

HUTCHINSON
REGIONAL MEDICAL CENTER

Chief Operating Officer

Leadership Profile

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WittKieffer

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The Opportunity

Hutchinson Regional Healthcare System (HRHS), located in Hutchinson, Kansas, is seeking a dynamic and highly collaborative leader to serve as its next Chief Operating Officer (COO). HRHS is a not-for-profit, community-focused health system guided by a mission, vision, and values centered on delivering high-quality, compassionate care. As the largest employer in Reno County, the system plays a vital role in supporting the health and well-being of more than 65,000 residents across the region. With a strong legacy and a forward-looking mindset, HRHS is evolving to meet the needs of a growing, vibrant community, offering an operational leader the unique opportunity to help shape the next chapter of the organization's growth and performance.

Hutchinson Regional Healthcare System generates approximately \$240 million in net patient revenue across its integrated system of care. Its flagship, Hutchinson Regional Medical Center (HRMC), is a 190-licensed-bed, acute-care hospital serving Reno County and 18 surrounding counties in Central Kansas. HRMC offers a comprehensive range of services, including a Heart and Vascular Center, Chalmers Cancer Treatment Center, The Birthing Center, Wound Care and Hyperbaric Center, and Sleep Diagnostic Center. Accredited by The Joint Commission, HRMC has built a strong reputation for clinical excellence, innovation, and patient-centered care. The broader system continues to evolve to meet the community's needs, leveraging its affiliated organizations and coordinated services to enhance access, quality, and continuity of care across the region.

Reporting directly to the President and Chief Executive Officer, the COO will serve as a key member of the executive leadership team and a trusted partner to both clinical and administrative leaders across the system. This individual will provide strategic and operational oversight of the Medical Center and ensure alignment and connectivity across HRHS's affiliated organizations. The COO will play a central role in translating strategy into execution, driving performance across key operational, quality, and financial metrics, and advancing system integration. This leader will be instrumental in building scalable processes, enhancing operational efficiency, and fostering a culture grounded in accountability, collaboration, and continuous improvement.

The ideal candidate will be an experienced healthcare executive with a demonstrated track record of success leading operations within a complex, community-focused health system. They will bring a transformational leadership style, able to drive change while building strong, authentic relationships across the organization. This individual will be a collaborative partner and effective communicator, comfortable challenging the status quo and leading with confidence and clarity. A deep understanding of healthcare operations, along with the ability to lead through others and align diverse stakeholders around common goals, will be essential for success in this role.

Organization Overview

At Hutchinson Regional Healthcare System (HRHS), the mission, vision, and values guide every action and decision. HRHS is committed to providing high-quality, compassionate care that supports the health and well-being of our community. More than a hospital, HRHS is a system of affiliate organizations working together with a common mission, vision, and values to serve a community of more than 65,000 residents in Reno County and surrounding communities with excellence and fulfilling a key responsibility as the largest employer in the area.



Mission

Entrusted with people's lives, we make health and healing available to all.

Vision

To be the best health system in a thriving community.

Values

- Accountability
- Respect
- Curiosity
- Kindness

Each of the affiliate organizations of HRHS plays an important role in living by our values and bringing the system's vision to life in support of our ultimate mission.

FY 2025 At-A-Glance

- 230 providers, 32 specialties
- ED & Hospitalist providers directly employed by HRHS
- 5,216 inpatient admissions
- 126,000+ Outpatient visits
- 23,000 ED Visits
- Left without being seen rate consistently below 1% despite growing volume

Hutchinson Regional Medical Center

Hutchinson Regional Medical Center is a community-focused, not-for-profit health system. More than 50 years ago, a group of visionary leaders successfully combined two competing hospitals, Grace Hospital and St. Elizabeth's Hospital, into one united entity to better serve the region. In 1970, this merger set a precedent in the healthcare industry, laying the foundation for the modern HRMC. Guided by our mission to make health and

healing available to all, HRMC is building a legacy of compassionate care, innovation, and community impact - one that will continue to grow for the next 50 years and beyond.

HRMC is a not-for-profit, 190-licensed-bed, acute-care hospital serving the health needs of the residents of Reno County and the 18 surrounding counties in the Central Kansas region. Hutchinson Regional Medical Center offers several specialty services, including the Heart and Vascular Center, Chalmers Cancer Treatment Center, The Birthing Center, Wound Care and Hyperbaric Center, and the Sleep Diagnostic Center. HRMC is accredited by The Joint Commission, and our commitment to compassionate care, innovation, and community well-being has made us leaders in healthcare, consistently setting the standard for exceptional care, leveraging advanced technology and skilled professionals to exceed expectations.

