



Hospital Sisters
HEALTH SYSTEM

SVP, Chief Strategy Officer

Leadership Profile

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WittKieffer

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The Opportunity

The Hospital Sisters Health System (HSHS) seeks a strategic and experienced executive to serve as its Senior Vice President, Chief Strategy Officer (SVP). HSHS is a multi-institutional healthcare system comprising 13 hospitals and an integrated physician network across Illinois and Wisconsin. The next SVP will play a pivotal role in leading strategy and business planning across the entire hospital system and will be based at corporate headquarters in Springfield, Illinois.

Reporting to the President and CEO, Damond Boatwright, the new SVP will execute a delivery system strategy that is both regionally and locally responsive, tailored to specific service areas, and focused on driving exceptional performance. This strategy will be designed to expand access to high-quality care, align with physician distribution and engagement priorities, establish a robust ambulatory care network, and elevate the success of regional tertiary centers of excellence. The successful candidate will cultivate strong, collaborative relationships with HSHS team members across the ministry, as well as with external partners and community stakeholders—building trust, fostering alignment, and driving shared success.

The next SVP will lead the implementation of the organization's Integrated Planning Process, ensuring that system-wide priorities are effectively translated into divisional and local plans while incorporating bottom-up input from across the system. The SVP will be involved in aligning strategic efforts with the unique roles each hospital plays within its community and region, supporting goals for growth, quality, affordability, and profitability in collaboration with physician partners and medical groups. The SVP will also play a key role in enabling the transformation of care delivery through the adoption of a patient-focused care model, which includes innovative physician alignment strategies, system-wide deployment of clinical information systems, the evolution of clinical technologies, and the development of state-of-the-art facilities. The SVP will play a pivotal role in shaping and executing the long-term vision of the health system. This leader is not just a dealmaker—they are a strategic partner who ensures decisions are aligned with organizational goals and community needs.

The ideal candidate will bring a visionary mindset, with the ability to shape and execute long-range strategies that position the organization for sustained success. They must bring experience translating strategy into action with a proven track record of executing partnerships, joint ventures, and other strategic deals that create value. Strong leadership skills are essential, with the specific ability to coach colleagues to ensure high performance as a key attribute. The SVP will bring a minimum of ten years of experience in progressive strategic planning and strategy development within a complex healthcare organization. The next leader will demonstrate a developed track record of utilizing data to drive decision-making and form complex business plans in a competitive healthcare market.

Organization Overview

Hospital Sisters Health System

The Hospital Sisters Health System (HSHS) System Office is located in Springfield, Illinois. HSHS is sponsored by the Hospital Sisters of the Third Order of St. Francis, an international, multicultural congregation of Franciscan Sisters. The Motherhouse and Provincial Office of the American Province of the Hospital Sisters are also located in Springfield, Illinois.

In April 2022, HSHS was named to Becker's Healthcare 150 Top Places to Work in Healthcare. This list recognizes HSHS as one of the premier systems that promote diversity, employee engagement, and professional growth within the workforce.

The net patient service revenue for HSHS is budgeted to be \$2.9B in FY2026. The system has an A+ rated credit by Standard & Poor's and Fitch. In 2012, HSHS was the 14th largest Catholic Health System in the United States as measured by adjusted discharges. HSHS has more than \$500M in strategic capital approved and planned for the next 3-5 years with significant investments in each of the three markets. The system has a very strong balance sheet with 223 days cash on hand. HSHS community benefit is estimated to be \$168M in FY2026.

Mission, Vision, & Core Values

Mission - *"To reveal and embody Christ's healing love for all people through our high-quality Franciscan health care ministry."*

Vision - *"Rooted in our Franciscan Mission, we will be the unique, high-quality Health System providing exceptional care, centered on the whole person."*

