

## **BIOGRAPHICAL SKETCH**

**Paul Wafer, BS, MBA, RN**

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**Principle/Senior Management Consultant**

Mr. Wafer has over 35 years of healthcare experience. His surgical services leadership experience has encompassed both large and small surgery programs over a 25 year period. Paul's span of responsibility has also included many hospital-wide leadership positions including Chief Nursing Officer, Chief Operating Officer and Chief Executive Officer. He also has extensive consulting and turn-around experience.

During his professional career Mr. Wafer has:

- Performed operational assessments at hospital perioperative departments across the country
- Improved operational performance through improved productivity
- Established and implemented Performance Improvement programs to meet National Patient Safety Goals
- Developed competency based orientation programs
- Led drive to standardize implantables and biologicals
- Facilitated a Pre-Admission process teams
- Coordinated surgical expansion projects
- Implemented procedure based case cart systems
- Assisted in the conversion and implementation of new surgery scheduling systems
- Assisted in the conversion and implementation of major products within the operating room
- Chaired product standardization teams/committees
- Directed and improved the processes of several sterile processing departments that supported up to 22,000 procedures annually
- Managed and motivated large multi-cultural workforce
- Converted several Perioperative departments to a philosophy of continuous readiness for JCAHO survey

Mr. Wafer completed his Nursing degree at El Camino College his BS in Biology at Loyola Marymount University and his Masters Degree in Business at Pepperdine University in Malibu, CA. Mr. Wafer personally supervises all of the Interim Directors and Senior Management consultants. Mr. Wafer is a high energy leader who can quickly assess and lead change within an organization.