



# What's Working Against You in Behavioral Health

(And Why It's Time to Get Ahead of It)

Running a behavioral health organization in 2025 means managing care, compliance, and cash flow—often without enough tools, time, or people. Understanding the five challenges likely to stand in your way is the first step to overcoming them.

## Top 5 Threats Facing Behavioral Health Leaders



### No Long-Term Plan

Without a clear succession strategy or defined goals, you're vulnerable to leadership gaps and market shifts. As Glenn Hadley puts it:

*"95% of business owners in behavioral health care are working in their business instead of on it."*



### Reimbursement Gaps

Fee-for-service often doesn't cover the true cost of care. Most organizations struggle to prove outcomes or navigate value-based contracts—making growth risky and uncertain.



### Underinvestment in Technology

Behavioral health was left behind in early EHR funding—and many are still playing catch-up. Outdated tools and siloed data slow everything down.



### Burnout and Turnover

More than half of behavioral health providers report burnout. When your team leaves, so does critical knowledge—and patients feel the impact.



### Compliance Complexity

Small teams without strong infrastructure face massive risk. As Katherine Nisbet says:

*"The result is often costly fines, a damaged reputation, or total collapse."*



### Sound familiar?

These aren't minor annoyances—they're existential risks. And they're exactly why future-proofing is no longer optional.

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