

Tom G. Olivo, CMC

Tom Olivo is the founding partner in the consulting firm Healthcare Performance Solutions (HPS) and the President of Success Profiles, Inc.

Tom is the co-author of “Impending Crisis, Too Many Jobs, Too Few People” (a Business Best Seller for 2003), “Success Simplified” (with Dr. Stephen Covey in 2011) and “Roadmap to Success” (with Dr. Ken Blanchard in 2012)

In his professional career, Mr. Olivo has over 25 years of experience in identifying, measuring and comparing the “commonalities” of highly successful athletes, business leaders, and organizations. Tom has worked in a multitude of industries with thousands of senior executives and managers, emphasizing the importance of Business Analytics and Getting the Right People in the Right Roles.

Over the past 12 years, Tom has operated solely in Healthcare, with a profound focus on trying to make a difference to every outcome possible. This has been achieved by utilizing proprietary measurement tools which have created one of the largest databases of its kind and includes the evaluation of the effectiveness of over **30,000 leaders and the business practices of over 500 hospitals and systems.**

Scripps Health, Lee Memorial, Palmetto Health and many others have seen consistent, performance improvement and have retained Tom’s services for many years.

During 2014 Success Profiles and HPS have published research that has uncovered disturbing downward trends in the performance of leaders, who until 2011 were succeeding in their roles and are now struggling in ever greater numbers.

This discovery led to further research which has definitively explained what it is that separates the very best leaders from everyone else and also what impact this downward trend and changing leadership demographics, will have on maintaining leadership continuity and succession planning in the future.

In typical fashion, Tom has practical, evidenced based approaches to meeting these business critical issues head on and does so in his usual empathetic and direct style, mixed with real world examples and humor.

He is considered by business leaders to be an expert in Talent Management and is one of the most requested speakers in the Healthcare industry on the topic of "Quantifying the impact that leadership has on performance outcomes." Information.