***KERRY P. HERBINE***

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**SUMMARY:**

Experienced Executive at developing a best-in-class vision and mission. Expert in bringing an organization’s vision and mission to life by operationalizing and scaling innovative services, patient expansion and experience, talent retention and acquisition, and strategic alliances across the market. Proven track record of achievement grounded in a comprehensive approach to leadership that brings together employee engagement, patient and partner loyalty, and operational excellence to deliver exceptional clinical, operational, and financial results. Guided by an uncompromising value system managed to a standard set of principles, which includes nurturing a performance-driven culture.

**EXPERIENCE:**

**2021 to present Lewis County Health System**  Lowville, NY

**Chief Operating Officer**

* Lead and manage daily operations of county owned critical access hospital and nursing home with 540+ teammates.
* Lead and manage nursing, quality management, compliance, risk management, hospital-based contract services, infection prevention, pain management, home health, hospice, nutrition, case management, ancillary services, environmental services, human resources, nursing home, facilities, public relations, provider recruitment, and marketing.
* Lead positive change throughout organization using evidence-based best practices.
* Liaise with board of directors and communicate direction to organization appropriately.
* Conduct strategic planning and marketing planning toward optimum growth and fulfillment of organizational objectives.
* Develop budgets and financial plans, gain board approval and execute accordingly with periodic reporting and accountability.
* Guide staff members and patients through transitional changes, communicate objectives and

expectations, alleviate concerns and ensure procedural adoption.

**2011 to 2021 Kingman Regional Medical Center**  Kingman, AZ

**Senior Director of Diagnostic Services**

* 235 bed community owned health system, with 2,200+ employees.
* Responsibilities included leadership and management of the following departments: cancer center, radiology, laboratory services, respiratory therapy, wound care, and project management teams.
* Special projects leader with CEO, liaison to senior leadership and board of directors.
* Best-in-class patient experience and scores.
* Best-in-class employee engagement and scores.
* Lead income growth to record results.
* Lead key executive initiatives including acquisitions.

**2008 to 2011 Kids Little Smiles Dentistry for Children** Kingman, AZ

**Chief Operating Officer**

* Lead and managed organization of five locations.
* Lead effort to consolidate debt and build/execute strategic to ensure sustainability and success.
* Grew Net Income by 22% year over year by incrementally growing revenue through leadership and

reducing expenses through improved operational efficiencies.

* Lead acquisition of enterprise resulting in significant return of investment.

**2003 to 2008 Sprint, Inc.** Louisville, KY

**Area President**

* Leadership responsibilities for four state region; providing integrated voice and data mobile communications solutions for small to medium sized businesses and consumers through multiple distribution channels.
* $840 million P&L responsibility covering 2,200+ employees, including six General Managers and their teams, Operations Director, Human Resources Director, Finance Manager, Marketing Manager, Public Relations Manager and administrative team.
* Responsibilities included sales, operations, call center operations, marketing, finance, public relations, information technology, human resources and business development.
* Built a team of exceptional leaders, cultivating supreme commitment through consistent inspiration and decision making based on solid guiding principles.
* Record of success: consistently ranked in the top 2 in the country based on revenue, expense management, and income generation.

**1994 to 2003** **WinStar Communications, Inc**.

**Regional President** 11/99 to 4/03Atlanta, GA

* Leadership responsibilities for the Southeast United States; providing integrated voice and data communications solutions for small to medium sized businesses.
* $890 million P&L responsibility covering 3,100+ employees, including eight VPs, 4 directors, and their staffs.
* Responsibilities included sales, operations, call center operations, network deployment, marketing, finance, information technology and human resources.
* Led team to interact with investors/prospective investors, demonstrating WinStar’s value proposition.
* Built a team of exceptional leaders, cultivating supreme commitment through consistent inspiration and decision making based on solid guiding principles.
* Lead in presenting and attracting significant investors and investments in organization.

**Vice President** 8/96 to 11/99Washington DC

* Comprehensive knowledge and understanding of business drivers.
* Consistently called upon to demonstrate value proposition to prospective investors.
* Provided leadership to entire organization.
* Always in top 3 in stack rankings in the country.

**Sales Manager** 7/94 to 7/96Washington DC

* Comprehensive knowledge and understanding of business drivers.
* Launched market.
* Played integral role in growing market, organizationally and market share.
* Ranked #1 in stack rankings in the country.

**EDUCATION:**

**Oklahoma State University** Stillwater, OK

Master of Science Healthcare Administration

4.0 GPA

**Kutztown University of Pennsylvania** Kutztown, PA

Bachelor of Science Business Administration