

MATCHING THE RIGHT LEADERS TO FAITH-BASED ORGANIZATIONS

Is your organization facing a key executive transition?

Does the task of finding the right CEO or senior-level leader seem overwhelming?

Do you need an executive search consultant who understands your organization and supports your core values?

MHS Alliance can guide you or your board through the important steps to choosing executive leadership.

Current and past clients of MHS Alliance include retirement communities, nursing homes, mental and behavioral health care providers, hospitals, and programs serving troubled families, youth and children or those with disabilities.

Finding the right leadership is key to an organization's ability to fulfill its mission.



Clients say they choose us because MHS Alliance:

- ◆ understands the unique values, culture and operating environment of not-for-profits.
- ◆ helps organizations hire a new CEO or senior staff person quickly—usually within four to six months.
- ◆ starts by educating and soliciting input from important constituents.
- ◆ coaches boards through the interview process.
- ◆ plans both formal interviews and informal meetings with final candidates.

We offer the expertise, personal attention, faith-based perspective and contacts you need. We:

- ◆ help identify the character, competencies and criteria required.
- ◆ network and advertise.
- ◆ screen applicants through initial interviews, reference checks and testing.
- ◆ develop a short list of qualified candidates.
- ◆ facilitate selection of the final candidate.
- ◆ assist with contract negotiations as requested.
- ◆ work with the new executive after hire to help insure successful placement.

MHS ALLIANCE EXECUTIVE SEARCH PHILOSOPHY

A FAITH-GROUNDED APPROACH TO ADDRESSING ORGANIZATIONAL NEEDS

- ◆ Choosing senior leadership is one of the organization's most important decisions.
- ◆ It deserves a significant investment of time and energy.
- ◆ Values matter.
- ◆ Key stakeholders should be informed and have input.
- ◆ For CEO searches, a board-appointed search committee recommends a candidate; the board makes the final selection.
- ◆ Most successful CEO candidates are found through networking.
- ◆ CEO interviews should be structured over a short period of time and allow board representatives multiple meetings with the candidates.
- ◆ Candidates for all senior positions should be evaluated using a tool that reflects candidate criteria and strategic organizational priorities.
- ◆ In the case of a CEO search, a consensus decision by the board results in the most effective support of a new executive.
- ◆ Work remains to be done after hiring to equip the new executive and the organization for a productive relationship.

MHS Alliance is a national, not-for-profit alliance of more than 70 Christian faith-based health and human service providers. Our members are located across North America and have founding roots and ongoing connections with the Mennonite Church USA, Mennonite Brethren US or Brethren in Christ denominations.

We provide executive search and other consulting services for members and other not-for-profits seeking professional, values-grounded consultation for boards and executives.

For more information about MHS Alliance's executive search services contact us at keith@mhsonline or call Keith Stuckey at 717-560-4296.



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