

LeaderStat 

Right Leader, Real Results:
Solving a High-Stakes Search for an
ASC Without an HR Team





EXECUTIVE SEARCH SUCCESS

Director of Nursing Placement at an Ambulatory Surgery Center

Client Challenge

An ambulatory surgery center (ASC) urgently needed to fill a critical leadership role: Director of Nursing. Without a formal HR infrastructure and with multiple decision makers involved in the process, the organization required a trusted partner who could streamline the search and deliver results quickly and effectively. Beyond clinical and operational qualifications, the ASC prioritized soft skills—seeking a leader who could cultivate a compassionate, patient-centered environment and foster a culture of collaboration and clinical excellence.

LeaderStat's Approach

With decades of experience in healthcare executive recruitment, LeaderStat stepped in as a strategic partner. Leveraging our expansive network of clinical leadership professionals and a deep understanding of ASC environments, our team moved quickly to identify and present a shortlist of candidates. Each individual was carefully vetted not only for technical and regulatory expertise but also for alignment with the client's cultural values and leadership style preference.

-  **3 QUALIFIED CANDIDATES**
-  **100% INTERVIEW TO OFFER RATE**
-  **1 SUCCESSFUL HIRE**

Results

Within a short timeframe, LeaderStat delivered three fully vetted, highly qualified candidates, each equipped with the clinical acumen and emotional intelligence required for success in the ASC setting. Our ability to match both hard skills and soft traits gave the client confidence to move forward swiftly with their top choice.

“LeaderStat truly understood what we were looking for. They didn’t just find us a nurse, they found us the right leader.”

OUTCOME

The ASC hired a Director of Nursing who exceeded expectations—bringing operational stability, fostering strong team dynamics, and elevating patient care standards. The organization credited LeaderStat’s collaborative approach and in-depth vetting process as key factors in the successful placement.



Why It Matters

This case demonstrates the power of LeaderStat’s relationship-based approach, delivering not just qualified candidates, but the *right* candidates, when internal capacity is limited and cultural alignment can’t be compromised.