

INTERIM MANAGEMENT

Badenoch & Clark is a specialist in the provision of interim management resources and skills. These short-term positions are often referred to as 'assignments', and vary in length dependent on an organisation's needs. Assignments can last anything from a couple of weeks through to 18 months.

WHEN MIGHT INTERIM MANAGERS BE USED?

A number of business scenarios demand high-level, experienced management that can be engaged quickly, efficiently and without long-term obligation. That is where Interim Managers excel. Whilst there are numerous scenarios in which Interim Managers can be used, there are some that are common to many businesses, for example:

- *Strategic re-orientation, re-organisation and re-structuring*
- *Start-ups*
- *Corporate crisis management or insolvency*
- *Turnaround situations and leadership of transformational change programmes*
- *Programme & Project Management*
- *Mergers & Acquisitions, including integration and divestment*
- *The driving through and acceleration of growth*
- *Provision of continuity and stability of service to bridge a vacancy whilst a permanent search is conducted, either as a role is created or after the departure of an incumbent*

The common theme present in all these scenarios is the immediate and short-term need for a skill-set that is not currently available within the organisation.

THE BENEFITS OF INTERIM MANAGEMENT

There are several factors that make the Interim Management model an increasingly popular and cost-effective solution to short-term business needs.



Speed

An Interim Manager can be sourced and start work within a very short timeframe, with typically five working days between brief and interviews, which is essential in many scenarios



Expertise

Interim Managers often add value through the addition of skills above and beyond the job specification



Objectivity

As an independent operator, an Interim Manager can provide an honest and objective perspective, without agenda



Return on Investment

Interim Managers provide their services priced at a daily rate of payment. This means the cost of hire is easily calculable. Rates are often set on the understanding of measurable goals and objectives being achieved, not just on the basis of attendance. The money an Interim Manager saves a business versus the cost of hire can often provide an extremely lucrative ROI figure



Flexible Resource

Interim Managers work through their own Limited Company, which avoids the legal obligations of taking on a permanent employee - redundancy, holiday pay, pensions, statutory sick pay, benefits, and PAYE, to cite some examples