Hospice and HomeCare of Reno County

Since September 1981, Hospice and HomeCare of Reno County has been known as a leading not-for-profit health services provider across central Kansas. While the name and history anchors HARC in Reno County, the agency serves a much larger area, providing services to individuals and families within a 50-mile radius outside of Hutchinson. Over the years, HARC has also added many services aligned with the overall HRHS mission. Available programs include: hospice care, home care services, private duty nursing, voice care, and many others.

Hospice and HomeCare of Reno County is accredited with the Joint Commission, recognizing compliance with the nation's highest, state-of-the-art standards for healthcare quality and safety.

Horizons Mental Health Center

Horizons Mental Health Center is proud to offer a long tradition of delivering compassionate, quality services to those in our communities. On July 1, 1968, Kingman and Reno Counties officially merged their resources and opened the Kingman-Reno Mental Health Institute in Hutchinson, Kansas. The Institute opened its doors with 200 people on the waiting list. Over the next seven years, Pratt, Harper, and Barber Counties joined the Mental Health Institute to create its present service area. Horizons currently operates offices in each of the five counties. In 1978, the Mental Health Institute merged with what is now known as Hutchinson Regional Medical Center and became a member of the Hutchinson Regional Healthcare Family. The Mental Health Institute became Horizons Mental Health Center in 1985.

The staff of Horizons works to fulfill the mission of Horizons through providing services that support the treatment of individuals and families in their communities. Today Horizons offers a full range of behavioral and mental health services to over 6,000 individuals and their families annually, completing nearly 90,000 outpatient mental health visits in FY2025. Services include individual and family therapy, psychological testing, child and adolescent services, and community services for adults with mental illness and children with severe emotional disturbances.

Horizons Mental Health Center is licensed by the Kansas Department of Aging and Disability Services to provide comprehensive mental health services. Services are offered to everyone, and are denied to no one due to inability to pay.

Health-E-Quip

Health-E-Quip is a proud member of the integrated care provided by the Hutchinson Regional Healthcare System. With over 15,000 service transactions in FY2025, HEQ is the only durable medical equipment (DME) company in the region that is a gold-certified repair center. HEQ is accredited by the Joint Commission and is a key partner in care for the HRHS system approach to continuity of care.

HRHS in the Community

As the largest area employer, HRHS is uniquely positioned to work with the HRMC Foundation, local government, philanthropic organizations, and individual donors to help create an even brighter future for the areas HRHS serves. Some of the most exciting initiatives include:

- Building a one-of-a-kind childcare center to teach the area's youngest future astronauts in partnership with the brand-new YMCA opening soon, the Cosmosphere, and Horizons Learn & Play Center that serves both neurotypical and neurodivergent children.
- The ELEVATE Housing program that provides down payment assistance to frontline team members who dream of owning a home. This donor-funded program gives up to \$25,000 per recipient toward the purchase of a new home that is automatically forgiven through three years of employment at HRHS.
- A partnership involving a Prairie Star Health Center, the Hutchinson Clinic, The Birth and Women's Health Center, the Reno County Public Health Department, The Woman's Place and Hutchinson Regional Healthcare System to build a unique and collaborative maternal/child health community of medical providers that works to ensure the highest quality of care for women seeking to start or expand their families right here in Reno County.
- Twice annual provider recruiting events that support long-term growth for the community, tied directly to meeting the need for local, community-invested medical providers, resulting in the successful recruitment of 24 medical providers to Reno County.

HRHS doesn't just provide healthcare services. The health system invests in the communities served, creates opportunities for growth, and seeks to meet the needs of the most vulnerable of its neighbors.

Position Summary

Reporting Relationships

The position reports directly to the CEO, Benjamin Anderson. The following positions report to the COO:

- Vice President of Operations
- Vice President of Facilities
- Director of Materials Management
- Director of Marketing
- Senior Director of Operations for Hospice & Homecare

Responsibilities

The successful Chief Operating Officer candidate will:

