



*Top Workforce
Concerns?*

JOB SATISFACTION,
COMPENSATION AND
BENEFITS, RECRUITMENT
AND RETENTION

Search Beyond the Ordinary

EXECUTIVE-PLACEMENT SERVICES TO EXCEED EXPECTATIONS

While it's easy to view healthcare leadership searches—CEO, CFO, COO, CMO, CNO, and a variety of others, including critical director-level and interim positions—as something easily conducted in-house and online, they can quickly spiral out of control, becoming time consuming and often ineffective.

Instead, trust MSA's proven search strategies and a step-by-step approach, crafted through hundreds of successful candidate placements. It means you only spend your valuable time with candidates who have made an impression on us, so they can make a difference for you.

That means the people we place through our healthcare-specific process enjoy their job more and stay with the organization longer. Every executive makes a major impact on the organization and the community, everything we do goes toward reducing

the margin of error inherent in the selection and hiring process.

With MSA, you'll enjoy leadership search from an industry leader.

- ◆ Healthcare-focused talent and experience
- ◆ Every search is completed with original research
- ◆ MSA consultants are focused on all aspects of your search from beginning to end
- ◆ Senior consultants conduct all candidate interviews themselves, gaining first-hand experience
- ◆ Search services with a personal touch, professional interactions, and unparalleled attention to detail

PROFESSIONALISM REDEFINED



"The expertise and integrity of your search consultants established a sense of confidence and a comfort level barely approached by others in the industry. MSA Executive Search has certainly redefined the gap between mediocrity and professionalism."

Read more at MSAsearch.com/success



PEOPLE PLACED FIRST—THE KEY TO OUR SUCCESS

Why do so many MSA clients return?

- ◇ Highest level of service in the industry
- ◇ Strong relationship and personal connection with the consultant
- ◇ A comprehensive range of leadership placement solutions
- ◇ Search services for C-suite executives, director-level, and interim
- ◇ Succession and transition planning
- ◇ In-depth analysis of operations, marketplace, culture, and plans
- ◇ Extensive, proprietary network of healthcare executives and directors
- ◇ 100% first-slate success rate for healthcare executive placement
- ◇ Exclusive SearchDIRECTSM director-level placement resource
- ◇ Interim candidates selected and placed as quickly as two weeks

At MSA Executive Search, we have found the most effective, most efficient, and lasting solutions come from placing people first, focusing beyond the job description to match the ideal candidate with the best opportunity—and the right culture—for long-term success.

Healthcare CEO search, executive search, director-level search, interim leadership, and succession and transition planning—MSA brings three decades of placement success to every slate, every time.



EXECUTIVE SEARCH



We Place People First.™

An INTEGRATED Company



Are You Ready?

CEO TURNOVER IS HIGHEST
IN MORE THAN 10 YEARS

The Leading Source

MSA EXECUTIVE SEARCH IS THE LEADER FOR HEALTHCARE LEADERSHIP

MSA Executive Search offers the most thorough executive selection process in the industry. We spend significant time with each individual candidate to assess their strengths and weaknesses, before ever presenting them to you for an interview.

Our customized search strategies and thorough approach means you will not spend your valuable time with candidates unless we're convinced that they can meet your needs. You speak only to the top, most qualified and interested people for your position.

At MSA Executive Search, our process includes:

- ◆ In-depth analysis of your organization's mission, operations, marketplace, culture, and future plans
- ◆ Clarification of a position profile and success criteria
- ◆ Market-sensitive compensation data
- ◆ Research and sourcing through our extensive network of healthcare executives
- ◆ The most comprehensive interviewing, executive assessment, and overall candidate evaluation in the industry
- ◆ Thorough background and reference checking
- ◆ Candidate presentation that includes a full written profile, assessment results, and background and reference documentation
- ◆ Interviewing guidelines and strategies to assist you in your selection process
- ◆ Assistance developing and negotiating the employment offer

STRATEGIC PARTNERSHIPS



After completing a major strategic planning initiative, Saint Francis Care identified a gap in their leadership capabilities. The client stated that the MSA-placed executive exceeded all expectations and has accomplished more in twelve months than the organization thought possible.

Read more at MSAsearch.com/success



PEOPLE PLACED FIRST—THE KEY TO OUR SUCCESS

Before we recruit a single candidate:

- ◇ We spend time meeting with organizational leaders and stakeholders to analyze the organization's goals and executive needs
- ◇ We personally visit the area to effectively communicate the benefits of relocating to your community
- ◇ We spend the personal time it takes to meet and assess each candidate individually—before you ever meet them

Because at MSA, we believe it's the people—not the process—that make the real difference.

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*Why
Streamline?*

AN AVERAGE CLOSE RATE
OF LESS THAN 90 DAYS

Effective Director-level Searches

A MORE PERSONAL TOUCH FOR GREATER RESULTS

To expedite the placement process for healthcare department leaders, we offer MSA SearchDIRECTSM service—a streamlined approach to customizing, pricing, and delivering search for critical director-level positions.

With SearchDIRECT, we work to quickly understand the leadership challenges and opportunities facing your organization and to develop an accurate profile for your ideal candidate that reaches beyond a standard job description.

The resulting candidates are the best the industry has to offer. Most importantly, while less intensive and faster than full executive-level search, you get the peace of mind of one of the most thorough selection processes in the industry.

