

CLIENT TESTIMONIALS



MSA EXECUTIVE SEARCH™
An Integrated Healthcare Strategies Practice

"The consultant was excellent; I would gladly work with her again and recommend her to colleagues. I am glad MSA Executive Search has entered the Director-level search area, which is one that can benefit from your expertise and service."

"The MSA SearchDIRECT recruiter was a pleasure to work with; very professional but personable, too. She is the best recruiter I have ever worked with; extremely knowledgeable, thorough, and responsive."

"The consultant was a polished professional and always delivered on his commitments regarding timelines and follow-up. I have recommended MSA Executive Search to others looking for an executive search firm."

"The MSA Executive Search SearchDIRECT consultant took an interest in our organization, and was a great communicator and resource. Your process is by far the best value we have received. The candidate assessment is excellent."

"The CNO position is one of the most important in our organization. We had to have a great search process that resulted in hiring an excellent new nursing leader. We chose MSA Executive Search/Integrated Healthcare Strategies to support this search for a number of reasons, including our confidence in the consultant's ability to understand our needs and help us design the new position, the knowledge that they have the relationships and resources to reach a broad network of strong nursing executives, and their ability to accurately represent our organization and what we were looking for in the next nurse executive to potential candidates."

"MSA Executive Search assisted us in our search for a new CEO. The firm easily won the job, but it was the performance during the search that impressed me the most. A very diligent job was done in all aspects of the search. Our Search Committee was kept abreast of progress throughout the process, and we were presented with excellent candidates at the end. There was an interesting mix of candidates from across the country, as well as a strong local candidate. I remember thinking we would have been satisfied with any one of the finalists. While that is still probably the case, the person selected has been superb as we wrestle with all the changes that have come to healthcare over the past year. I could not give this firm a higher recommendation."

"Our organization utilized MSA Executive Search to identify and bring on board a VP for Patient Care Services. Prior to the search, the recruiter visited our site to gain a thorough understanding of our mission, vision, and values. Key staff, physicians, stakeholders were interviewed. We were regularly kept informed of the search process. Highly qualified candidates were identified and we ultimately filled the position with an outstanding candidate. We were extremely satisfied with the process and ultimate outcome, and would highly recommend MSA Executive Search for a hard to fill, essential position."

"I have been in human resources and recruiting for 27 years, and I've never seen a better execution of a search . . . I learned a lot!"

99% of clients that worked with MSA Executive Search said that they were happy and satisfied with our service and the result of their search process. -- 2010 client satisfaction survey

"MSA Executive Search/Integrated Healthcare Strategies is a highly professional and personable firm. Their recruitment team is excellent. They not only identify superb candidates, but offer many services not found in other firms. MSA Executive Search takes much of the mundane burden of recruitment off the client's shoulders so that we can concentrate on the job of selecting the best candidate. After the hire, they also follow up to ensure 'service after the sale.' A first class company all the way around, their SearchDIRECT process delivered exceptional results!"

"MSA's approach to executive search is both thorough and comprehensive. Working closely with clients to identify their needs, MSA's 'formula' assures a solid fit between the candidate and the organization. Their unique approach is able to minimize the variables associated with the search process. We have utilized both full executive search and SearchDIRECT, and have been very impressed with both processes and results."

"I have never been presented with a slate of such highly competent candidates by any search firm previously used."

"...MSA Executive Search made us all feel that filling this position was a top priority. Responses were timely and accurate, assessments of candidates were spot on, and professionalism from the entire staff was admirable. Our new CEO has been on the job for some time now, and is living up to what he and our consultant told us he could do. Hiring MSA Executive Search was the best decision we made, and we would absolutely work with them again."

"The MSA Executive Search consultant was able to guide the Search Committee in dealing with the politics of the organization, as well as conducting the search process. They are a first-class group of consultants."

"...MSA Executive Search guided us through every step of the process, and did so professionally, and perhaps more importantly, by demonstrating their conscientious and personal investment in what they knew was a major decision that would have a major impact in and on our community. MSA painstakingly and thoroughly gathered and investigated information to educate themselves about our history, current status, strategic planning, community environment, and goals. They were on site whenever they or we thought it was necessary, and were always available by phone or email any time any of us had a question..."

"MSA Executive Search did an excellent job throughout the entire search process. The consultant communicated regularly, was extremely knowledgeable of the market, and provided appropriate counsel. All my expectations and assumptions for the search were either met or exceeded. The Search Committee, full Board, and other stakeholders were all very pleased with the process, feedback, candidate, and results—truly a top-notch process. I would gladly recommend MSA Executive Search to any other institution."



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