



The Interim Executive Marketplace



The Interim Executive Marketplace - Roles

- Chief Executive Officers, Managing Directors and General Managers.
- Functional Directors: Finance, Human Resources, Information Technology, Logistics, Marketing, Operations and Sales.
- Specialists: Chief Operating Officers, Corporate Finance/Advisory, Legal Counsel and Property Executives.
- Project Directors.

Characteristics of the Interim Executive - Marketplace

Organisations engage Interim Executives as follows:

- At short notice: on a 1-4 week turnaround;
- On a non-permanent basis: typically on average 3-6 months, could be a lot less and could be as long as 18 months;
- For a specified length of time: flexibility is key - assignments are often extended, a recognition of the value generated and the fact that other projects are identified;
- For a specific reason/task/project; and
- Across all industries and sizes of organisations.

When are interim Executives most likely to be engaged?

Interim executives are engaged by organisations to provide an immediate impact by enhancing the performance of the management team and the overall business. Key mandates could include:

- Provide leadership in the absence of a senior executive;
- Introduce expertise to develop new opportunities and implement recommendations;
- Direct or facilitate specific projects;
- Take responsibility for change management initiatives;
- Turnaround businesses not meeting expectations; and
- Supplement businesses during start-up, expansion programs, mergers and acquisitions as well as managing crises.

The Interim Executive Marketplace – Personal Attributes required

- **Adaptable**
- **Communication Skills**
- **Credible**
- **Decisive**
- **Flexible**
- **High Achiever**
- **Mobile**
- **People Oriented**
- **Proactive**
- **Results Orientated**
- **Willing to do what it takes**

The Interim Executive Marketplace - Motivators

- Challenging and stimulating work;
- Making a difference;
- Using their executive skills;
- Staying active; and
- Life-Work Balance.

Interims do not seek:

- Power and status;
- Financial security; and
- The need to belong.

Benefits of Being an Interim Executive

1. (a) Balance work commitments and earning capacity with personal and lifestyle choices, or
(b) Derive income and enhance the breadth of experience whilst searching for a permanent role.
2. Develop a “portfolio” approach to one’s career and to possibly secure a client which has additional prospects for work.
3. Utilise one’s expertise and competencies in a new environment.
4. Add significant value to the organisation and to transfer knowledge and skills into the business.
5. The flexibility of working in an organisation or business which may not be the type of organisation for which one would accept a permanent role necessarily.



Interim Executive Considerations

1. What specific experience in one's career would demonstrate the expertise to undertake this assignment?
2. Current commitments and availability – does the assignment fit this timing?
 - (i) From what date am I available and for how long?
 - (ii) If I am offered the interim assignment, what considerations will determine if I accept the appointment?
 - (iii) If I am offered the interim assignment, am I able to accept the offer immediately subject to agreeing the terms and conditions?
3. What daily rate expectations do I have? How flexible can I be?
4. What would I like to do at the conclusion of the assignment?