



**ADVANTAGE SUPPORT
SERVICES, INC.**

**EXECUTIVE
QUICK-REFERENCE
GUIDE**

WHAT HIGH- PERFORMING ASCS ARE SOLVING DIFFERENTLY

The Five Operational Pressures ASC Leaders Are Facing in 2026

Insights from more than 25 years supporting surgical operations, sterile processing, staffing, compliance, and perioperative leadership.



**STERILE PROCESSING
LEADERS**



**PERIOPERATIVE
LEADERS**



**HOSPITAL
EXECUTIVES**

FULLY STAFFED DOESN'T MEAN FULLY STABLE

STAFFING PRESSURE

Many ASCs have reduced vacancy rates over the past several years. Yet instability often remains.

The issue isn't always headcount.

It's competency, retention, onboarding, burnout, and operational resilience.

What Leaders Are Seeing

- Increased reliance on overtime
- Burnout among core team members
- Recruitment challenges for specialized roles
- Increased vulnerability when key employees leave

Executive Question

If one critical employee resigned tomorrow, how disruptive would the impact be?

Why It Matters

Operational stability depends on workforce capability, not workforce count.



OPERATIONAL PRESSURE # 2

THE MOST EXPENSIVE OR IS THE ONE SITTING IDLE

THROUGHPUT PRESSURE

Revenue growth doesn't happen because operating rooms exist. It happens because operating rooms perform.

Small inefficiencies compound quickly across an ASC schedule.

What Leaders Are Seeing

- Increasing turnover times
- First-case delays
- Schedule overruns
- Add-on case disruptions

Executive Question

Do you know what causes most of your daily delays?

Why It Matters

Throughput is one of the clearest indicators of operational effectiveness.



THE OR FEELS SPD PROBLEMS FIRST

STERILE PROCESSING PRESSURE

Sterile processing challenges rarely begin in the OR. That's simply where the consequences appear.

What Leaders Are Seeing

- Missing instruments
- Tray assembly errors
- Delayed tray availability
- Dependence on flash sterilization

Executive Question

Are instrument quality issues being measured consistently?

Why It Matters

SPD performance influences readiness, surgeon satisfaction, patient safety, and operational flow.



OPERATIONAL PRESSURE # 4

SURVEY READINESS SHOULD NEVER BE SEASONAL

COMPLIANCE PRESSURE

Organizations often prepare for surveys.
High-performing organizations prepare through daily operations.

What Leaders Are Seeing

- Outdated policies
- Documentation gaps
- Training inconsistencies
- Limited audit activity

Executive Question

Would your organization be survey-ready tomorrow?

Why It Matters

Compliance should be operationalized, not activated.



OPERATIONAL PRESSURE # 5

GROWTH EXPOSES LEADERSHIP GAPS FIRST

LEADERSHIP PRESSURE

Operational complexity grows faster than many leadership structures.

As organizations expand, accountability and visibility often become harder to maintain.

What Leaders Are Seeing

- Expanding service lines
- Increasing procedural complexity
- Competing priorities
- Staff development challenges

Executive Question

Is your leadership team spending more time on strategy or crisis management?

Why It Matters

Sustainable growth requires leadership capacity before it requires additional scale.

