



# TERE LEBARRON

SENIOR DIRECTOR

PHOENIX

## quick facts

- Over 25 years of executive level health care experience
- Specific expertise in organizational governance, faculty/provider compensation, program development and implementation and performance management
- Planning, organizational and strategy development focus



Tere LeBarron is a Senior Director with Alvarez and Marsal Healthcare Industry Group. Ms. LeBarron is a senior healthcare executive with extensive experience in ambulatory care, health plan, practice plan, hospital and academic environments. She has specific expertise in organizational performance, strategy, planning, execution and human resources.

Ms. LeBarron's recent work includes assisting the Board of Directors of a large academic safety net hospital helping to develop a strategic plan. She is also involved with the development of a faculty practice organization and faculty compensation programs for a large academic health system. This work focused on assisting academic departments to develop compensation plans that are market sensitive, productive and aligned with the health system goals.

Prior to A&M's Ms. LeBarron worked on a start-up Qualified Health Plan (QHP) for the individual and small group exchange marketplace in Arizona. Ms. LeBarron assisted in both the development of the business plan and loan application, which secured a \$93 million Federal Government loan. She held the position of Chief of Human Resources and Special Projects and managed the development of a governance structure. Ms. LeBarron also served as the Interim Human Resources Officer for the Northwestern Medical Faculty Foundation where she developed a centralized talent acquisition program and strategic compensation and benefits programs.

Ms. LeBarron served as Vice President of Human Resources, Planning and Integration for University Physicians Healthcare. In that role, she provided corporate-wide leadership in the areas of organizational alignment and execution to ensure successful outcomes in both team and individual accountability. She also developed an award-winning department resulting in the 2005 AARP Best Employer Award.

Ms. LeBarron was involved in the Medical Referral Source start-up and helped to ensure that the young and growing company had the tools they needed to position themselves for sale. Medical Referral Source was sold to The Advisory Board for \$11.5 million in 2013.

Ms. LeBarron has held various administrative positions at Phoenix Children's Hospital and Banner Health (formerly Samaritan Health Service).

Ms. LeBarron earned a bachelor's degree in management and a master's degree in health services administration from Arizona State University. She is a Certified Compensation Professional by World at Work (American Compensation Association).