

TOUCHPOINT CHANGE!



Interim Managers – Skills On Tap

When the business outlook is uncertain, it pays to be flexible.

When organisations decide to limit recruitment budgets and reduce permanent headcount, there is still a need to bring in the skills to manage change, reduce costs, increase efficiency and deliver challenging targets. Interim Managers are therefore becoming a more important part of many organisations' resourcing.

Highly skilled, motivated and available when you need them, Interims are more cost-effective than long term consultants, more flexible than permanent staff and attract fewer overheads than temporary staff - an ideal combination.

At Touchpoint Change, our Interims bring practical experience from many organisations. Whether you need them for three months, six or twelve, part-time or full-time, they are used to getting up to speed quickly and staying focused on the objectives of the role.

Key reasons to choose Interim Managers:

<p>Specific skills when you need them</p> <p>Interim Managers bring skills and experience to your organisation that supplement your own. These skills may only be needed for a defined period of time to fill a gap, deliver a project or up-skill an existing team.</p>	<p>Cost effective resource</p> <p>You pay only for the days that are worked, and the rates are lower than consultancy rates - in return for a longer term commitment. Some Interims are happy to work part time, so you could fill a post for 4 days per week and save 20%.</p>
<p>Business and leadership continuity</p> <p>In the event of an unplanned vacancy an Interim can bring stability to a team or project to give you time to plan your longer term solution. You might also bridge a gap and avoid the need for a subsequent permanent replacement.</p>	<p>Performance on the job</p> <p>Interims are used to assessing new situations, bringing their experience to bear and making a fast start. With a limited time to make a difference, they stay focused and keep the momentum up. Regular reviews of progress are usual.</p>
<p>Try before you buy</p> <p>Recruiting the wrong person can be disruptive and costly. Use of an Interim can allow you to explore the skills and personality that are important, or give you more time to find a long term candidate</p>	<p>No up-front fees or ongoing liabilities</p> <p>Because an Interim does not go onto the company pay roll as an employee there are no long term commitments, no sick pay, no pension costs and no accrual for redundancy payments. There are no large up-front agency fees either.</p>
<p>See overleaf for some typical roles that can be filled by Interims.</p>	

We can move quickly to make a difference to you - contact us now to get started.

0845 1301 357
Info@TouchpointChange.co.uk

... helping your people transform your business ...
... delivering the benefits of change ...

TOUCHPOINT CHANGE!

**Flexible resource
across your enterprise**

Interim Managers – just when you need them

How does it work? Engaging an Interim Manager is simple:

1. Define the skills and role

You articulate the business need and objectives. We then work together to define the person spec and agree timescales and a realistic daily rate range.

2. Search

We then search our database of candidates and identify a long-list of potential candidates. Following discussions with them regarding their specific experience, availability and interest, we then present you with a short-list of CVs.

3. Select

We agree a selection process with you which includes an interview - either face to face or on the telephone. When you have identified a preferred candidate we complete the negotiations regarding duration, dates and rates and agree a contract. Unlike a senior permanent hire there are no up front agency fees with Interims. You simply pay a fixed daily rate, invoiced weekly or monthly, which means that you can manage budgets more effectively.

4. Deliver

The Interim then joins your team and undertakes the role. You are responsible for setting objectives, providing guidance and performance management. Responsibility for delivering specific objectives is with the Interim, under your leadership, but we are keen to ensure the process works well and will support both parties to make it a success.

5. On completion of assignment

Near the end of the assignment, if the role is complete, we agree exit and handover plan. Otherwise we decide how it should continue and for how long.

6. Follow up

The Interim maintains business insurance for up to 12 months in the unlikely event of a dispute. We can arrange a further review with you to assess how interims can save you money, deliver change or improve your flexibility.

Some roles and departments where Interim Managers are invaluable:

Project management

Business change

Operations

Sales and Marketing

Finance and Commercial

IT & Technology

Customer service/ contact centres

HR, Training & Communications

Executive Directors

Non Exec Directors

**Interim managers - a
quicker way to the
skills you need.**

**Business Change Management
Customer Service Improvement
Lean Transformation**

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