

June 2, 2026

To Whom It May Concern,

It is my pleasure to provide this letter of recommendation for DCCS Consulting and their executive recruitment services.

McAlester Regional Health Center partnered with DCCS during a critical leadership transition within our laboratory department. In addition to conducting a search for a permanent Laboratory Director, DCCS provided an interim leader to ensure continuity of operations and leadership during the recruitment process.

From the beginning of our engagement, DCCS demonstrated a clear understanding of our organization's needs, culture, and expectations. The interim leader they placed with our organization quickly became an integral part of our team. Although his assignment was temporary, he approached the role with the same level of commitment and investment as a permanent leader. He embraced our mission, vision, and values, actively promoted them throughout the department, and worked collaboratively with staff and leadership alike.

What impressed us most was his focus on creating sustainable improvements rather than temporary fixes. He identified opportunities for growth, implemented meaningful changes, and worked diligently to strengthen department operations in ways that would continue long after his assignment ended. His leadership style was professional, approachable, and highly effective, earning the respect of our team and organization. Quite frankly, we were so pleased with his performance that we wished he would have remained with us permanently.

Equally important, DCCS conducted a thoughtful and thorough recruitment process for our permanent Laboratory Director position. They took the time to understand not only the technical requirements of the role, but also the cultural attributes necessary for long-term success within our organization. The candidate ultimately selected was an excellent fit for our culture, professional expectations, and strategic direction. The transition was seamless, allowing the positive momentum established by the interim leader to continue without disruption.

Throughout the entire engagement, DCCS operated with integrity and professionalism. Their interim leader remained focused on preparing the organization for a successful transition rather than

extending his assignment unnecessarily. This demonstrated a genuine commitment to our organization's success rather than their own financial interests.

Based on our experience, I would highly recommend DCCS to any healthcare organization seeking executive recruitment services, interim leadership support, or assistance with critical leadership transitions. Their partnership, expertise, and commitment to organizational success exceeded our expectations, and we are grateful for the positive impact they made on our organization.
Sincerely,



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