

The client – Seton Medical Center Harker Heights, a joint venture with LHP Hospital Group and the Seton Family of Hospitals scheduled to open during the third quarter of 2012 in Bell County, Texas.

The challenge to Marshall Koll and Associates: find a Director of Human Resources who has experience with “start-up” hospitals and who could begin by the end of 2011.

Matt Maxfield, Chief Executive Officer for Seton Medical Center Harker Heights, says:

“We presented Neill with quite a challenge to accomplish in a very short timeframe. We needed to find a person who had experience in beginning a program ‘straight out of the ground’, but we also needed a person who had many years of experience. It was a unique request.”

Maxfield admitted that they attempted the search on their own for a while:

“About two weeks into the search, I realized that we needed someone to help us. I contacted Neill because I had worked with him in previous positions. I knew he would be honest with us on our expectations of finding a person with these qualifications within our time parameters. Once Neill began handling the front line contact with the candidates, it allowed us time to focus on other objectives.”

Within weeks, Marshall Koll presented candidates:

“Neill identified nine well qualified candidates for our position. We interviewed all but one of them. What would typically be a three-month search, Neill accomplished in 30 days.”

Would you use MKA again? No hesitation.

“Absolutely, we would contact Neill again. His communication with us was frequent and thorough. He kept the candidates advised of their status. He offered recommendations when asked, but he never pushed. We could not be more pleased with our new HR Director.”

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