Cheat sheet

Garner Health
Hiring manager round

Glance at this just before the call

Garner, in one line	Garner sells employers a benefit that sits on top of their existing health plan, ranks doctors on performance, and covers most or all of a member's out-of-pocket costs when they choose a top-ranked one.
This round	45 minutes on video with your likely future manager, the VP of Strategy & Operations. Date not fixed yet. They're checking that you can run planning and KPIs, break down a messy problem, and deliver with other teams.
Lead with these	1. You run annual and quarterly planning for a 280-person company, and leadership reviews the KPI tree you built every month. 2. You led the employer onboarding redesign that cut signed contract to first member visit from 74 days to 41 across 18 launches in 2025. 3. Your six-week review of two claims-data vendors led to a switch the finance team estimates saves about $310,000 a year.
Gaps to handle	1. No direct reports at Mabry: say it first, name the two analysts you managed in consulting, then give the escalation triage (Q13). 2. Leaving a company in the same market as it cuts back: keep it factual and about wanting growth work (Q12).
Have these answers ready	1. My path and day one (Q01) 2. How planning runs (Q03) 3. Why Garner, why now (Q02) 4. What breaks first (Q07) 5. First 90 days (Q09)
✓ **Do**	Tie every answer to a number you moved, and say clearly what your part was.
× **Don't**	Don't share Mabry's account names or figures, and don't criticise Mabry's move to cost work.