

Trent Hays

Board Director | Diagnostic Laboratory Strategist | Business Growth & M&A Executive

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BOARD LEADERSHIP SUMMARY

Experienced healthcare executive and board advisor with 25+ years leading and transforming clinical laboratories, diagnostics businesses, and biotech ventures across the U.S. Proven track record of delivering shareholder value through M&A strategy, operational turnaround, and multi-state market expansion. Advises C-level leadership and governing boards on organizational growth, risk management, innovation in diagnostics, and regulatory navigation. Strong governance acumen with experience on multiple advisory boards and executive teams.

Key contributions include leading successful exits, integrating national laboratory networks, and aligning enterprise strategy with long-term value creation. Known for translating clinical complexity into strategic growth, fostering C-suite partnerships, and guiding data-driven decision-making at the board level.

BOARD & EXECUTIVE COMPETENCIES

- Strategic Governance & Board Advisory
- Corporate Growth & Risk Oversight
- P&L & Operational Strategy
- Stakeholder & C-Suite Engagement
- Executive Leadership & Succession Planning
- Laboratory M&A & Exit Strategy
- Healthcare Innovation & Market Expansion
- Regulatory Affairs & Compliance
- National Diagnostics Strategy

PROFESSIONAL EXPERIENCE

Business Development Lead, Board of Advisors 2022 – 2025
[The Health Alliance](#)

- Led strategic diagnostic partnerships across multi-state hospital networks, laboratories, and biobanks.
- Drove double-digit revenue growth through clinical collaboration and research integration.
- Orchestrated diagnostic service expansion aligned with hospital R&D priorities.

President, Board of Advisors 2020 – 2022
[Kennedy Bio](#)

- Consulted on operations, M&A strategy, and business development in laboratory diagnostics.
- Positioned niche diagnostic products and integrated biobank capabilities for market expansion.

Vice President, Business Development 2019 – 2020
[Nationwide Laboratory](#)

- Secured long-term contracts with hospital systems, research organizations, and physician networks.
- Led integration of MedlabsDX of Florida into Nationwide Laboratory.
- Expanded revenue through research partnerships and diagnostic innovation.

Vice President, Business Development | Board of Directors 2016 – 2019
[MedlabsDX of Florida / The Hayes Division](#)

- Appointed to Board of Directors; contributed to strategic planning and executive oversight.

- Built and led regional sales teams, expanding market share across the Southeastern U.S.
 - Drove enterprise value growth ahead of successful acquisition.
- Director of Business Development, Board of Directors** 2014 – 2016
[Microbiology Associates Laboratory](#)
- Advanced adoption of microbiology-based testing in infectious disease networks.
 - Increased lab revenue by 30% through clinical outreach.
 - Built and scaled a high-performance commercial team.
- Sales Manager, Esoteric Testing** 2013 – 2014
[MedlabsDX of New Jersey](#)
- Introduced esoteric test services to key physician markets.
 - Developed sales content and launched targeted campaigns.
 - Supported onboarding of novel test platforms to drive growth.
- Cardiovascular Product Manager** 2011 – 2013
[Solstas Lab Partners](#)
- Created and launched a new cardiovascular diagnostics program.
 - Educated providers and trained sales force nationwide.
 - Aligned payer coverage strategy and presented at medical conferences.
- President, Board of Directors** 2008 – 2010
[International BioBank](#)
- Founded a research-focused biobank, developing a national specimen network.
 - Brokered sales to diagnostic companies and secured recurring revenue streams.
- Chief Growth Officer, Board of Directors** 1999 – 2010
[Hayes Clinical Laboratory](#)
- Led national sales, branding, and client engagement as a founding executive.
 - Played a key role in strategic planning and successful exit.
 - Grew revenues through innovative go-to-market and relationship strategies.
- Vice President of Purchasing** 1997 – 1998
[Dubois Produce World](#)
- Directed procurement and merchandising strategy.
 - Partnered with local producers to expand quality offerings.
- Courier (Part-Time)** 1989 – 1991
[Delray Medical Laboratory](#)
- Supported logistics and client service for medical specimen delivery.

EDUCATION

Bachelor of Science, Health Science

[Cumberland College, KY](#) | 1993 – 1997

All-Conference & Honorable Mention All-American, Collegiate Golf Team