

# Aligning Talent Acquisition for a Regional Healthcare Approach

## CASE STUDY

Texas' largest non-profit healthcare system aimed to align its Talent Acquisition (TA) structure with a regional business model. The SVP of Talent & Diversity initiated a collaborative project to evaluate existing processes, explore design options, and create a comprehensive strategy. The goal was to enhance the efficiency and impact of talent acquisition across the organization, ensuring the new model fit the regionalized structure.



*empowering  
leaders*

### ISSUE

- The client needed a Talent Acquisition (TA) redesign to fit its regional business model.
- The current organization and processes were aligned by discipline and site, however, the lack of alignment by region created inefficiencies in partnering with leadership and other talent functions.
- Leadership required a structured plan to address change impacts, secure stakeholder buy-in, and create a scalable model that would meet evolving business needs across the regional structure.

### ACTION

- Held discovery sessions with nine key stakeholder groups, including TA Managers and HR VPs.
- Assessed the current state and developed a future-state model with clear role profiles.
- Created a detailed change management plan, including new role postings, training, and tool enablement.
- Designed scenarios and personas to illustrate role transitions and support seamless integration.

### RESULT

- Provided a regionalized TA operating model with clear role definitions for the SVP of Talent & Diversity.
- New roles were posted, filled, and supported by training, ensuring readiness for implementation.
- Achieved stronger alignment of TA functions with the regional business model, enhancing efficiency and clarity, and driving a successful transition to the new design.