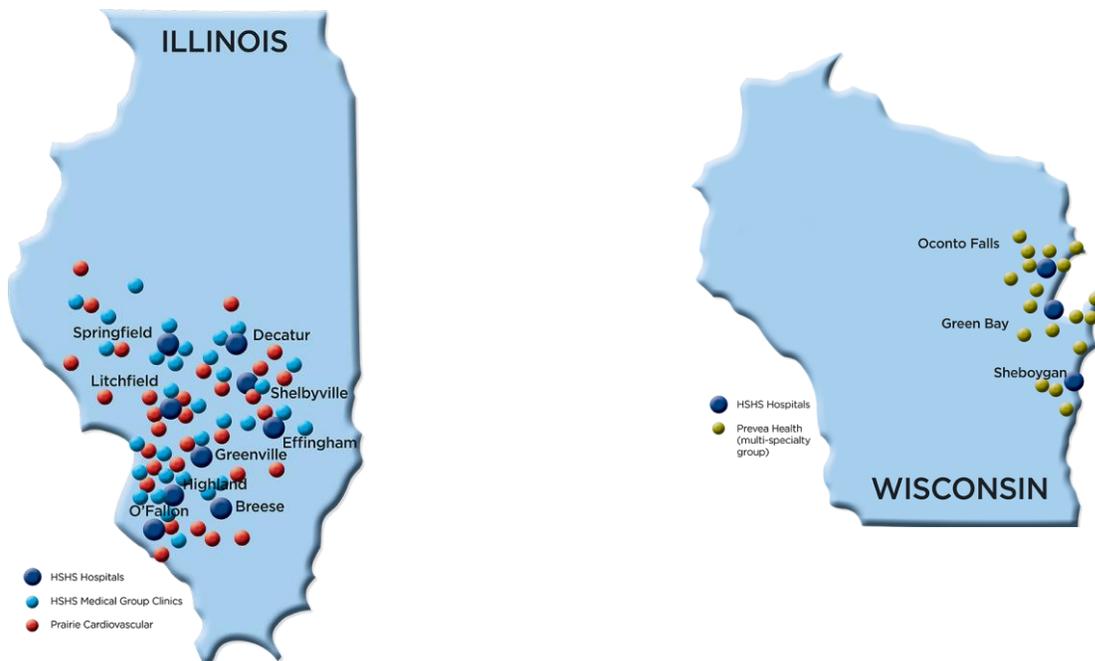
Values - *"Our core values of Respect, Care, Competence, and Joy will be lived by all who work here and felt by all who use our services."*

- **Respect** - Respect means the Franciscan respect for life from conception to death and for the dignity of each individual person. Respect is a commitment to freeing and empowering each person to develop to his or her full potential.
- **Care** - Care embodies the concern, compassion, and sensitivity with which care is provided for patients as individuals on a one-to-one basis. It depicts the way HSHS deals with patients, clients, and colleagues. Many times, it is thought of as a bedside behavior, but it also belongs in administrative offices, cafeterias, and boardrooms.
- **Competence** - Competence means that work is performed and institutions are managed with the highest level of skill and ability. Committed to recruiting and developing people who are competent in their work and whose values reflect those of HSHS. Values are an integral part of the system's strategic plan, which provides the overall framework for local activities.
- **Joy** - Joy is the manner in which colleagues and all who join the HSHS ministry seek to perform their work - the internal fulfillment of caring for others. It is an essential ingredient in bringing a sense of hope to those who suffer.

HSHS By the Numbers FY2026

- Population served: 1.7 million
- Inpatient admissions: 60,000
- Emergency department visits: 267,000
- Inpatient & outpatient surgeries: 50,000
- Clinic visits: 1.9 million
- Active medical staff: 3,224
- Total staff: 12,832
- Volunteers: 2,600+
- Net patient service revenue: \$2.9 billion
- Community benefit: \$168 million

HSHS Locations



Illinois

- [HSHS St. John's Hospital](#) - Springfield
- [HSHS St. Elizabeth's Hospital](#) - O'Fallon
- [HSHS St. Mary's Hospital](#) - Decatur
- [HSHS St. Anthony's Memorial Hospital](#) - Effingham
- [HSHS St. Francis Hospital](#) - Litchfield
- [HSHS St. Joseph's Hospital](#) - Breese
- [HSHS Holy Family Hospital](#) - Greenville
- [HSHS St. Joseph's Hospital](#) - Highland
- [HSHS Good Shepherd Hospital](#) – Shelbyville

Wisconsin

- [HSHS St. Vincent Hospital](#) - Green Bay
- [HSHS St. Mary's Hospital Medical Center](#) - Green Bay
- [HSHS St. Nicholas Hospital](#) - Sheboygan
- [HSHS St. Clare Memorial Hospital](#) - Oconto Falls
- [Door County Medical Center](#) – Door County *Joint Venture

