



Caldwell Butler
& Associates



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Robert P. Thames, FACHE, FHFMA Vice President, Senior Leader Coach

CEOs and senior leader teams (SLTs) engage Rob as a coach to help them achieve mission critical goals. Rob leverages the strengths of the SLT to realize challenging goals and implement and/or enhance their performance flywheel. This evidence-based, systematic approach integrates lean six sigma to build performance capability and pull out waste. Rob helps organizations adapt and evolve this approach through local culture, resulting in strengthened accountability and speed to execution.

Rob is a progressive, versatile healthcare leader with exceptional results helping teams in complex systems thrive during significant change. Rob's depth of experience, in both operational and consultative capacities, includes:

- Performance Acceleration
- Care Systems Operations
- Improving organizational accountability and implementation
- Physician Partnering
- Integration of financing and delivery/manage care
- Strategy development and execution

Rob's passion is helping teams and organizations achieve world-class performance on behalf of the patients we are called to serve.

As COO of 767-bed St. Anthony's Medical Center, St. Louis, Rob led his team to beat budget every year – even in the worst economy – raise HCAHPS from bottom to top quartile and cut significant safety events by one-third. Rob led St. Anthony's physician partnership strategy, including joint ventures and co-management, and grew ambulatory business from one-third to over one-half of total revenue.

For nearly nine years prior to St. Anthony's, Rob helped boards, SLTs and physicians across the country as a consultant in the areas of market strategy, physician collaboration, managed care and performance improvement with Partners First (a subsidiary of Ascension Health, subsequently acquired by Health Evolutions). Previous roles include Vice President of Managed Care, Vice President of Operations at General Health System, Baton Rouge, and operational roles at The Medical College of Georgia Hospital and Clinics, and Fairview Health System, Minneapolis.

Rob earned his B.S. in Business, MHA and MBA all from the University of Minnesota. He presents regularly at local and national conferences, including ACHE, FHFMA, CHA, and OP100, and is a Juran-trained facilitator.