

A detailed, close-up photograph of a mechanical watch movement, showing various gears, jewels, and metal components. The image is in a dark, monochromatic style with a blue-grey tint. The text is overlaid on the upper half of the image.

Interim Management

Professional help that fits



INTERIM SEARCH

How we work: relationships, networks and contacts

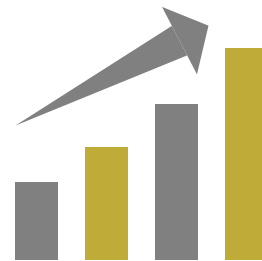
We have been working with our clients to plan their people and talent agenda for more than forty years. We help them to recruit new talent, to engage and retain good people, to manage those people better, and plan for the future.

CG Interim Search is in a unique position: not only do we have a highly experienced and skilled executive talent team but we also have access to the Collinson Grant management consultancy business's wealth of expertise and knowledge. We believe this wider understanding of our clients' operational challenges allows us to ensure we select only the best candidates and enables us to tailor our recruitment services to support their wider business objectives as well as satisfy an immediate need.

We work with organisations in an extensive range of industries both in the UK and internationally, providing senior managers, subject matter experts, and candidates with rare skills, for positions worldwide. Typically we recruit for board-level appointments, senior executives and managers in Digital, Finance, Human Resources, Operations, Procurement, Supply Chain and Technology functions.

We are a focused and dedicated team that works with our clients to support talent pooling, executive search and succession planning as well as providing expert interim managers for short term projects. Our highly skilled interim managers support our clients on a broad range of assignments and projects; they are proven leaders who achieve long term and lasting results. The work of our interim managers is so highly regarded that over 80% of them have had their contracts extended or been offered permanent employment with our clients.

As any great leader will tell you, people are the heart of any business. Finding and hiring exceptional talent is the start of any businesses SUCCESS and retaining and developing that talent is the reason for continued growth and prosperity.



Why use an Interim Manager?

Skills and expertise for immediate impact on your business, only when you need them.

Value for money

A flexible resource that provides targeted support. Interim Managers are cost effective because they are a short-term cost, not a fixed overhead and give you choice, in terms of availability, working hours, work location and position.

Immediate results

Our Interim Managers will make an immediate impact, yielding swift results. Why? Because a professional interim doesn't wait for the 'honeymoon period' to be over. They are focused on the assignment's goals, delivering specific results to deadline.

Experience

Seasoned senior managers with in-depth expertise and well-honed skills. Interim Managers will often be seen to be 'over qualified', because they have years of specialist knowledge and capabilities in their field, ensuring more effective delivery.

Objectivity

Interim Managers will tell you what you need to hear – not what you want to hear. They are independent and so have a unique opportunity to give you unbiased advice because they have no axe to grind. A talented Interim Manager will not only deliver results but can also boost morale and team performance.

Plugging the gap

Sudden unexpected demand, planning for change, hard-to-fill senior jobs, project implementation or managing a crisis – a good Interim Manager can resolve many business dilemmas. But it is not easy to find the right person to fill a short-term managerial gap. CG Interim Search provides the highest calibre interim experts to a wide range of businesses across the UK, Europe and internationally.

Interim Managers support our clients in four main ways:

Crisis management

Every organisation faces challenges. Those organisations that survive and thrive are the ones that recognise when a challenge is becoming a crisis that is beyond the experience or capability of their management team. Whether it is a failing service or business, a good leader knows when they need to bring in additional expertise to weather the storm. A professional Interim Manager can address a failing contract, poor commercial relationships with suppliers, or a raft of employee relations issues that are damaging your employer brand. Whatever the crisis, our expert Interim Managers can help you navigate it.

Gap management

An inevitable part of business is the loss of an executive, which is often at an inconvenient time. Whether the absence is sudden, such as resignation, termination or ill health, or foreseen, such as maternity or paternity leave or a sabbatical, organisations often struggle to find the specialist skills needed to bridge the gap. Rather than rush a permanent appointment, utilise our Interim Managers. They provide a safe pair of hands whilst a permanent replacement is appointed, or for the time that an executive is out of your organisation.

Planning for change

Many organisations outsource their change programmes and project management to interim managers or management consultancies. In our view effective and sustainable change is created by a project team comprising an organisations' own people working alongside our management consultants. This requires significant investment in time from employees seconded to the programme, and splitting time between business as usual activity and a change programme will guarantee neither is done well. We can supply an Interim Manager to backfill the business as usual activity, allowing your executive to focus on achieving a transformational change programme.

Project implementation

Ensuring value for money is a critical part of the governance of any project. It is a familiar story that projects run over time and over budget. This often happens as organisations continue to use the same team of expensive internal and/or external consultants to embed the project recommendations and try to realise the expected returns. Often the skills needed to implement a project over many months are different than those needed to analyse the problem and conceive a solution. In this situation an experienced Interim Manager can be a valuable addition to a project team. Many of our Interim Managers are subject matter experts on particular types of change activity, sectors or systems. By using one of them to implement the recommendations of a project team clients can save time and money and improve the quality of the project outcome.

What our Interim Managers bring?

