

The client: Southwest Oklahoma Cancer Centers, a newly-formed joint venture among three hospitals. The need: a leader with the skills and energy to manage startups in three different communities. The challenge to Marshall Koll & Associates: find the right person, with the right experience and skills for SWOCC's unique requirements.

*Randy Segler is Chief Executive Officer of Comanche County Memorial Hospital, one of the JV partners. He is also a board member and was on the search committee.*  
**"We all knew Neill Marshall. Marshall Koll had successfully recruited some positions for another one of our partners in the venture, so we were all aware of Neill's reputation and thought he would be a good place to start. Our initial contacts were favorable, and we chose Marshall Koll to do the search for us."**

*The client requirements for the position were specific:*

**"We were looking for someone who had experience in the cancer care market. It also had to be someone with personality to work with three different organizations in three different communities and three different medical staffs. The experience, personality and flexibility were critical."**

*Marshall Koll found experienced candidates:*

**"We wanted someone who had experience operating cancer centers. Neill presented candidates who had extensive experience in the field."**

*Segler and the search committee were pleased with the quality of the candidates:*

**"Neill brought us four really good candidates, and we interviewed three. The top two candidates made very positive impressions on the search committee, so I think Marshall Koll did a great job of bringing us the right kind of candidates for the position."**

*The lines of communication were always open:*

**"Neill kept us up to date on the details, very much so. I don't think there was anything I would have wanted done differently. The search went well."**

*The new Administrative Director has hit the ground running:*

**"He's doing a good job. He's had his hands full, trying to get the position established, and managing all the details that have to go with opening new facilities. So far he's opened two new cancer centers and is building a third."**

*With excellent results in this first search, Segler would use MKA again:*

**"This placement was harder than some because of the location and the necessity of finding a person who could work with three different companies in three different locations. Neill kept us informed, summarized the position well, and presented good candidates. We would absolutely use Marshall Koll again."**

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