California, the city had a population of 101,475 in the 2020 census, an increase from 86,187 in the 2010 census. Chico is the cultural and economic center of the northern Sacramento Valley, as well as the most populous city in California north of the capital city of Sacramento.

The city is known as a college town, as the home of California State University, Chico. The State University is home to high-value programs, an active community, and engaging faculty who empower students to Do and Dare in their careers and lives. As a Hispanic-Serving Institution, Chico State takes pride in its engaged student body and its strong connection with the local community and the state of California. With a welcoming spirit and vibrant campus culture, the university encourages students to discover their passions and advocate for their interests through more than 100 degrees in undergraduate and graduate studies. Complementing Chico State is Butte College, a well-regarded community college with a strong regional reputation for workforce preparation, transfer pathways, and career-focused education. Located just outside the city, Butte College serves as an important access point to higher education for students across the North State, emphasizing hands-on learning and community engagement. Together, CSU Chico and Butte College produce nearly 200 BSN, ADN, and LVN graduates annually, many of whom choose to remain in the Chico area and join the Enloe Health team through a strong, collaborative nursing education partnership that supports seamless academic progression and workforce development.



Chico is also home to one of the largest municipal parks in the nation. Bidwell Park truly is the crown jewel of the City of Chico. With its array of hiking and mountain biking trails, picnic areas, and swimming holes, it is a city park like no other, and visitors are invited to explore the many resources and amenities the park has to offer.

According to Sunset Magazine, Chico is rated as the “Best Place to Reboot Your Life,” with its charming downtown and over 4,000 acres of parks. It’s also fertile ground for budding businesses, thanks to support from groups like Innovate North State, plus the tech-savvy students at Chico State. The town embodies a combination of urban and rural assets that make it a desirable place to live, work, and play. Chico provides ready access to large metropolitan areas like the San Francisco Bay Area to the west and to the east, Lake Tahoe – a scenic mountainous getaway – without the high cost of living. In fact, San Francisco’s cost of living is 69.5% higher than Chico’s. Lower housing costs are a major contributing factor to Chico’s lower cost lifestyle.

Living in Chico is a dream for those who love the outdoors. With 172 days of sun, you will have plenty of time to enjoy Chico’s beautiful natural setting with parks, rivers, and quick access to hiking, skiing, boating, hunting, and fishing in the foothills on the weekend. Winters are generally mild with lows dipping into the 20’s during the coldest months with highs touching the low 100’s during the hottest. No matter the time of year, there is always something to get you outside.

Chico is an affordable place to raise your family without compromising on the factors important to your family. There is a strong school system, a well-regarded medical community, and a high level of public safety. In addition, Chico has a 12-minute average commute time; work is not something you go away to—it’s part of your lifestyle. Access to global markets is convenient through commercial air service at Sacramento International Airport (90 miles south).

There’s a lot to love here, which is why it’s a favorite place for so many people. Downtown Chico is a place to discover year-round with its ongoing street festivals, live music, foodie finds, an eclectic art scene, brand-name clothing, one-of-a-kind shops, historic tours and museums, impressive public art, a vibrant farmer’s market, fun art programs, and a beer lover’s paradise.

And maybe that’s the secret: it’s a city so bountiful, it finds a way to speak to everyone. From a vibrant array of restaurants and handcrafted treats to shopping, art, music, and some of Northern California’s best hiking, Chico has enough to find its way into the heart of every visitor and resident.





PROCEDURE FOR CANDIDACY

Please direct all nominations and applications to Michelle Johnson and Luke Morris through the office of Eleanor Vogelsang through the WittKieffer [Candidate Portal](#) or via email to evogelsang@wittkieffer.com.

