



The Healthcare  
She Suite

## Learn from HER

"Today, do what others  
won't so tomorrow you  
can accomplish what  
others can't."

—Simone Biles  
7x Olympic Medalist  
Gymnast

### This One's for the Girls

**Did you know? Women's  
History Month has its roots  
in the 19th century when  
women from NYC factories  
joined forces to protest poor  
working conditions.**

**WOMEN'S  
HISTORY MONTH**

## Breaking Barriers in Healthcare Finance: How Billie Jean Mounts Leads the Way for Women

In healthcare finance—a field historically dominated by men—Billie Jean Mounts has carved out a path of excellence, proving that women belong at the table and are essential to driving transformation in the industry. As the Chief Revenue Officer for Bon Secours Mercy Health (BSMH), one of the largest Catholic healthcare ministries in the U.S., Mounts has built a strategic and trailblazing career rooted in resilience, expertise, and a commitment to financial innovation.



*"I've been in negotiations where I was underestimated," she recalls. "But I've learned that preparation, data, and confidence in your expertise can shift the entire conversation. It's about knowing your worth and ensuring that your voice carries weight." - Billie Jean Mounts*

Her story is about breaking barriers, challenging industry norms, and mentoring the next generation of women leaders in healthcare finance. Through negotiation expertise, operational efficiency, and data-driven decision-making, she has helped BSMH thrive financially—proving that strong financial leadership is key to ensuring sustainable, high-quality patient care.

When Mounts began her career in healthcare finance, women leaders in revenue cycle and reimbursement were few and far between. She quickly realized that success would require not just technical expertise but also confidence, resilience, and a willingness to speak up in rooms where she was often the only woman.

Beyond her impressive career achievements, Mounts is deeply committed to helping other women rise in healthcare finance. She understands the challenges of being a female leader in a technical, numbers-driven industry and actively works to mentor and develop emerging talent.

Mounts knows that the path to leadership is not always linear—especially for women who face additional hurdles in career advancement. But she also believes that women bring unique strengths to the table—and it's time they claim their space.

## Leadership Corner

*"One of the criticisms I've faced over the years is that I'm not aggressive enough or assertive enough, or maybe somehow because I'm empathetic, it means I'm weak. I totally rebel against that. I refuse to believe that you cannot be both compassionate and strong."—Jacinda Ardern, former Prime Minister of New Zealand*

### Leadership from the Heart

True leadership goes beyond titles and positions—it's about leading with empathy, integrity, and passion. Leaders who lead from the heart inspire trust, foster collaboration, and create a positive impact.

#### Key Elements:

1. Empathy: Understand and connect with your team.
2. Integrity: Lead by example with honesty and fairness.
3. Passion: Inspire others with your dedication and enthusiasm.

Lead with heart, and with your team thrive!



### Mounts's five tips for emerging women leaders:

1. *Own Your Expertise*: "Women often hesitate to speak up unless they feel 100% qualified. But the truth is, you belong in that room, and your insights are valuable. Trust in what you know."
2. *Negotiate with Confidence*: "Whether it's a payer contract or your salary, negotiation is about knowing your worth and advocating for it. Walk into every discussion prepared and unapologetic."
3. *Embrace Data*: "Finance is not just about numbers—it's about telling a story with data. Learn how to use analytics to drive decision-making and build influence."
4. *Find Mentors & Sponsors*: "You don't have to figure it out alone. Surround yourself with people—both men and women—who will champion your growth."
5. *Pay It Forward*: "Once you've achieved success, reach back and help the next woman rise. True leadership is about creating opportunities for others."

Billie Jean Mounts is more than a finance executive—she's a changemaker, mentor, and advocate for women in leadership. She has redefined what it means to be a woman in healthcare finance, proving that strong leadership, financial acumen, and a commitment to innovation can transform an entire industry.

As more women step into executive roles, leaders like Mounts are paving the way—proving that healthcare finance is not just a place for men but a space where women can lead, thrive, and make a lasting impact.

## The She Suite Book Club

### "Wolfpack" by Abby Wambach

Join us for our next Book Club meeting on April 14 at 7:00 PM

In this empowering book, soccer legend Abby Wambach shares her insights on leadership, teamwork, and female empowerment.

1. *Embrace Your Inner Wolf*: Wambach encourages women to reject societal constraints and embrace their true power. She challenges the narrative of Little Red Riding Hood, urging women to see themselves as the wolf: strong, courageous, and capable of leading the pack.
2. *Balance Gratitude with Ambition*: While gratitude is essential, Wambach emphasizes that it shouldn't limit growth. She advocates for women to demand what they deserve, highlighting the importance of recognizing one's worth and pushing for equality.

Don't miss this opportunity to discuss these powerful themes with fellow book enthusiasts. See you there! 📖🐺