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# TRILOGY

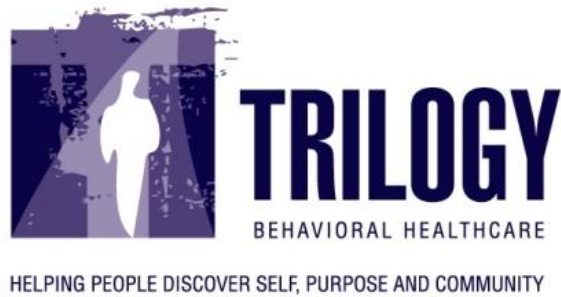
BEHAVIORAL HEALTHCARE

HELPING PEOPLE DISCOVER SELF, PURPOSE AND COMMUNITY

**Position Guide**

***President & CEO***

[www.trilogyinc.org](http://www.trilogyinc.org)



POSITION: President & CEO  
REPORTS TO: Board of Directors  
LOCATION: Chicago, Illinois

#### **OUR MISSION**

*Trilogy's mission is to support people in their recovery from mental illness by helping them discover and reclaim their capabilities, life direction and well-being.*

#### **OUR VISION**

*To lead, innovate and collaborate in the delivery of integrated behavioral healthcare that is recovery-focused, culturally competent, trauma-informed, evidence-based and designed to achieve optimal outcomes.*

#### **OUR VALUES**

Hope, Excellence, Accountability, Respect, Teamwork, Compassion

#### **ABOUT TRILOGY BEHAVIORAL HEALTHCARE**

Trilogy, Inc., founded in 1971, is a private not-for-profit behavioral healthcare organization with more than 45 years of experience serving people with serious mental illness in the City of Chicago and its surrounding suburbs.

Since 1971, Trilogy has offered a variety of services which assist adults living with mental illnesses in their quest to live their lives to the fullest, to achieve and maintain their highest level of independence in the community. Named for three essential components of psychosocial rehabilitation – vocational rehabilitation, socialization, and leisure time planning – Trilogy has assisted thousands of individuals on their road to recovery.

Central to the philosophy of all Trilogy services is a belief in the possibility of long-term recovery from mental illness and mental illness with co-occurring substance use issues. We operate under the assumption that people can and do make good choices for themselves when offered accurate information, a wide array of recovery options,

acceptance, and support. Our services are designed to maximize individuals' independence, self-sufficiency, and quality of life, by helping people identify their own strengths, talents and interests and to develop their own wellness recovery plans.

Trilogy is a [Trauma-Informed Care](#) organization. We have an appreciation for the high prevalence of traumatic experiences in persons who receive mental health services. Every single client served by our organization experiences a safe and trusting physical and social environment that provides trauma-informed and trauma-specific services that are easily accessible; person-centered, competently delivered, culturally respectful and consistent with recovery-oriented principles of collaboration: shared decision making and self-direction.

### **THE OPPORTUNITY**

Trilogy Behavioral Healthcare has an operating budget of approximately \$24 million, which includes federal, state, and private funds, and it employs staff of approximately 350. Trilogy has experienced rapid growth during the past twelve years, quadrupling its size and services from \$4 million in annual revenue from services twelve years ago to \$24 million in 2018. Trilogy is proud to have been nimble and responsive to the needs of our clients for quality services without losing focus on its mission to help people recover from mental illness.

The next President & CEO will have the opportunity to continue and sustain the organization's expansion, diversification of services and culture of collegiality and compassion. After having successfully executed on healthy, measured growth in recent years, Trilogy now has the opportunity to focus its attention on the following areas: increasing the agency's brand and visibility; improving issues related to staff retention; and anticipating challenges associated with reimbursement as payors look to reduce overall payment for services. The next leader will need to continue to enhance the financial reporting capabilities of Trilogy to help leaders and managers understand the cost structure related to delivering units of service.

The next President & CEO further will have the opportunity to expand and enhance administrative infrastructure to keep up with the growth in the organization and build upon the solid and positive organizational culture of collaboration around achieving the mission of Trilogy.

### **POSITION SUMMARY**

The next President & Chief Executive Officer (CEO) is the key management leader of Trilogy Behavioral Healthcare. The CEO is primarily responsible for the day-to-day management and operations of Trilogy and ensures that the organization effectively executes on its mission while setting an overall strategic direction to grow and adapt the organization to changing needs and resources. The CEO is also responsible for maintaining sound financial practices that support the stability of the organization, managing key operational metrics, overseeing and improving infrastructure to support operational efficiencies, building and maintaining a strong organizational culture, and growing awareness of Trilogy's mission and services. The CEO reports to the Board of Directors and is responsible for building and maintaining strong relationships with board members and leveraging the Board for strategic insights and direction.