- Provide executive leadership for all operational functions, ensuring achievement of key performance metrics, adherence to budgets, and realization of growth targets while preserving and strengthening the organizational culture.
- Partner closely with Finance to develop and implement operating and capital budgets, holding department leaders accountable for financial performance and operational outcomes.
- Serve as a strategic and operational advisor to the CEO and senior leadership team, translating organizational priorities into actionable plans that drive performance, efficiency, and long-term sustainability.
- Maintain a strong command of day-to-day operations while advancing strategic initiatives, ensuring alignment between immediate priorities and future organizational goals.
- Identify operational challenges and performance gaps early, implementing timely, data-driven solutions to improve underperforming departments, service lines, and care delivery processes.
- Lead efforts to identify, evaluate, and execute growth opportunities aligned with the strategic plan, market dynamics, and organizational values.
- Foster a culture of continuous improvement, accountability, and operational excellence across the organization, utilizing performance metrics and best practices to drive results.
- Build and maintain strong, collaborative relationships with affiliate organizations and key external partners to enhance integration, alignment, and overall system performance.
- Oversee facilities, physical plant operations, and construction initiatives, ensuring projects are executed efficiently and support the long-term infrastructure needs of the organization.
- Ensure alignment of organizational strategies, goals, and operational initiatives with patient care quality, safety, and experience outcomes. Champion the organization's Baldrige journey, embedding performance excellence principles and frameworks into daily operations and long-term planning.
- Promote clear, consistent, and transparent communication across all levels of the organization, fostering engagement, trust, and alignment.
- Break down silos and strengthen cross-functional collaboration to ensure coordinated execution of strategic and operational priorities.

- Lead, mentor, and develop high-performing operational teams, reinforcing a culture of accountability, engagement, and leadership development.
- Maintain a visible, hands-on leadership presence, demonstrating responsiveness, sound judgment, and decisiveness in a dynamic healthcare environment.

Goals and Objectives

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

- Establish credibility across Hutchinson Regional Healthcare System. Be viewed as a trusted, visible, and highly engaged operational leader by physicians, staff, leadership, and the broader community. Partner closely with the CEO, executive team, and affiliate leaders to strengthen alignment and ensure seamless collaboration across the organization.
- Lead a focused operational turnaround by rapidly assessing performance gaps, stabilizing core operations, and executing targeted improvement plans to restore reliability, improve outcomes, and strengthen financial and operational sustainability.
- Drive achievement of near-term operational and financial performance targets, with a focus on key metrics, accountability, and disciplined execution.
- Lead efforts to build and implement scalable processes that support long-term growth, operational efficiency, and system integration.
- Champion a culture aligned with the mission, vision, and values, serving as a role model and fostering an environment of accountability, engagement, and shared success.
- Strengthen financial performance by partnering across departments and affiliates to ensure responsible stewardship of resources and achievement of system goals.
- Serve as a key operational partner to medical staff and nursing leadership, fostering strong provider relationships and removing barriers to enhance care delivery and clinical effectiveness.
- Align operational priorities and resources to support strategic initiatives, ensuring coordination across functions and reducing silos.
- Promote a continuous improvement mindset by establishing and monitoring key performance indicators across clinical, operational, and financial domains.
- Act as a catalyst for change and innovation, leading initiatives that enhance performance, improve outcomes, and position the system for sustained success.

Candidate Qualifications

Education/Certification

Master's degree in Business Management or a similar degree with an emphasis in Health Care Administration, Business Administration, or a related field.

Knowledge and Work Experience

- Ten or more years of progressive healthcare operations leadership experience within a financially successful integrated, public, and/or independent PPS health system or hospital.
- Demonstrated track record of transformational leadership, including leading operational turnaround efforts and driving measurable improvements in performance, quality, and efficiency within defined timeframes.
- Broad knowledge of hospital and health system operations, including throughput, length of stay, patient flow, capacity management, and labor productivity, with the ability to leverage operational data and metrics to inform decision-making and optimize performance.
- Experience across strategy, business development, and clinical operations is preferred, with exposure to mergers and acquisitions, regulatory compliance, human resources, and workforce planning in partnership with the Chief Human Resources Officer, particularly related to sustaining and advancing employee engagement.
- Proven ability to partner effectively with the CEO, board, and executive leadership team to execute strategic and operational priorities within a complex organization, while serving as a trusted thought partner who can engage in constructive debate and maintain strong, aligned relationships.
- Strong project management skills, sound judgment, and a demonstrated ability to prioritize, execute, and delegate to achieve shared goals and organizational deliverables.
- Hands-on, approachable leader with a continuous improvement mindset, committed to enhancing quality, safety, patient experience, employee engagement, and overall operating performance, while fostering a culture in which ongoing improvement is expected, embraced, and positively reinforced.
- Demonstrated financial and operational acumen, with the ability to drive departmental profitability and accountability, empowering leaders to operate with an ownership mindset as stewards of their respective service lines.
- Skilled team builder with the ability to develop, mentor, and retain high-performing teams while fostering a culture of accountability, trust, collaboration, and clear communication of expectations and results.

Leadership Skills and Competencies

- Confident and courageous communicator with the ability to respectfully challenge assumptions, provide candid feedback, and manage up effectively while maintaining strong, trust-based relationships.
- Passion for excellence and belief in exceptional patient care and service to the community.
- Exceptional decision-making and problem-solving prowess; well-informed in the principles of administration and personnel management.
- Growth-oriented, flexible, mature; capable of pursuing and executing HRMC's strategic vision and plan.