Michelle Johnson

Senior Partner

314-754-6071

Luke Morris

Principal

949-797-3527

Eleanor Vogelsang

Associate

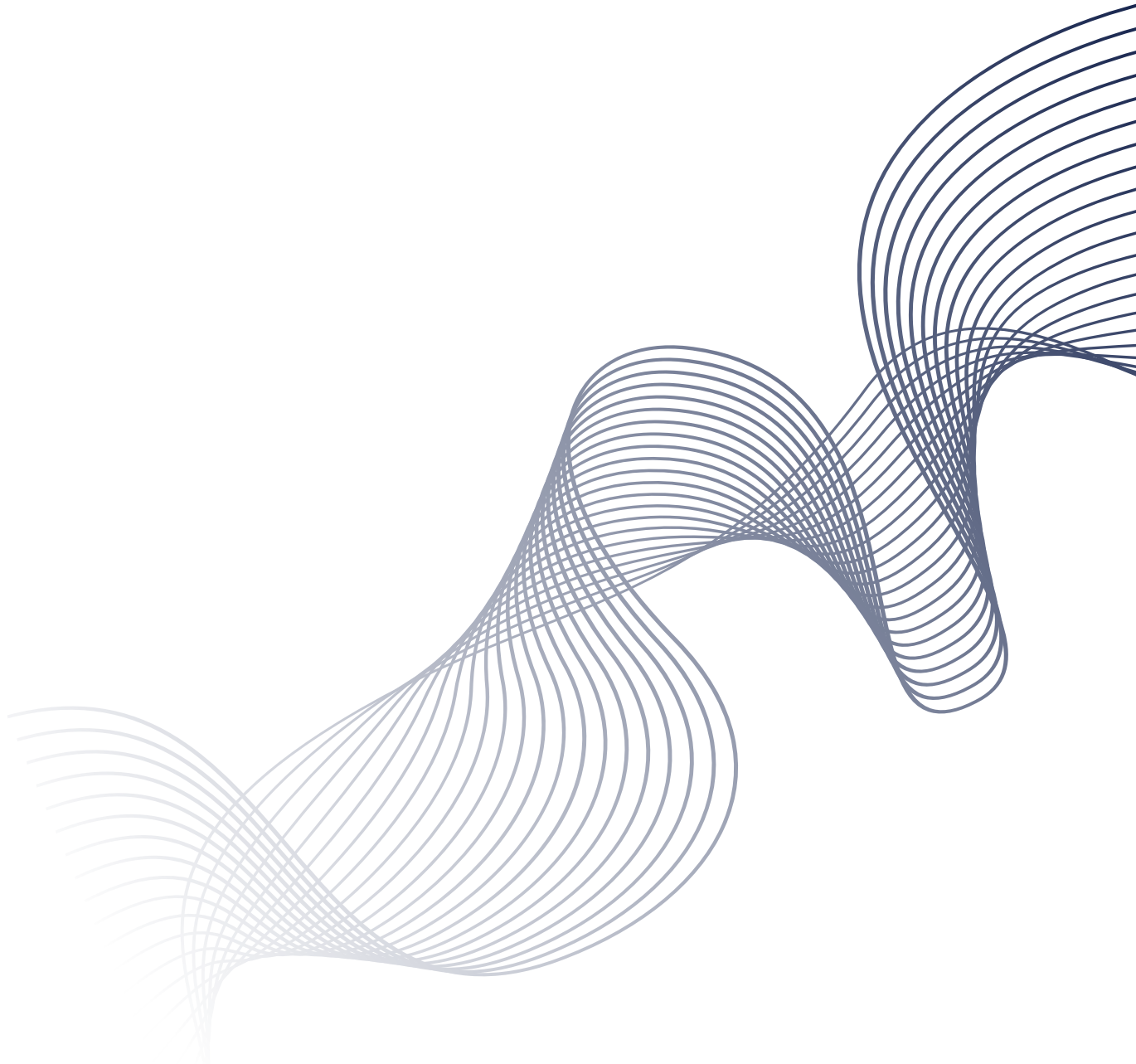
703-400-9267

Enloe Health values diversity and is committed to equal opportunity for all persons regardless of age, color, disability, ethnicity, marital status, national origin, race, religion, sex, sexual orientation, veteran status, or any other status protected by law.

Enloe Health is committed to offering a competitive compensation package. For this role, the target base pay range will be \$1.0M to \$1.2M based on experience and qualifications. Additional compensation and benefits are provided through Enloe's executive compensation program.

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from Enloe Health documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern. All images and logos used in this leadership profile were attained from Enloe Health and/or are owned by Witt/Kieffer Inc. via Getty Images.

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