

What is interim management?

Our guide to using interim managers

Interim management is the use of highly skilled, experienced professionals on a temporary basis, typically from middle management through to executive board level, to provide additional support or expertise during times of change or challenge.

Key roles include Directors and Assistant Directors, Heads of Service or Department, Operations Managers, Project and Programme Managers and specialist consultants.

Interim assignments vary greatly in their scope and content but typically include the delivery of key projects, help with restructuring or change programmes and the provision of highly desired skills. Interims are also often called in to provide additional support when recruitment gaps or unplanned departures put additional strain on organisations.

Why use an interim manager?

People use interim managers for a number of reasons:

- you may need somebody very quickly;
- you may have a specific task to be completed in a short time-frame;
- you may have a skills gap that you need to cover;
- or you may just benefit from a fresh external perspective.

Interim managers bring knowledge and expertise to a problem or situation where there is neither time nor suitable personnel in-house.

What makes a good Interim Manager?

Flexibility is key when considering the use of Interim Managers, and the most successful Interim Managers are often the ones that are not restricted by role or location. Our managers are able to quickly fit in with a diverse range of cultures and working environments; whilst maintaining an open minded approach to organisational needs.

First class people skills are essential too – our people are able to influence and command respect, but in a way that doesn't alienate existing employees. They have the ability to grasp situations quickly, engage staff and make an immediate impact.

Critically, they are clear about the specific expertise they can offer. A generalist Interim often finds it more difficult to find work than someone who is a proven specialist in their particular field, as organisations will usually expect Interim Managers to be able to demonstrate success in a similar role. The interim market is extremely competitive in areas, and our people are able to ensure they maximise their chances of gaining the most rewarding assignments through the use of their expertise.

Why work with interim managers?

Interim managers give organisations the management and industry experience they need in key roles, at the time they need it.

When you employ an interim manager from GoodFusion, you are not just filling a resource gap, you are gaining the business insight and professional expertise that comes from people who have already worked at the top of leading organisations.

Our interim managers are all vastly experienced in their functional roles and sectors. Moreover, our interim managers have a proven ability to adapt to their roles at pace. Within a few weeks they:

- Are clear about their objectives;
- Have their teams on-side;
- Have taken full accountability for their work;
- Are delivering results.

Short-term contract, long-term impact

Whether their assignment has been 3 months or as much as a year, at the end of their tenure they leave in a straightforward way: without the need to pay any severance.

Yet even in this short period, they leave behind a valuable legacy: not only the results of their work on your company's performance, structure or culture, but also in the capability and engagement of the people and teams they have coached and mentored.

Interim managers from GoodFusion:

- Deliver instant experience
- Bring industry or role-specific expertise
- Work at pace and in a hands-on style
- Take control immediately – so make an impact immediately
- Are fully accountable to the board
- Have no political baggage.

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