

We're **IN** this with you.

Sharing our core philosophy through insight, integration, and integrity.

About Yaffe & Company

Known as a leader for 40 years in Executive Compensation & Performance, our company was started by Rian Yaffe in 1976, and is now led by his son, Alexander.

Our team is comprised of former CEOs and top executives from across the nation.

We say, "We're IN this with you," because we have always focused on providing deep insight, equipping you with an integrated approach to the complex problems you need to solve, and we do it all with integrity.

Healthcare



Whether you sit on...

The Executive Team

The Board

The Physician Group

We are your trusted advisor for...

Executive Compensation & Performance

Leadership Development

Governance Advisory

Physician Enterprise Solutions

...Because our team has been in your seat.



Why Yaffe & Company?

Our panel of executives is dedicated to one thing: ensuring that you and your team thrive amid the continuing shifts in the healthcare environment. This process begins with a bond and a commitment to your organization like none other.

We can quickly evaluate complex business situations, and drive timely solutions, all at an incredible value for your investment.

Governance Advisory
Practice Lead



Bob Colvin
410-494-4109
bcolvin@yaffeco.com



Warren Green
410-494-4105
wgreen@yaffeco.com



Adrian Long, MD
410-494-4123
along@yaffeco.com

Physician Enterprise
Solutions
Practice Lead



Rick Lopes, MD
410-494-4107
rlopes@yaffeco.com



Michael Merson
410-494-4168
mmerson@yaffeco.com



Peggy Naleppa
pnaleppa@yaffeco.com
410-494-4181

Leadership Development
Practice Lead



Mark O'Neil
410-494-4134
moneil@yaffeco.com

Executive Compensation
& Performance
Practice Lead



Bonnie Phipps
410-494-4125
bhipps@yaffeco.com



John Tolmie
410-494-4147
jtolmie@yaffeco.com

Rural Healthcare
Practice Lead



Larry Unroe
410-494-4126
lunroe@yaffeco.com



Alexander Yaffe
410-494-4140
ayaffe@yaffeco.com

You've Known Us for 40 Years. Do You Know What We've Been Doing Lately?

At Yaffe & Company, we have built our reputation as a leader in Executive Compensation and Performance. With our expanded team, we now offer much more.

Executive Compensation

Our integrated approach offers performance metrics and comparative pay data that helps you recruit, reward, and retain the best executives.

Executive Compensation & Benefits

- Market Compensation Analysis, Including Benefits
- Employment Agreements
- Media Preparedness
- Retirement Benefit Projections
- Compensation Philosophy and Committee Charter
- Creation & Review of the Variable Pay Program

Regulatory Compliance

- Form 990 Review
- Audit Preparation

Goal Setting and Execution

- Strategic Plan Review
- Goal Identification and Implementation
- Goal Strengthening and Alignment

Performance Evaluation

- Executive Performance Evaluation
- Multi-Constituent Leadership Feedback

Succession Planning

Rural Healthcare

We know what it means to live in a small town with big spirit, and we can help define your mission, educate your board, and solve complex problems at reasonable cost.

Clarity of Your Mission & Vision

- Providing tools for clarity and communication, so your mission and visions are clearly defined for all constituents

Ensuring Board Members Understand Their Complex Responsibilities

- Our cost-effective program elevates understanding of fiduciary responsibilities, and keeps your Board apprised of changing regulations

Attracting and Retaining the Best Executive Team

- Providing up-to-date compensation data from similar organizations through our market survey
- Designing variable pay programs that are strategically focused
- Ensuring that your management team is properly rewarded through our evaluation tools

Governance Advisory

We foster healthy relationships between the board and the executive team, through education and alignment of goals.

Board Dynamics & Decision Making Program

- Facilitating constructive discussions
- More effective committees
- Testing the effectiveness of the Board overall, for clear, focused decisions

Goal Alignment/Performance Incentives Program

- Aligning strategic objectives, operational performance, and executive performance incentives

Strategic Horizon Workshop

- Addressing key current and projected environmental opportunities and threats
- Getting the Board and management team working together on analysis of the strategic horizon

Strategic Interviews

- Evaluating the working relationship between the Board and Management Team
- Our personal strategic interviews reach a deeper level of understanding of issues, relationships, and group dynamics.

Board Succession Planning

- Ensuring your Board is comprised of the right blend of skills, experiences, community involvement, and leadership
- Facilitating Board member transitions through a well-planned Board succession and development plan

Board Self-Assessment & Leadership Development

- Gap analysis, formal orientation, and coaching, ensuring your leaders perform at their full capacity

Leadership Development

With deep experience as leaders ourselves, we help you develop a plan that sets up a cycle of preparation and success.

Succession Planning

- Long-term, Mid-term, and Emergency

Gap Assessments

- Team and Individuals – 360° and Interviews

Professional Development Planning

- Aspiration Assessments
- Individualized Development Plans
- Performance Evaluation

Executive Coaching

- For Individuals and Teams

Transition Management

- Planning, Supporting, Managing, and Communications

Physician Enterprise Solutions

We untangle the complexities where the physician enterprise and the health system intersect, so that everyone's goals are aligned.

Health Reform and the Uncertain Landscape

- Helping you stay on top of the latest trends, whether brought about by health reform or changing regulations

Alignment Within a Physician Enterprise and Health System

- Ensuring that your physician practice can effectively strategize, communicate, and integrate with the goals of the health system

Value-Based Payment

- Value-Based Payment is here to stay; we help you prepare for MACRA and any additional changes that occur in the future

Compensation, Benefits, Retention

- Ensuring that you attract, properly compensate, and evaluate the best people for your physician practice

Leadership Development Programs for Clinical and Non-clinical Leaders

Compensation and Benefit Review Tied to Operational Improvement