- Innovative; uncovers new opportunities for the organization to serve patients, families, and team members.
- Collaborative; relates effectively to all levels of staff, management, executive team, and board members.
- Committed to maintaining a high level of visibility within the organization and community.
- Driven, with an ability to think beyond the numbers to help an organization move forward. Possesses strong insight into the current and future state of the healthcare industry, able to remain current on trends and best practices nationally.

The Community

Hutchinson, Kansas



Hutchinson is a vibrant, thriving, and growing community situated along the Arkansas River on the Kansas Prairie, where small-town values meet big-city innovation and opportunities. With world-class entertainment, an incredible education system, and a growing economy, Hutchinson has the best of all worlds. The community is made up of hardworking people who are dedicated to the mutual success of all residents.

Reno County is a one-stop destination for fun and adventure with your family or on your own! Catch a basketball tournament, get up-close and personal with a Smithsonian-affiliated space museum, go underground for a walk through history - 650 ft down, cool off on a waterslide, shop at a trendy boutique, or dine at one of many locally-owned restaurants. With top-notch attractions, entertainment, culture, and recreation, you can find your passion here. If a more traditional hometown feeling appeals, you can interact with Amish craftsmen, shop at local farms, and cheer on a Main Street parade that draws families from all around.

Families will enjoy exploring the Cosmosphere's hands-on science exhibits, taking in free water parks, having a simple picnic at the zoo, taking a walk at our nature center, taking a bike ride, and cheering on their favorite sports teams. Outdoor enthusiasts will find that Hutchinson is the perfect launch pad for a weekend of fishing, biking, or hiking.

Reno County, Kansas, offers a strong and supportive educational environment for families, anchored by multiple public school districts, including Hutchinson USD 308 and surrounding rural systems. These districts are supported by the Reno County Education Cooperative, which coordinates special education services and ensures access to individualized education programs, resource support, and inclusive classroom settings tailored to each student's needs. Families also have access to private school options and nationally recognized programs at Hutchinson Community College, home to Blue Dragon athletics. Beyond traditional education, organizations like The Clayworks enhance community life by providing individuals with intellectual and developmental disabilities opportunities for creative expression, skill development, and meaningful community engagement.

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[Hutchinson Community College](#)

[Reno County, Kansas - Reno County, Kansas](#)

[Hutchinson Public Schools \(USD 308\) - Educating & Empowering](#)

[The Clayworks](#)

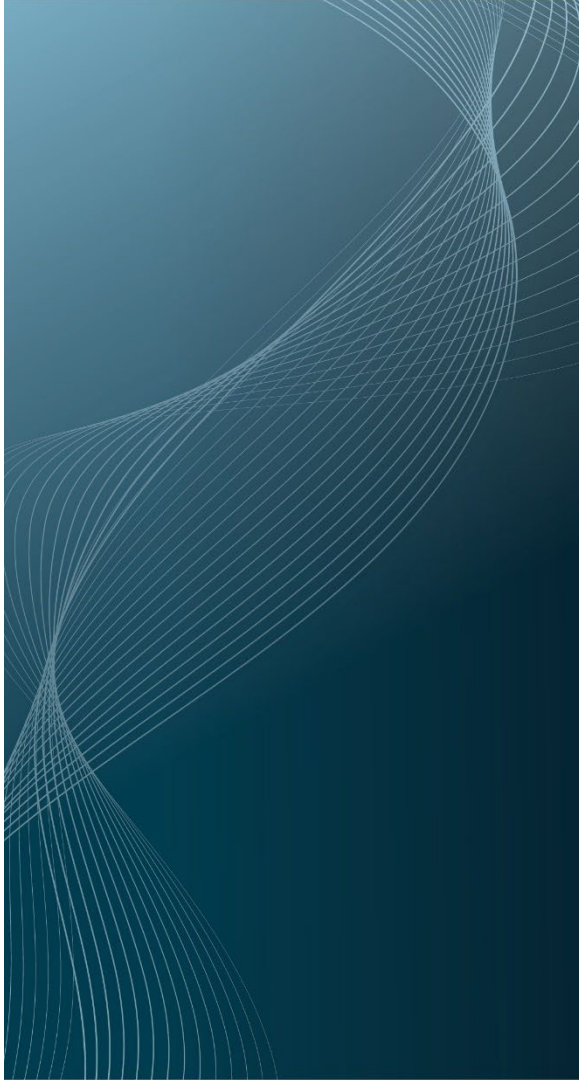
Procedure for Candidacy

Please direct all applications, nominations, and inquiries to the WittKieffer consultants assisting HRHS with this recruitment, preferably via e-mail, to sikediobi@wittkieffer.com.

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