

Talent Investment

Having the right people is the most critical success factor.

"Hiring people based on personal attributes and transferable professional skills is effective in building a workforce that can nimbly adapt to constant change and achieve success, regardless of the challenge." – Scott Caldwell, President and CEO, The Resource Group

Our Approach to Recruiting & Retaining Talent

The challenges healthcare providers face today cannot be solved by the same solutions and same positions. Rather than utilizing "utility" positions in traditional healthcare supply chain, The Resource Group recruits candidates who share our values and bring fresh perspectives from a myriad of industries including banking, consulting, legal, small parcel logistics, retail, and more. Ongoing investment in people equips our associates to identify, implement, and realize sustainable value for our Participants.

The Resource Group believes in:

- Hiring talent from all industries to foster innovation
- Investing in the people who deliver long-term success to our Participants
- Creating a culture of continuous learning to prosper in an ever-changing business environment

The 7 Attributes that define our people:

Nice | Bright | High Energy | Inclusive
Inspired by Mission | Invigorated by Change |
Willing to Give Away Power



Listen. Innovate. Implement.®

How does The Resource Group invest in its associates?

One of The Resource Group's top priorities is associate experience. The first step in achieving its goal of lowering the cost of healthcare is placing the right people and equipping them with the knowledge and tools to design and implement solutions to today's challenges.

The Resource Group combines tailored one-on-one career development planning with structured development programs to maximize growth opportunities for its associates.



Accelerate U

Open to all associates

Accelerate U is designed to enhance leadership and communications skills, arming individuals with technical supply chain knowledge and the ability to manage projects and implement programs effectively.

The program includes certifications, experiential learning, and mentoring in the following areas:

Certifications | General Education | Healthcare | Leadership & Development



Lead From Where You R

Open to all associates via random selection process

The purpose of this program is to equip associates to embrace increasing levels of responsibility throughout their careers. Associates that complete the program absorb the insights of successful leaders and participate in virtual and in-person trainings to develop each associate's leadership style.

Program Components:

Pre and Post Program Assessments | Group Led Discussion | Executive Exposure | Cross Functional Collaboration



Operational Excellence Program

This program exposes entry-level associates to all areas of the organization, preparing them to become future leaders within The Resource Group.

By completing a variety of modules that include shadowing, projects, and leadership exposure, entry-level associates learn the organization and hone in on their areas of interest.

Module Areas:

Strategic Sourcing | Operations and Logistics Optimization | Change Management