Position Summary

Reporting Relationships

The Senior Vice President, Chief Strategy Officer (SVP), reports directly to the President and CEO of Hospital Sisters Health System (HSHS), Damond Boatwright. The SVP defines and supports a clear and compelling delivery system strategy that is regionally and locally sensitive, service area specific, and designed to achieve the strongest possible performance. This strategy will strengthen local access to quality healthcare, respond to physician alignment and distribution imperatives, create an ambulatory care distribution network, and enhance the success of regional tertiary care centers of excellence. The successful candidate will develop strong working relationships with HSHS team members throughout the ministry, as well as with external partners and community members. The SVP will have the following direct reports:

- Vice President Strategy & Business Development (regional)
- Vice President Marketing and Communications
- System Director – Strategy & Telehealth
- System Director – EPMO

Responsibilities

The successful SVP, Chief Strategy Officer candidate will:

- Be responsible for the implementation of the HSHS Integrated Planning Process, assuring the HSHS system priorities cascade into divisional and local system plans with “bottom up” input into the planning process.
- Align every aspect of the delivery system within HSHS communities and regions to drive strategic growth, enhance care quality, improve affordability, and strengthen profitability—through close collaboration with physician partners and medical groups.
- Understand and enable the transformation of the care delivery process that will occur through HSHS's implementation of its patient-focused care model through the implementation of innovative physician alignment models, system-wide deployment of clinical information systems, evolving clinical technologies, and development of state-of-the-art facilities.
- Articulate the transformative vision of the patient-centered care model in a short and memorable statement designed to captivate and motivate those who share the HSHS ministry.
- Collaborate with HSHS Finance to develop, implement, and maintain an integrated long-term (five to ten years) strategic, financial, and capital plan designed to continually improve the overall performance of investments in the delivery system.
- Develop methodology for prioritization of investments consistent with overall HSHS strategic direction and needs.
- Work with leadership to conduct analysis models to forecast short, medium, and long-term needs for ambulatory and inpatient capacity and prepare strategies for facilities acquisition and development.
- Prepare and present strong business cases/recommendations (pro forma, competitive impact, returns, etc.) for Chief Executive Officer's recommendation.
- Track and report on HSHS market trends, such as population demographics, utilization, competition, and other factors impacting community needs, and ensure that HSHS's planned response and performance are successful.

- Design medical staff development plans reflective of community needs and strategic area opportunities.
- Drive integration of system strategy priorities with divisional and local plans by coordinating communications and facilitating meetings when necessary.
- Collect and report on key performance indicators, shared best practices/knowledge transfer, and other data designed to improve collective organizational performance.
- Work with implementation teams to structure plans that will break goals into attainable, time-bound increments with specific steps.
- Lead a team of colleagues in human resource initiatives, including but not limited to: performance management; education and development; selection and retention; workforce planning; coaching and counseling; and supporting activities that promote colleague engagement and satisfaction.
- Lead or support the financial resource functions, including but not limited to: managing expenses; preparing, monitoring, and executing within limits of the budget; monitoring productivity standards; managing the purchasing process; and all decisions related to the finances for the area of responsibility.
- Lead or support change and process improvement initiatives, including but not limited to: striving for standard, efficient, and value-added processes; communicating a clear vision; influencing and motivating others; and developing strong relationships with key stakeholders.

Goals and Objectives

- **Organizational Structure Alignment:** Conduct a comprehensive assessment of strategy and marketing structures to ensure alignment with evolving strategic priorities and operational efficiency to ensure support across the enterprise.
- **Foster Strong, Collaborative Relationships Across the Health System:** Collaborate with senior leadership and regional executives and become fully integrated into the leadership team. Be a solution-oriented team player who has credibility and integrity.
- **Long-Range Strategic Planning:** Envision and articulate a post-2028 strategy that positions the system for sustained growth and innovation. Evaluate and recommend long-term options, including mergers, acquisitions, and new service lines.
- **Market Expansion & Business Development:** Identify and pursue opportunities for practice acquisitions and partnerships across Illinois and Wisconsin. Drive growth through joint ventures, MSAs (Management Services Agreements), and ESCs (Exclusive Service Contracts).
- **Optimizing Enterprise Portfolio Management (EPMO):** Conduct a thorough assessment of existing EPMO structures to enhance efficiency, alignment, and impact. Ensure that strategic initiatives are prioritized and resourced effectively to drive measurable outcomes.
- **Operational Execution & Leadership:** Translate strategic plans into actionable initiatives with clear milestones and accountability. Be a strong people manager who builds high-performing teams and fosters cross-functional collaboration.
- **Physician Growth & Alignment:** Enable and support aggressive physician recruitment efforts to align with the 2026–2028 strategic growth plan. Develop and execute scalable models for physician integration, retention, and alignment across markets.
- **Financial Stewardship & Reputation Management:** Ensure business development initiatives are financially sound and contribute to system profitability. Maintain and enhance the system's reputation through strategic positioning and stakeholder engagement.
- **Mentorship & Team Development:** Create an environment where the team thrives and is supported in their professional goals, development, well-being, and belonging.

