

JACOB E. MICHAELS

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Senior Sales Executive

STRATEGIC SALES OVERSIGHT • TEAM DEVELOPMENT & LEADERSHIP • PROFIT & BUSINESS GROWTH IMPROVEMENTS

Specialize in driving medical product sales growth through effective presentations, sales leadership, and client relations

Business & Sales Growth: Led two largest locum tenens physician recruiting companies in U.S. with combined revenue over \$1.3BN (key contributor to growing company from \$100MM to over \$1.5BN).

Strategy, Vision & Mission Planning: Successful experience in delivering industry leading results in growth, profitability, employee engagement, and customer satisfaction.

Leadership Development: Experienced in building and leading high performing leadership teams that succeed through a culture of performance and engagement.

Areas of Expertise

- Operations Management
- Business Development
- Succession Planning
- Culture Improvements
- Performance Improvement
- Change Management
- Talent Acquisition
- Scaling for Growth
- Strategic Business Planning
- Partnership Development
- Healthcare Leadership
- Sales Leadership

Professional Experience

ABC HEALTHCARE, San Diego, CA

1997 – 2018

ABC Healthcare is a leader in healthcare staffing and the nation's largest provider of locum tenens services; comprised of five healthcare staffing brands: ABC Health, Featherby Healthcare, Global and Foundation Medical Staffing, and RNnetwork.

Group President, 2017 – 2018

Contributed to overall strategic direction and performance of ABC as member of Executive Team; led ABC Health and Featherby brands. Worked to build alliances and partnerships across brands through creation of standard process and sharing of best practices. Focused on leveraging size and scale of brands to improve deliverability, efficiency, and customer satisfaction; led Presidents of both divisions and combined team of over 1,400. Headed ABC corporate business development team in creating strategies designed to attract, retain, and grow large hospital systems, associations, and groups across all ABC physician, nursing, and allied brands; interacted and presented to ABC Board of Directors/Investors.

- **Delivered above budget results** by contributing 14% growth in contribution profit.
- **Recognized by Fortune Magazine's 100 Best Companies to Work for list for nine consecutive years.**
- **Successfully led placement of over 7,200 physicians in all 50 states;** twice as large as next competitor.
- **Generated industry-leading delivery capabilities and technology-enabled business models** by successfully leading process improvement strategies throughout ABC to enable execution of our digital experience initiative.
- **Improved new hire retention and sales productivity** through development of CORE program and talent acquisition process; subsequently implemented in all divisions of ABC.

President, ABC Health, 2011 – 2017

Developed, communicated, and executed vision, strategic plan, budget, business development, customer engagement, and succession plan for division. Attained 93% employee engagement score with special recognition from *Fortune Magazine*. Achieved Inavero *best of staffing lifetime service award* for demonstrating service excellence.

- **Delivered consistent above industry and above budget results** by contributing 15% CAGR 2011-2017 driven by increases in volume, margin and deliberate investment strategy.
- **Grew Revenue from \$260MM to \$660MM and Profit from \$50MM to \$136MM.**
- **Achieved industry-leading growth** through implementation of LEAN methodologies in enhancing efficiency and productivity; strengthened focus on customer feedback and quality in building best-in-class customer experience.
- **Reduced employee turnover rate from 30% to 12%** by improving hiring process and compensation plans; established learning and development program; **#1 rated training initiative worldwide from Training magazine.**