

Vic Buzachero



Vic Buzachero serves as a member of the InveniasPartners Advisory Board and Consultant for the firm. With nearly 40 years of human resources management experience, Vic has provided HR leadership in some of the most respected health care systems in the country. Most recently, Mr. Buzachero served as the CHRO for Scripps Health in La Jolla, CA. He joined Scripps Health in September 2001 and led Scripps to national recognition as a top employer by AARP for the past ten years, Working Mother Magazine for the past 10 years and Fortune Magazine's Top 100 Employers for 10 consecutive years. He has led several new and successful initiatives including a comprehensive employee wellness program, implementing an annual management cycle that integrates strategic planning, capital planning, operations planning, performance management, and talent management, as well as decertifying the California Nurses Association to maintain the only non-union health system in California. Vic's leadership helped grow Scripps Health to a \$3.0 billion integrated delivery health system.

Prior to Scripps Health, Vic held top executive level positions at organizations such as Providence Health System, Banner Health System, Presbyterian Health System (Texas Health Resources) and Baptist Health System. During his tenure at these organizations Vic developed and successfully implemented programs including leadership development, service excellence, reduction in employee turnover, improved employee satisfaction as well as an E Health strategy. Additionally, he served as Vice President of Marketing (hospital acquisitions) for Quorum Health and was co-owner and principal of a national labor relations and executive compensation consultancy. In 1999 Franklin Covey honored Vic with the "Organization of Excellence" award for his prominent efforts in organizational development and effectiveness and, in 2011, Vic was honored by HR Executive Magazine as a top HR Executive for the year.

Vic is frequently sought out to speak at the national level on ROI in health care, work force initiatives and labor relations among many other topics. He is the former chairman of the American Hospital Association Solutions Board in addition to serving on other boards.