



Why Interim Executive Management

Results matter. Business leaders like you are continually challenged to deliver results, often under severe time constraints, while maintaining a vision for the company's long-term strategy. However, when key skills are missing from the management team, due to a sudden resignation, a gap in experience, or an immediate need for expertise in a new area, the company can find itself at a competitive disadvantage or suffer serious financial setbacks.

To mitigate risk, you need to address this issue quickly. In the past, there were few options. Companies most often turned to management consultants. This proves expensive and often counterproductive. Management consulting firms have standard methodologies and long assessment periods. Although consultants provide advice and draw up plans, they do not necessarily implement their own recommendations, and rarely do their best practices become embedded into the company's operations. Therefore, the hard work of execution is left to your shorthanded team and the potential long-term benefits go unmet. A second option — searching for a new executive — usually takes months and has its own cost. However, neither option fills the empty seat or skills gap when needed.

Now you have a better alternative: interim executives. In addition to the advisory role of a consultant, interim executives fill a vital, active role bringing extensive leadership and management experience to help you from problem analysis to successful execution. Interim executives bring an outsider's view into your company, providing not only fresh ideas but also maintaining an unbiased perspective in solving your company's problem. While their tenure is relatively short, interim executives have sustained impact as they share their expertise with your team and ensure that the right solution is integrated into your business operations and the change is a permanent part of your company's culture.

As assignment-based employees, interim executives provide a cost-effective, short-term solution to fill business-critical gaps or drive major initiatives including but not limited to:

- Creating and implementing strategies to enter new geographies, developing and launching new products, preparing for M&A activity, taking the company public or private, or positioning your business to sell
- Managing change, such as in implementing a major reorganization, integrating an acquired company, or moving to a customer-centric organization
- Mitigating or overcoming crisis situations such as financial shortfalls, attacks from competitors, takeovers, turnarounds, or family conflicts
- Providing very specific expertise when it is needed in Sarbanes-Oxley, SAS 70, ISO 9000 and other compliance initiatives



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Interim executives are action-oriented, talented C-level leaders with proven skills who are at ease in confronting problems and identifying key success factors, helping define your company's strategy, implementing initiatives from start to finish, aggressively meeting project deadlines, and addressing sensitive situations. These executives bring your company their expertise and experience just when you need it, enabling you to meet challenges, overcome crisis situations, seize opportunities, optimize operations, and drive company growth.