

# INTERIM MANAGEMENT

## PLACEMENT

Leading  
the Way  
to Strong  
Interim Leaders



Novia Solutions is a nationwide agency specializing in interim management services exclusively for healthcare organizations. Our services fill the organizational needs created by the exit of leaders at all levels: Executives, Directors, Managers or Supervisors.

**Obstacles or Opportunities?** While it is disruptive when a key leader moves on, it's also an opportunity for positive change. By partnering with Novia Solutions, you can address your short-term management needs to maintain continuity, and also raise the bar on excellence by obtaining skilled interim leaders who will foster employee retention and drive change for even greater collaboration, quality, and productivity improvements during the transition.

**A Perfect Match.** We specialize in meeting your needs with matched individuals expert in the skills needed while you conduct an executive search to locate a permanent team member to fill your open Executive, Director, Manager and Supervisor level position.

Our interim leaders approach every assignment with diplomacy, a willingness to maintain your momentum and to be "change agents". Our interim leaders have a desire to work with you to make a positive difference and are qualified to step in and produce an environment of quality and fiscal responsiveness.

Additional Services >>

Toll Free:  
866-757-9200  
Office:  
858-486-6020

[www.noviasolutions.com](http://www.noviasolutions.com)



# interim positions

## COACHING AND MENTORING

If you are having difficulty recruiting, we can assess and identify internal talent and coach them into the vacant position. This reduces your cost of recruitment and interim management.

- Identification of internal talent
- On-site Coaching and Mentoring
- Support for novice in a leadership role
- Support for leader expanding responsibilities

## HIRING OUR PROVEN INTERIM TALENT

Although Novia Solutions is not a direct placement agency, our Interim Services allow you to hire our talent permanently, following a service period that proves a perfect match, for a competitive placement fee.

- Quality pre-screened interim talent
- Avoid costly hiring mistakes

### Administrative

- CEO/Administrator
- Chief Operating Officer
- Chief Financial Officer
- CNO/VP Nursing/Patient Care
- VP of Ancillary Support Services

### Perioperative Surgery

- Pre-admission Testing
- Surgery
- PACU
- Sterile Processing
- Ambulatory Surgery Center
- Endoscopy

### Emergency

### Critical Care

- ICU
- CCU
- SICU
- MICU
- CVICU
- Step Down

### Medical Surgical Nursing

- Medical
- Surgical
- Oncology
- Cardiology
- Orthopedic
- Neurology
- Additional Specialty Nursing Units

### Obstetrics

- LDR/LDRP
- Labor & Delivery
- Anti-Partum, Post-Partum and Nursery
- GYN

### Pediatrics

- General Pediatrics
- NICU
- PICU

### Psychiatric

### Rehabilitation

### Case Management

### Clinical Ancillary

- Pharmacy
- Central Supply/Materials Management
- Therapies
  - Physical therapy
  - Occupational Therapy
  - Speech Therapy
  - Respiratory Therapy
- Radiology
- Laboratory
- Food and Nutrition

### Diagnostics

- Cath Lab
- Nuclear Medicine
- Ambulatory Clinic

### Quality - Operational Support

- Chief Quality Officer
- Performance Improvement
- Quality Improvement
- JCAHO Coordination

### Business - Operational Support

- Finance
- Business Office
- Access
- Utilization Review
- Decision Support
- Medical Records
- Information Technology
- Facilities

### Functional Leaders

- Project Leaders
  - Improvement Projects
  - Facility Moves
  - CMS SWAT Leadership
  - JCAHO Preparation
  - Implementation Support for Internal Projects

### House Supervisor

### Education

- Nursing Educators

Novia Solutions' goal is to ensure your success.  
Contact Novia Solutions to provide interim leadership support:  
(858) 486-6020 • [info@noviasolutions.com](mailto:info@noviasolutions.com)