Our Interim Managers make a valuable contribution from day one. They have the skills, experience and credibility to take charge of a function, division or operating unit and to improve its performance quickly. By nature, they are practical, results-oriented and used to meeting challenging deadlines. The Interim Managers provided through CG Interim Search are able to:

- appraise the situation quickly and identify key priorities for action
- engage with staff, galvanise teams and boost morale

- plan activities and workload to meet critical deadlines
- develop action plans to deal with any identified problems
- lead improvement projects, set targets and monitor progress
- improve processes and streamline working practices
- achieve results and offer excellent value for money
- match experience to need.

Matching experience to need

Our job is to ensure a good match – with you, your organisation and the task in hand. Identifying the right Interim Manager is as important as making the right permanent appointment – maybe even more so. An Interim Manager does not get a 'settling in period', and results are expected from day one. To ensure we identify the right Interim Manager for your organisation we draw up and agree with you a comprehensive specification of your needs, including:

- the key skills and experience required in the job
- any requirement for industry, sector or regional expertise
- the need for previous experience of a particular type of organisational structure or funding mechanism
- the reporting line for the Interim Manager and the key deliverables in the role
- the likely and minimum duration for the assignment
- the aims and priorities for action in the position
- any known or expected difficulties with the project.

Our extensive database comprises senior Interim Managers, many of whom we have worked with

for several years. We invest time and care in getting to know their careers, attributes and styles. We also have a network of clients where our relationship often stretches back for several decades. By thoroughly understanding both our Interim Managers and our clients we can confidently predict how Interim Managers will perform in a new assignment and have confidence that we are only recommending those who fit the bill and will achieve real benefits.

When we add Interim Managers to our database we review their specialist skills and relevant experience in detail. We often use psychometric assessment to develop a full picture of a manager's competence and character.

As well as advocating Collinson Grant, many of the senior managers we know have come to us seeking permanent or interim work. We can often make introductions for permanent opportunities, but market conditions or a change in individuals' work preferences may mean that interim assignments are more appropriate. These individuals add strength and depth to our interim management capability.

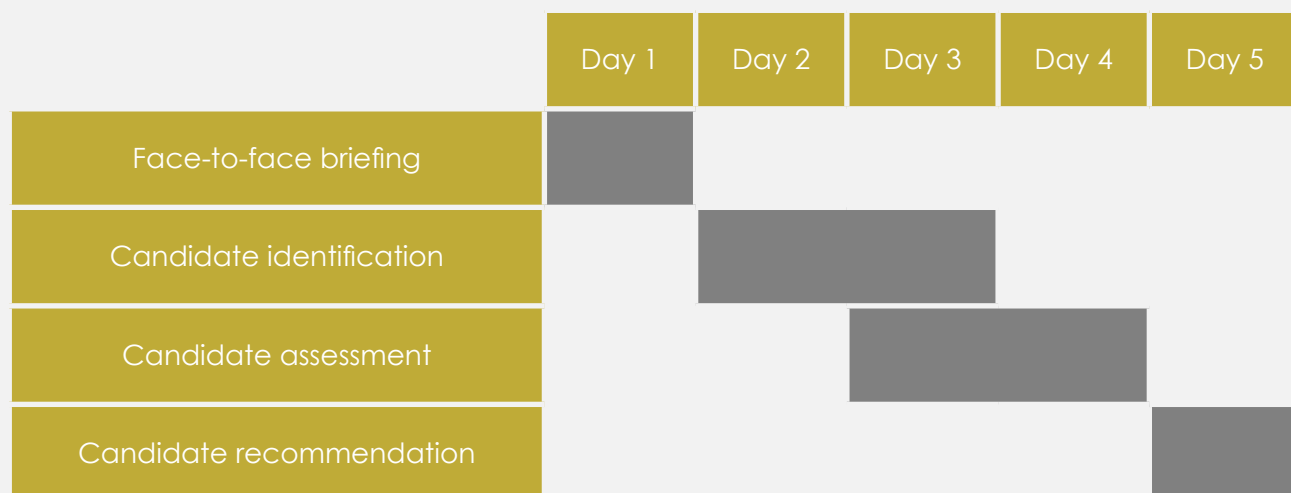
How we work

We regularly keep in touch with all our Interim Managers to confirm their availability, and any expertise gained through a new assignment. This allows us to work quickly to find a suitable, experienced manager, and confirm her or his availability. This speed of response is critical for the many interim assignments that are highly time sensitive.

We invest time in getting to understand our clients as well as our Interim Managers. Our business succeeds through the long-standing relationships and detailed insights we have of the people we work with. Our main aim is to continue to build strong relationships that will last.

We appraise each interim assignment before, during and after completion. We do this to ensure that we match the best Interim Manager to each assignment, that we understand the changing needs of the client and that we find out what went well and what could have been done better. By regularly reviewing an assignment we can ensure that the skills of our Interim Managers continue to add value. This regular contact allows us to intervene at an early stage if necessary.