Essential responsibilities include:

### Organizational Mission and Strategic Direction

- Preserves a reputation as a strong advocate for individuals with serious mental illness and promotes activities and client/employee involvement that inspire the mission and vision of Trilogy.
- Positions Trilogy to execute effectively on its mission through a clearly defined strategic plan communicated throughout all levels of the organization.
- Maintains strong working knowledge of industry trends and environmental factors affecting Trilogy including but not limited to: legislative changes (federal/state/local), the Affordable Care Act, Medicaid, State of Illinois mandates and consent decrees, value-based care trends, MCOs/payers, and grant opportunities.
- Provides strategic alliances and identifies and creates new opportunities for Trilogy to build strategic partnerships/relationships with organizations and individuals aligned with Trilogy's strategic vision and mission, including: other mental health and behavioral health providers, associations that advocate for people recovering from mental illness, associations that advocate for mental health providers, elected government representatives, managed care organizations, health systems, referral sources, local community groups, local police, governmental agencies at all levels, foundations, academic centers for teaching and research, and professionals and their associations committed to promoting health and well-being.

### Financial Management and Stability

- Defines key financial metrics for the overall organization and individual programs, and monitors through the development of performance dashboards and review of historical trends.
- Leverages the key data/metrics to build and manage a budget aligned with the strategic vision and mission of the organization.
- Oversees fiscal management that reasonably anticipates operating within the approved budget, ensures full resource utilization, and proper financial controls/processes and maintenance of the organization in a positive financial position.
- Develops the financial acumen of all managers and leaders in the organization to drive financial responsibility and accountability throughout the organization.
- Develops a plan to find ways to diversify funding sources beyond Medicaid and federal consent decrees including, but not limited to, foundations, private donors/individual giving, and client expansion.

### Organizational Operations

- Minimizes risk through maintaining and monitoring compliance with organizationally/legally sound policies to ensure maintenance of licensure, accreditation and other regulatory requirements.
- Evaluates current infrastructure and technology to determine opportunities for efficiency through improved processes, policies, and utilization of current or implementation of new technology.
- Ensures new/existing programs operate with defined quality metrics for client outcomes and financial program success that further Trilogy's mission and strategic plan.
- Manages team of executives/direct reports through open communication, clearly defining roles and responsibilities. Evaluates and reviews leadership team performance, competency, and effectiveness, and provides guidance, coaching,

opportunities and corrective action as appropriate. Enhances and sustains a working environment which encourages collaboration, client-centered care and healthy, productive leadership. Ensures effective recruitment and retention programs are in place to drive an organizational culture that sufficiently supports individuals delivering quality mental health services to clients, minimizes turnover, improves overall efficiency and fiscal responsibility, promotes overall employee satisfaction, and adheres to the values of Trilogy.

### **CANDIDATE PROFILE**

Trilogy's next President & CEO will be a proven visionary leader with a minimum of five to ten years progressive leadership experience and, most importantly, with a deep and abiding passion for the mission and clients of Trilogy. The next CEO will have demonstrated executive leadership in organizations that have experienced rapid growth and change. He or she will possess strong business acumen and will have experience and comfort in overseeing financial management in large organizational settings.

While this person will be a strategic thinker, he or she will also be able to deal creatively with risk and ambiguity. The next President & CEO will have a strong ability to lead and inspire a team of dedicated staff and will possess a collaborative yet action-focused decision-making style. The successful candidate will be a person who understands and values diversity within both staff and client bases.

The next CEO must have the desire and ability to engage a team of professionals at all levels of experience. Personal qualifications include the interest and ability to maintain what is already a strong, supportive culture, and to both manage and lead within complex organizations. A creative, intuitive thinker with high integrity, emotional intelligence, empathy, flexible personality and strong resiliency will serve the organization well. The selected candidate will apply the mission of service and compassion to Trilogy's clients and external constituents as well as to Trilogy's internal team.

The successful candidate will serve as the primary internal leader as well as the primary external representative of Trilogy. He or she shall be a relationship builder, comfortable with being the face of the organization, skilled in coalition building and advocacy, practiced at public speaking, and able to navigate and energetically participate in an increasingly challenging healthcare landscape. He or she will be a well-regarded and effective advocate for Trilogy's mission which includes educating the public about mental health issues, dispelling inaccurate stereotypes, building bridges to organizations and people who can help Trilogy clients, and securing housing, employment, and health care services.

In support of this end, Trilogy's next leader will have the ability to establish and maintain strong collaborative relationships with funders, potential donors and other sources of financial and programmatic support. This person must be willing to serve as a compelling and credible public advocate for the promulgation of policies that promote the fulfillment of Trilogy's mission. He or she will embrace and have interest in inviting others to support the mission of the organization. Fundraising experience is desirable, as is experience working with a committed volunteer board of directors.

Experience in behavioral health, primary healthcare, social services, or other relevant executive experience is preferable. The ideal candidate will exhibit an understanding of the Illinois and national political and healthcare landscapes, and will provide thought

leadership as to how Trilogy can capitalize on ongoing changes for the benefit of both the organization's financial success and the healthcare needs of its clients.

A bachelor's degree is required, and a master's degree in a human service related field is strongly desired.

Applications for the position are being received exclusively by Kittleman & Associates, LLC. To apply, please submit a current resume and letter of introduction at [https://www.kittlemansearch.com/news/current-searches/trilogy-behavioral-healthcare-  
/](https://www.kittlemansearch.com/news/current-searches/trilogy-behavioral-healthcare-/)

For more information about Trilogy Behavioral Healthcare, visit [www.trilogyinc.org](http://www.trilogyinc.org)