



Interim Executives can benefit organisations – immediately.

The nature of Australian business continues to change at a dramatic rate influenced by: globalisation, the digital economy, disruption caused by technological change, the focus on new growth opportunities, demographic patterns in urbanisation and the ageing population.

The result is significant changes in management styles, working patterns and employment trends, tending more towards short-term projects and leading to a boom in part-time and temporary positions. This increasing flexibility in the labour market extends right to the Boardroom, with rising demand for a new breed of professional – the Interim Executive.

When an organisation has an immediate need for an experienced professional who will provide expertise and leadership for a specific project, for a defined period, then an Interim Executive will be the right investment to ensure the business remains agile and responsive to its ever - changing needs.

The Interim Executive concept is an innovative management resource for organisations of all sizes, across all industries. An Interim Executive can be engaged at short notice to lead or facilitate specific projects, take responsibility for change management initiatives, supplement an executive team or maintain 'business as usual' in the absence of key leadership.

More Australian organisations are seeing the value of using an Interim Executive to help in times of business transformation and when specialist skills are needed in the following circumstances –

- Project leadership and support
- Supplementing executive team skills and experience
- Mentoring an existing member of the team
- Providing an objective review of the business
- Evaluation and assessment on an area of the business that needs focus for the future
- Maintaining stability in a period of absence of a senior executive

Deciding to engage an Interim Executive will provide a solution to any business challenge by offering –

- A flexible, powerful resourcing alternative: at short notice, for short or long-term assignments.
- Fast start: with efficient recruitment formalities, interim executives can be in place within one or two weeks following the initial enquiry.
- Experience and independence: interims bring a mature and objective external view to a business.
- Value-add: interim executives can transfer valuable skills and expertise to the management team.
- Ownership and accountability: interim executives will not only make recommendations but can also take responsibility for implementation and change management.
- Effectiveness: business solutions or strategic change can be implemented quickly without affecting the focus of the in - house management team

Interim Executives

Interim Executives are proven practitioners with specific hands-on experience and a track record of successful leadership achievement in companies of varied sizes. Some Interim Executives have decided, for diverse reasons, that they no longer want a full-time corporate role. They enjoy the challenge, variety and focus that a short-term assignment gives them, often in the most demanding of business situations.

Some Interim Executives will be in between permanent roles and want to continue to contribute whilst waiting for the right permanent opportunity. The nature of Interim Executive work is very flexible and adaptive to the needs of the Client who will find they have access to highly talented individuals, immediately.

Experienced and confident problem-solvers, Interim Executives will have senior leadership or director experience, not just a technical or consulting background, and will often have enhanced project management skills. Personable and self-assured, they are people who win co-operation readily and are persuasive influencers.

Deciding to augment existing management by hiring an Interim Executive with skills that will benefit the organisation immediately, is an astute business choice.