



QUICK GUIDE FOR PROSPECTIVE INTERIM MANAGERS

Interim managers are outstanding professionals with proven knowledge and experience in handling complex business situations requiring rapid intervention.

They are selected based on thorough testing and intensive assessment. These experienced, results-driven managers often solve difficult problems and achieve objectives in weeks rather than months. The interim manager can expect exciting and challenging assignments.

Read our guide to find out how you can become an interim manager!

What do you need to become an interim manager?

- **A MINDSET**

Task-oriented: motivation lies in the task, not in the career opportunity.

Customer orientation: you understand the customer.

Results-oriented: you have the goal in mind and you know the numbers don't lie.

- **EXPERIENCE**

In-depth senior management experience across multiple business sectors and functions.

Leadership skills related to transformation, rapid growth, contingencies, and complex projects.

- **SKILLS**

Analysis is one of your strengths, as your responsibilities include:

simplifying plans and demonstrating results.

High adaptability.

Influencing skills: ability to influence others positively and proactively.

Practical, 'roll up your sleeves' approach.

The benefits of being an interim manager

- **Variety:** you are free to choose the type of tasks you work on and the amount of travel you do in a year.
- **Diversity:** enriching experience, diversity of projects, working in organisations with international exposure, building a portfolio of business experience in different sectors and different organisations.
- **Flexibility:** allowing you to travel take time off between contracts, and make time for whatever else is important to you.



Disadvantages of the interim manager lifestyle

- Projects often require travel and a commuting lifestyle.
- There will be no “normal hours” and typical work days on the project.
- Vacation and time off must be planned between projects.
- As a professional service provider, no job can be dropped halfway through. It is not just a job or a project, it is a vocation, a way of life.

What is NOT an interim manager?

• NOT A JOB SEEKER

An interim manager enters this career after a career in which the professional has already worked in the highest management positions available in their profession.

At this point, having reached the top, many leaders no longer have many opportunities on the traditional career path in which they have been successful. This is precisely why they seek new challenges in different contexts, attracted by the novelty and diversity of projects, where they can put into practice the know-how they have acquired over years of solving tasks involving a high level of responsibility. Interim management is a profession that requires senior managers with a long service record, sector-specific knowledge and strong leadership skills, who are not in for many surprises.

• NOT A CONSULTANT

Consultants usually entrust the project to people who advise and suggest strategies while remaining outside the company.

An interim manager is not a person outside the company who makes suggestions, but a professional with operational authority who implements and executes the measures needed to achieve change.

• NOT EMPLOYED

The duration of the interim manager's mandate is determined by the complexity and characteristics of the change to be implemented in the company. As a professional, their main objective is to achieve the objectives set out in their mandate, their attention is not focused on developing their role within the organisation, but on 'getting things done'. They are not involved in any form of political games within the company. The client is at the top of the hierarchy, not the “Boss”. An integral part of his work is to prepare his exit strategy and ensure the sustainability of the results he achieves (Extending his time with the company is not one of his priorities.)

Time is an essential factor for the interim manager. The priority is to achieve scheduled results and concrete and measurable improvements. Paradoxically, the goal of his work is to no longer need himself.

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