Candidate Qualifications

Education/Certification

- Master's degree in business, healthcare administration, or a related discipline is preferred.

Knowledge and Work Experience

- A minimum of ten years of experience in high-level strategic planning and business development within a healthcare setting is required. Demonstrated ability to work in a fast-paced, matrixed organization focused on outcomes.
- Able to effectively execute organizational strategies, measure progress, and commit to continually seeking opportunities for process improvement.
- Proven track record of success in turning around and growing market share through the identification of new programs and services. Ideally experienced with developing and implementing a strategy that is responsive to the needs of the community.
- Superb communication skills: Strong written, oral, and interpersonal communication skills that can convey the importance of HSHS's mission and strategic plan.
- Team management experience: Proven management experience and administrative skills to organize, direct, motivate, and evaluate other professionals, support staff, and volunteers.
- Stalwart leader with a powerful combination of vision, energy, and leadership, combined with a solid track record of achievement and executive skills. A team player.
- Possesses excellent financial and analytical skills and insightful business acumen.
- Demonstrated ability to multitask and prioritize across multiple initiatives, data analysis, and coordination with the executive team.
- Demonstrated proficiency in analytical research, leadership, and strategic planning.

Leadership Skills and Competencies

- Models administrative and philosophical compatibility with the mission and values of the Hospital Sisters of the Third Order of St. Francis and the Hospital Sisters Health System. Experience in Catholic healthcare is highly valued.
- Experience working within a complex, matrixed healthcare system, and demonstrated capability in communicating and collaborating with colleagues across departments, sister hospitals, divisions, and at the system-leadership level.
- A strong leader with a powerful combination of vision, energy, leadership, and a solid track record of achievement, emotional intelligence, and executive skills.
- An innovator who is current on industry trends and open to new ideas and ways of doing things.
- Best described as a leader, mentor, and coach; someone who is a facilitator of others with a concerted focus on a team approach; able to engage team members, to delegate, and hold others accountable.

- Able to communicate a clear and compelling vision for the future and inspire and persuade others to work toward that vision.
- Lead with our core Values of Respect, Care, Competence, and Joy.
- The successful candidate will be able to lead through times of change and, in fact, drive change management across the organization.

The Community

Springfield, IL

Springfield, the capital of Illinois, offers an affordable, high quality of life in the center of the state. Approximately 90 minutes from St. Louis and a little more than three hours from Chicago, this city of 120,000 people, with an MSA population of 200,000+, is the sixth-largest city in Illinois and the largest city in central Illinois. Springfield offers impressive schools, a multitude of cultural and recreational amenities, a well-developed economic base, and a robust business climate.

Springfield is home to a variety of historical sites and museums, including the internationally acclaimed Abraham Lincoln Presidential Library and Museum, Lincoln home, and Lincoln tomb. The community hosts scores of festivals and events, including the Illinois State Fair. Its location on Route 66 also offers residents and travelers numerous attractions and restaurants. For individuals seeking outdoor adventure, Springfield lies in a valley and plain near the Sangamon River. The city has several parks and trails, including Washington Park. Lake Springfield and the Lake Springfield Marina provide residents and visitors with a variety of water sports, fishing, and boating opportunities.

Springfield's employment environment comprises four major sectors: state government, health care, insurance, and banking. This strong and thriving local economy helps provide for one of the lowest unemployment rates in the state. Sangamon County is also home to the Mid-Illinois Regional Medical Center, which includes the Southern Illinois University School of Medicine, as well as several colleges and the University of Illinois at Springfield, a four-year state university ranked among the best in the Midwest.

Excellent websites providing additional details on both Springfield and Sangamon County can be found at <https://www.gsgcc.org/> and www.springfield.il.us.

Procedure for Candidacy

Please direct all nominations and applications to Taeler Kaufmann through the WittKieffer Candidate Portal by [clicking here](#). Candidates can also find this portal via the WittKieffer website at www.wittkieffer.com and select the "Become a Candidate" button. For any other questions, concerns, or inquiries, please contact the WittKieffer search team at tkaufmann@wittkieffer.com.

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Hospital Sisters Health System 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.

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