Services through SearchDIRECT include:

- ◆ Operations, marketplace, culture and future plans analysis
- ◆ Detailed criteria clarification
- ◆ Market-sensitive compensation research
- ◆ Extensive network of healthcare professional
- ◆ One of the most comprehensive director-level search interviewing, assessment, and overall candidate evaluations in the industry
- ◆ Thorough background and reference checking
- ◆ Presentations that include: full written profile, assessment results, and background and reference documentation
- ◆ Employment offer assistance

QUICK WITHOUT
COMPROMISE



Fort Healthcare needed to fill a Director of Human Resources position quickly, but also required a search firm that could offer a non-traditional executive search process with a speedy presentation of candidates, and at a lower cost. MSA provided fast results without compromising quality.

Read more at MSAsearch.com/success



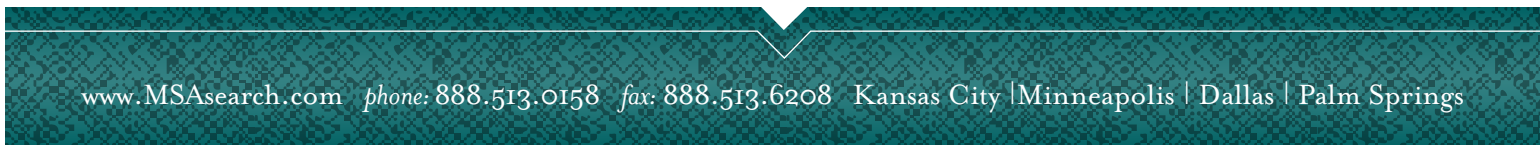
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Why MSA for your director placement?

- ◇ Premium-quality search results at an affordable cost
- ◇ Comprehensive leadership assessment conducted to ensure the right fit
- ◇ Healthcare industry exclusivity
- ◇ Unparalleled understanding of healthcare organization needs
- ◇ Unique personal-interaction approach, including live calls and follow-up
- ◇ Extensive network of mid-level, motivated candidates ready to take the next step
- ◇ Proven, comprehensive vetting and selection process
- ◇ Employment negotiation assistance



INTERIM LEADERSHIP



We Place People First.™

An INTEGRATED Company



*Need Results
Fast?*

PLACE AN INTERIM LEADER
IN AS LITTLE AS TWO WEEKS

Short-term Wins for Long-term Success

QUICKLY AND EFFICIENTLY PLACE INTERIM LEADERSHIP

Our Interim Leadership services assist healthcare organizations with unexpected executive or director-level position vacancies.

We provide interim leaders that have the capability and experience to hit the ground running, immediately taking on leadership responsibilities to provide stability and continuity within your organization.

MSA consultants work with you to quickly understand the leadership challenges and opportunities facing your organization. We will develop an accurate profile for your ideal interim leader that reaches beyond a standard job description.

Our expansive network contains thousands of seasoned healthcare leaders, allowing us to match your needs with the right interim leader.

We select and present up to two of the best qualified professionals, so you can make a decision and gain resolution without delay.

MORE THAN
MECHANICAL



"MSA Executive Search was excellent at keeping me in the loop, verifying concerns or issues. They understand fit and making sure the chemistry is right. Their selection process is more than mechanical, it involves using heart and brain."

Read more at MSAsearch.com/success



PEOPLE PLACED FIRST—THE KEY TO OUR SUCCESS

Experience the difference experience brings:

- ◇ Professionals selected and placed in as quickly as two weeks
- ◇ Flexible pricing options with a full satisfaction guarantee
- ◇ Complete management of interim engagement, including payroll and expenses
- ◇ Unique understanding of the leadership needs of healthcare organizations
- ◇ High level of personal service
- ◇ Sourcing through our extensive network of healthcare executives and directors
- ◇ One of the most thorough vetting processes in the industry

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SUCCESSION & TRANSITION



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An INTEGRATED Company



Are You Ready?

CEO TURNOVER IS HIGHEST
IN MORE THAN 10 YEARS

Prepared for Any Leadership Challenge

LOOK TO MSA FOR EXPERTISE IN BOTH PLANNED AND UNFORESEEN LEADERSHIP TRANSITIONS

Our leadership continuity planning consultants have worked through successful transitions of hospital and health system leaders across the country. Our clients range from large, academic medical centers to successful community hospitals, and nursing homes.

Utilizing our expertise and experience, we help our clients develop and implement a continuity and transition plan proactively—one that will help minimize confusion and potential disruption of the organization's services, support their standing within the community, and sustain the economic vitality of the organization.

What sets MSA apart from other approaches?

- ◆ Extensive experience with not-for-profit and academic organizations as well as other healthcare systems.
- ◆ A broad range of services, including: skills assessment, total compensation analysis, leadership development, succession planning, contract evaluation, governance consultation, and public relations planning
- ◆ Our willingness to provide flexible services and pricing, all tailored to meet your organization's specific needs
- ◆ Seamless service from transition planning through the actual search and placement
- ◆ Experienced and impartial counsel to help guide the planning process

HONORING THE LEGACY



The Nebraska Medical Center was facing replacement of an admired and long-tenured chief nursing executive who was retiring. Filling her shoes would be a tremendous challenge, but MSA's Succession & Transition consultants found the right fit to not only meet the need, but continue her legacy of excellence.

Read more at MSAsearch.com/success



PEOPLE PLACED FIRST—THE KEY TO OUR SUCCESS

We can help you design a process to:

- ◇ Review your organization's leadership talent
- ◇ Evaluate executives' readiness to move into top positions
- ◇ Design personalized leadership development plans and ongoing contingency plans for external recruiting
- ◇ Develop a response strategy for potential loss of senior leadership
- ◇ Identify leadership criteria desired in future candidates

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