

Application Questions:

- 1. Experience with Multi-Business Operations:**
 - Describe your experience managing operations across multiple business units or industries. How did you ensure operational efficiency and value creation in each?
- 2. Healthcare and Automotive Experience:**
 - Given our focus on healthcare and automotive services, what specific strategies have you implemented in these industries that led to significant operational improvements?
- 3. Process Improvement:**
 - Can you provide an example of a time when you identified a bottleneck in a process and successfully implemented a solution? What was the impact on the business?
- 4. Leadership and Team Development:**
 - How do you approach mentoring and leading diverse teams? Can you share a specific example where your leadership directly contributed to improved team performance and operational success?
- 5. Data-Driven Decision Making:**
 - Describe a situation where you used data and analytics to drive a critical business decision. What tools did you use, and what was the outcome?
- 6. Project Management:**
 - What has been your most challenging project to manage, and how did you ensure its successful completion? How do you prioritize tasks and manage timelines in complex projects?
- 7. Cross-Company Synergies:**
 - Have you ever implemented cross-company initiatives that resulted in improved efficiency or profitability? Please provide details on the initiative and its outcomes.
- 8. Adaptability and Problem-Solving:**
 - How do you adapt to rapidly changing business environments? Provide an example of a time when you had to pivot quickly and effectively in response to a business challenge.
- 9. Remote Work Experience:**
 - What is your experience working in a remote environment? How do you maintain effective communication and collaboration with teams across different locations?
- 10. Cultural Fit and Values:**
 - What excites you about the opportunity to work with Sapiens Group LLC and St Louis South Oral Surgery? How do you align your personal values with our company's mission and vision?

Interview Questions:

- 1. Value Creation:**
 - How do you define value creation in the context of operations management, and how have you delivered this in previous roles?
- 2. Long-Term Strategic Impact:**
 - What long-term strategic initiatives have you led in your past roles, and how did these initiatives contribute to the overall growth of the company?
- 3. Operational Metrics:**

- *Which key performance indicators (KPIs) do you prioritize in operations management, and how do you use them to drive continuous improvement?*
4. **Dealing with Resistance to Change:**
- *In your experience, how have you handled resistance to operational changes from employees or management? What strategies did you use to gain buy-in?*
5. **Innovative Thinking:**
- *Tell us about a time when you introduced an innovative solution to an operational challenge. What was the idea, and how did you implement it?*