



SCOTT POLENZ

SPEAKER PRESS KIT

INSPIRATION AND INNOVATION FROM EXPERIENCED HEALTHCARE SPEAKERS

Providing on-site training for your leaders is a fast and economical way to bring your entire team up to speed on the industry's hottest topics and create organization wide urgency to execute change. Huron's speakers and authors bring up-to-the-minute knowledge from their work in healthcare organizations across the U.S. and beyond.

We are more than a speakers' bureau. Our speakers are results-driven performance experts who are directly involved in crafting solutions to some of your most pressing problems, including financial challenges, patient safety and quality, pay for performance, and more.

Prior to your event, Huron's speakers and support teamwork side-by-side with you to develop a fully customized presentation to meet your needs, regardless of the topic, size of your group, or purpose of the training. From physician retreats to Leadership Development Institutes (LDIs) to senior leader meetings, Huron speakers deliver the perfect balance of inspiration and education for every audience.



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Scott Polenz

Vice President of Physician and Advance Practice Clinician Relations

Scott Polenz is an experienced and dynamic speaker within his organization and nationally. His broad background and experience in all aspects of health make him an excellent presenter on a variety of pertinent leadership topics; including but not limited to engagement, leadership, physician relations and onboarding, finance and systemness. Scott has a unique ability to tell stories that apply to every day leadership and performance.

Born and raised in western Wisconsin, Scott's education includes a bachelor's degree in finance and accounting, including being a CPA, and a master's in finance. His background includes a state champion coach for boys basketball which he draws on in his leadership and speaking. Scott is married to his wife Kristin, his 18 year daughter Katerina and his two dogs, Aldo and Rudy.

PROFESSIONAL EXPERIENCE

Scott Polenz has a broad background of over twenty-five years in healthcare; including managed care, small and larger hospital experience, and physician management and relationships. Scott's hospital experience includes being a CEO and also leading the building of a new micro tertiary hospital built in 2018 for Marshfield Clinic Health System (MCHS). MCHS is a rural integrated health care system with over 1,400 physicians and providers and 14,000 employees serving the rural health care needs of northern, central and western Wisconsin.

In 2019, Scott transitioned from the Chief Administrative Officer of the micro-tertiary hospital to a Vice President of Physician and Clinical Practitioners Relations, which oversees recruitment, onboarding, medical staff relationships, and care retention. In addition, Scott leads MCHS's overall Engagement Journey in a partnership with Huron.

Scott's strengths include strategy, team building, and physician and leader relationships. His education includes an MBA as well as being a CPA.

INDUSTRY SPEAKING ENGAGEMENTS

- Becker's Hospital Review, Chicago, IL, Innovation and Lowering the Cost of Care with Skilled Nursing Facilities, April 29, 2016
- Becker's 10th Annual, Chicago, IL, How to Develop Leaders Throughout an Organization, April 2, 2019
- Becker's Hospital Conference, Chicago, IL Lessons from the Experts: What's New, Next and Best in Healthcare Finance, April 13, 2019
- American Medical Group Association Annual Meeting, Managing Provider Recruitment in Challenging Markets, September 6-9, 2019
- Physicians Relations Summit Round table led by Scott Polenz, November 18, 2019
- 8th Annual Physician Relations Summit, Philadelphia, PA, December 9-10, 2019
- Becker's 9th Annual CEO + CFO Roundtable, Chicago, IL, Leadership in Turbulent Times: Key Advice on

Navigating Through Change, November 9-10, 2020

- Becker's 12th Annual, Chicago, IL - How to Develop and Maintain Productive Physician Relationships Without Threatening the Bottom Line, April 24-28, 2022
- AAPPR, Chicago, IL – Onboarding Integration for a Productive & Engaged Work Force, April 24- 27, 2022
- Connex, San Diego, CA - Optimizing Employee Engagement for Retention, Development, and Performance, May 4-6, 2022
- Marcus Evans, San Diego, CA - Physician and APC Relations and Engagement/ Physician and APC Onboarding, May 22-24, 2022
- Keynote Speaker @ Resident Well-Being Retreat/DOE Annual Resident Retreat, Edgar WI – Resident meeting, September 22, 2022
- Systemness Summit, Marshfield WI – Moderator of MCHS Leadership 'Systemness' Summit, September 23, 2022
- Becker's 10th Annual CEO + CFO Roundtable, Chicago, IL, Best Physician Strategies for the Next 2 Years, November 8, 2022

EDUCATION AND CERTIFICATIONS

- Master of Business Administration, Edgewood College, Madison, WI
- Bachelor of Business Administration – Finance | Marketing, University of Wisconsin – Eau Claire, Eau Claire, WI
- Fellow of American College of Healthcare Executives
- Certified Public Accountant
- Speaker at AMGA, Becker's, and Physician Relations Summit

PROFESSIONAL ASSOCIATIONS

- Member, American College of Healthcare Executives (ACHE)

Presentations

The Be's Of Successful Leadership

Audience: All Leaders, All Healthcare Roles

Focus: Leadership, Communication, Engagement, Relationships

Length: Keynote, Half-day

The Be's of Successful Leadership is a discussion of the key attributes of being an authentic leader. The session will include Scott's Be's of Leadership, why they are important, and how and why they drive results in your organization. The session will include a discussion on developing your own list of "Your Leadership Be's" to take your leadership style to the next level.