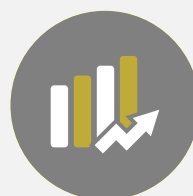
The process



Operations



HR



Finance



IT



Supply Chain

Executive search solutions

We are experts in finding top talent. Many of our clients that work with us to source expert Interim Managers also ask us to undertake executive search assignments as they know that we understand the wider impact of good and bad hires. Recognised for our powerful research capabilities, we provide our clients with highly qualified candidates who also match business culture, ethos and vision.

Tailored solutions

No two search assignments are the same; each requirement and business is different. Our solutions and approach are tailored to ensure the optimum results for our clients within their budget and timescales.

Dedicated service

With over 40 years' recruitment experience in our team you can be assured that you will be partnering with experts. Our team will guide you through the end-to-end process, impart knowledge and add value whilst advising on industry and recruitment trends to support your wider talent agenda.

Global reach

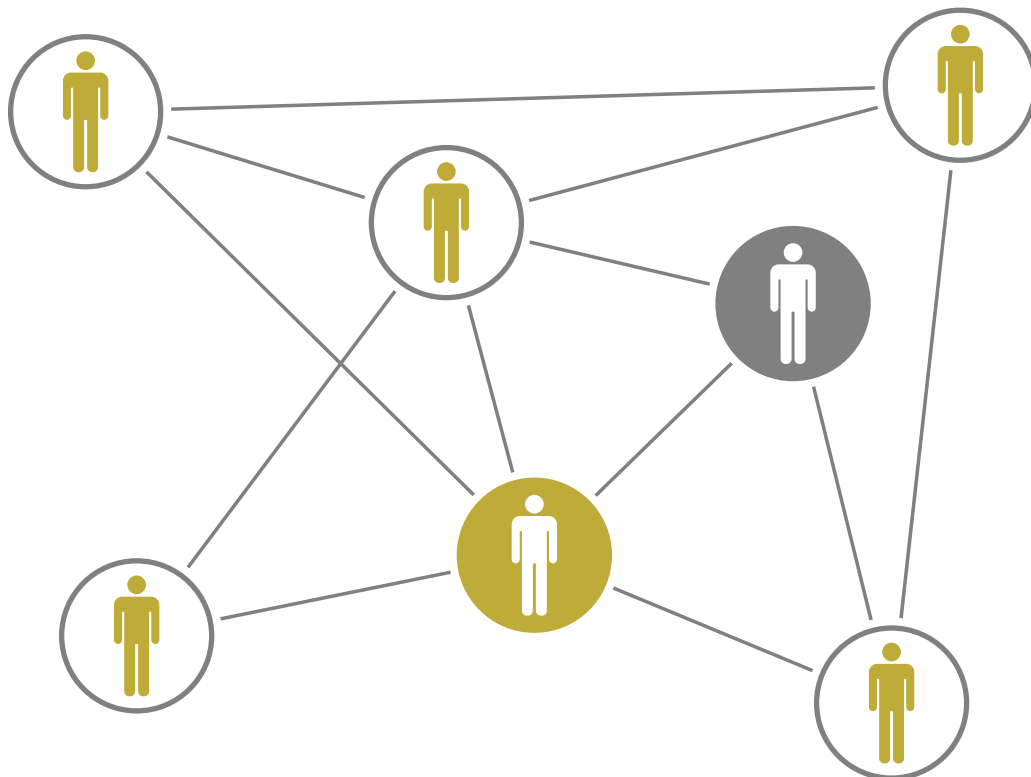
We have a long history of international work, and significant expertise in Europe. We use our global network to maximise talent pipelining and support clients who already have established global offices and those looking to expand internationally. By working with our Employment Law and HR practice, Watershed, we can offer advice on the complexities of international employment law and we have the experience needed to mobilise new hires quickly and efficiently.

Candidate attraction

We work closely with our clients to devise the most appropriate and effective way to reach potential candidates. Our expert recruitment team works in a variety of ways, depending on your requirements, with your employer brand at the heart of what we do.

Time and process

Our priority throughout any executive search campaign is adding value to our clients. We invest our time and expertise so you are able to get on with your most important job: running your business. We collaborate with our clients to ensure a timely and efficient process, giving regular updates and working to specified timescales.



How we work

The engagement

When taking an assignment brief we are thorough and precise; we explore the core competencies and personality profile of your ideal candidate as well as the short, medium and long-term goals for the position and your business. We also gain an in-depth understanding of your culture and ethos, discussing the nuances of your organisation's structure and ways of working to ensure we have a strong basis for the search.

The search

Securing the right people for any senior job is a complex and challenging process. We ensure you receive regular updates throughout, and we will champion your business to all candidates, boosting your employer profile too. We will also be honest about any challenges we face, providing flexible solutions and offering invaluable feedback every step of the way. Our focus is on achieving results whilst ensuring a streamlined search from shortlist through to start date.

The follow up

As a business we are the definition of consultative. We value our relationships and work hard to be a partner of choice for both candidates and clients. As part of our ongoing commitment to be a true partner for our clients, we will keep in touch with both the client and the new executive beyond the start date. We aim to ensure that both parties are happy, and we are on hand to provide any additional advice or support they might need.

CG Interim Search

CG Interim Search offers an unparalleled service. If you would like to see how we could support your business, please contact us on:

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