

## **What is it?**

Executive Interim Management is a short-term (6 months – 3 years) option whenever there is:

- No time to replace a key player
- The person being groomed for a suddenly vacant position is not ready to fill it
- The vacant position is important but not permanent
- You want to buy yourself time before filling the position
- You want time to reassess and re-evaluate the position

## **Why Use it?**

Some of the leading reasons for relying on Interim Management are:

### **Crisis Management.**

A key player in your organization leaves. That person's successor is not ready for prime time and there is no one else within the organization that can fill it. You hire an Interim Manager to:

- Guard against a competitor
- Hold the company or department together long enough for you to find the right successor
- Build a strong second tier management team

## Change & Transition

Impermanence is a fact of life and business is in a constant state of flux. As a result, change and transition are things every business has to live with. As a matter of fact, the best recommendation is that *if it ain't broke, break it*. -- Seize control of your own destiny and take charge of shaping your own future.

Change and the re-engineering that goes with it can involve staff upheaval and the revision of working practices - often with the unfortunate effect of creating a great deal of uncertainty amongst personnel.

An Interim Manager, brings with him or her, a great deal of experience as well as a fresh approach and outlook. Interim Managers have no ties, are not there to win any popularity contests, but are there to do whatever is best for the company.

The approach Altfeld takes is based on years of hands-on experience of tried and tested solutions. If there is one thing we've learned over the course of the past 30+ years, it's that there is never just one solution. Which is why, unlike most consultants, Altfeld Inc. will do whatever it takes to get the job done efficiently and as effectively as possible, and will not force a square peg into a round hole.

Jim Altfeld and Altfeld Inc. has extensive experience in change management and has stepped in as an Interim Manager to deal with change management for a number of companies.

**To discuss your interim management requirements with Altfeld Inc. call 1.800.397-0010 or email [jaltfeld@altfeldinc.com](mailto:jaltfeld@altfeldinc.com)**

## Who Left!?!

Another company lures away one of the major players on your management team, leaving a huge hole. Now you have a critical position to fill and without delay. The solution: An Interim Manager.

## M&A's

*"You've been acquired"* are three words that can send shivers down the spines of executive management, middle management and lower level employees, alike. There are cultural changes, restructuring and resource allocation issues and plethora of critical decisions to be made.

As a result, you can count on clashes, misunderstandings and key people leaving. Someone with the knowledge, experience and expertise needs to fill the holes and fill them now. Internally, there is no one that fits the bill. Externally, an Interim Manager could be the temporary solution.

## Benefits of Using an Interim Manager:

- **Now!** The position gets filled quickly without the worry of a 60 day review, probationary period or paying for perq's.
- **Knowledge, Experience, and Expertise.** An Interim manager hits the ground running. Interim Managers walk into the job prepared to deal with whatever it is s/he is about to face.
- **No Baggage.** The Interim Manager arrives with a fresh perspective and no political or personal ties to anyone in the company. The Interim Manager has a job to do and it gets done.
- **Accountable.** The Interim Manager rolls up his sleeves, jumps in with both feet and immerses himself into the job. They have objectives and measures for which they are held accountable.
- **Empowered.** An Interim Manager, in most instances, has the authority to impact change or transition within a company. Because

they have no ties to anyone in the company prior to their arrival, the decisions they make will be based upon what is best for the company and the department.

- **Committed.** The Interim Manager is not seeking a full time position. They will throw themselves into the position for however long it lasts, knowing they will either be replaced or the position itself will be eliminated.

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