Learning Objectives:

- Learn key attributes of being a successful leader.
- Develop your own list of the "Be's" of successful leadership.

Trust In Leadership: How to Live & Lead Trust Every Day

Audience: All Leaders, All Healthcare Roles

Focus: Leadership, Communication, Engagement, Relationships

Length: Keynote, Half-day

Trust is hard to define but you know it when you see and feel it. In the ever-changing and dynamic health care market, leaders more than ever need to be trusted by their teams. Learn the three key attributes of trust in this dynamic and interactive session.

Learning Objectives:

- Demonstrate a deep understanding of the key attributes of trust in leadership, including empathy, authenticity, and logical decision making and communications.
- Interact with Scott on the key attributes of trust by looking at your key relationships within your teams and how to build trust for today and tomorrow.

One Engagement Journey: The Good, the Bad, and the ugly

Audience: All Leaders, All Healthcare Roles

Focus: Leadership, Communication, Engagement, Alignment and Retention

Length: Keynote, Half-day

Learn the challenging journey of one health care system's engagement journey that has more bad and ugly than good. In this session, participants will learn how organization approached journey and partnership with Huron while engagement results did not approve. Learn the good, the ugly and the bad with many lessons. Learn how the organization decided to reassess its approach to focus on culture and bringing the System together as one team.

Learning Objectives:

- Learn how one organization approached its engagement journey with poor results and reassessed its approach.

- Learn the many lessons this organization went through and its challenges.

Systemness: How to Think and Succeed as a System

Audience: All Leaders, All Healthcare Roles

Focus: Leadership, Communication, Engagement, Systemness

Length: Keynote, Half-day

As health care organizations merge and partner, bringing the whole System together is much more challenging and mission critical. Learn how one organization is developing Systemness strategies to help leaders, physicians and staff think more as a System vs. their special departments or hospitals or regions. Scott will share Systemness strategies that focus on trust, relationships, engagement and alignment.

Learning Objectives:

- Learn specific strategies of Systemness to bring the organization together.
- Develop a different mindset and approach to bring your System together as one.

Creating a Physician and APC Relations Office: How to Improve Physician and APC Engagement and Alignment

Audience: All Leaders, All Healthcare Roles, Physician Leaders

Focus: Leadership, Communication, Engagement, Alignment

Length: Keynote, Half-day

One of the top priorities of any health care organizations should focus on physician and advance practice clinician engagement and alignment. But yet our Physicians and APCs have to reach out to multiple departments and leaders to get resources and answers to their questions. Scott will share his organization's approach to bringing all key facets of the physician and apc experience under one area of responsibility with a focus on high touch, proactive and the full experience of the physician and apc experience at the forefront. We will also discuss the metrics developed to monitor and ensure success.

Learning Objectives:

- Learn one approach to creating an Office of Physician and APC Relations.
- Learn the metrics put in place to monitor success.
- Develop your own plan of action to improve Physician and APC engagement and alignment.

Physician Recruitment and Onboarding: How to Build a Comprehensive Journey

Audience: Executive Leadership; Recruitment/HR Teams/Leaders

Focus: Leadership, Communication, Recruitment, Engagement

Length: Keynote, Half-day

Physician recruitment and retention should be at the forefront of any successful health care organization. Scott will share the overhaul his organization experienced in physician recruitment with tremendous growth. The session will also include a comprehensive review of the highly rated Physician onboarding program put in place at his organization. The audience will walk away with a blueprint for Physician recruitment and onboarding with stories and lesson learned throughout the session.

Learning Objectives:

- Learn tips and tools on how to take Physician recruitment to the next level at your organization.
- Be able to walk away with a blueprint for a comprehensive Physician onboarding program for your organization.

Healthcare Finance 101 for Physicians and Physician Leaders

Audience: Physicians and Physician Leaders

Focus: Leadership, Communication, Finance

Length: Keynote, Half-day, Full Day

In today's complex and competitive health care world, Physicians and Physician Leaders need to be able to sit at the table of the CFO and know what they are talking about and have the ability to ask questions. Physicians and Physician leaders will learn skills in financial management, practice operations and financial documents and statements.

Learning Objectives:

- Learn financial skills in the complex world of health care finance.
- Develop skills for great financial management, efficient practice operations, and develop greater comfort with financial documents.
- Interact with speaker with live examples to hone your financial skills.



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