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## Executive Recruiting...Candidates Speak Out

Presented by Integrated Healthcare Strategies  
as authored by Jane Groves, Executive Vice President and Practice Leader, MSA Executive Search

Recruiting for management and executive positions increased significantly in 2010 after a slowdown in 2009. Now many hospitals and health systems find themselves competing for the same “A-list” candidates. Consultants from our MSA Executive Search team speak with hundreds of candidates before, during, and after their search experience, allowing us to learn a great deal about the process from their perspective. We’ve compiled the top five compliments and complaints that we most commonly hear from candidates on their experience during the search, interview, and offer steps.

<b>Top 5 Compliments from Candidates</b>	<b>Top 5 Complaints from Candidates</b>
<b>1. Search process moved along quickly</b>	<b>1. Unclear position definition</b>
<b>2. Regular contact with the recruiter - “I knew where I stood, and what was the next step.”</b>	<b>2. Long delays between steps and sporadic communication with the recruiter</b>
<b>3. Adequate time to meet with key people instead of short meetings with too many people (“cast of thousands”)</b>	<b>3. The interviewers were unfamiliar with the candidate and had obviously not reviewed their resume</b>
<b>4. Interview process that allows time for real dialog and for the candidate to ask questions</b>	<b>4. Offer terms that are lower than expected</b>
<b>5. Competitive salary and benefits offered with special financial assistance for unique relocation needs</b>	<b>5. Relocation benefits are too restrictive.</b>

Just a few changes to how your organization conducts executive searches - whether you do so on your own with internal recourses, or by partnering with a search firm - can make a big difference in the outcome and your ability to win top talent.

### **About the Author**

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### **About Integrated Healthcare Strategies**

*Integrated Healthcare Strategies provides not-for-profit healthcare organizations with direct access to a comprehensive array of healthcare-specific services, delivered by professionals from the industry who understand the rigors of running a healthcare organization – from the lunchroom to the Board Room. Its client list is a “who’s who” of healthcare organizations including over 1200 major healthcare providers, 1,800 hospitals and 700 independent and affiliated medical groups. Integrated Healthcare Strategies specializes in the areas of physician strategy and compensation, employee compensation, executive compensation, human capital solutions, labor relations, leadership transition planning, executive search, employee surveys, performance management and board governance solutions.*

*MSA Executive Search practice of Integrated Healthcare Strategies has over 20 years of proven service in executive and director-level searches, and is exclusive to the healthcare industry. Clients have found the right CEO in our first slate presentation 100 percent of the time. To learn more about IHStrategies and all our specialty practices, please visit [www.ihstrategies.com](http://www.ihstrategies.com).*