

**HUNT
PARTNERS**

LEADERSHIP
EMERGENT INDIA

Elan
Interim Managers

EIM-HUNT
PARTNERS
INITIATIVE

INTERIM MANAGEMENT

A fast growing Talent Management practice



WHAT

Providing senior executives and functional/domain experts who quickly transition into executive roles to enhance leadership and niche expertise on a short-term basis.

WHO

While some may argue that 'Interim Manager' is a merely a fancy term for 'Management Consultant', we see how they can actually be a great substitute for the latter.



Typically for temporary senior hires, an interim manager is favoured over a management consultant as they have similar levels of expertise and experience; are able to not only contribute strategically but are also prepared to roll their sleeves up and get their hands dirty

WHAT CAN THEY PROVIDE

SIMILARITIES TO STRATEGY CONSULTANTS



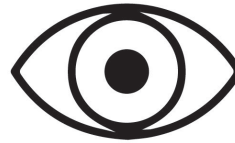
LATEST THINKING



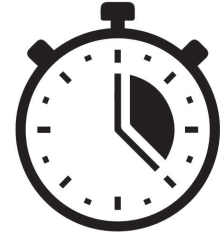
SHORT-TERM ACCESS
TO TOP MANAGEMENT
TALENT



STRATEGIC
CAPABILITY



AN INDEPENDENT
EYE



ABILITY TO
FAST-TRACK CRITICAL
PROJECTS

ADDITIONAL VALUE ADD:

1. They are focused on the company's profitability – not their consultancy's profitability. They are not incentivised to sell additional services that a company does not need.

5. Interim managers are implementers as well as strategists, analysts and planners, all rolled into one. Interim managers not only provide advice about handling a situation but also implement measures to solve the problem. They are strategists and at the same time hands-on – they are on your team to execute and deliver your strategy.

2. An interim manager reports directly to the employer, and not through a third-party agency/consulting firm. So the employer is well informed and there is no conflict of interest. Interim managers work with the team provided by the company as it sees fit.

6. Interim managers work with the team provided by the company as it sees fit. They will roll up their sleeves when needed, and also deliver the strategy, whereas a consultant works with the people he or she chooses and brings them into your company instead of adapting to work with the people already present.

3. Interim managers are usually specialists in their particular fields. Their experience is vast and relevant to the field that you hire them for.

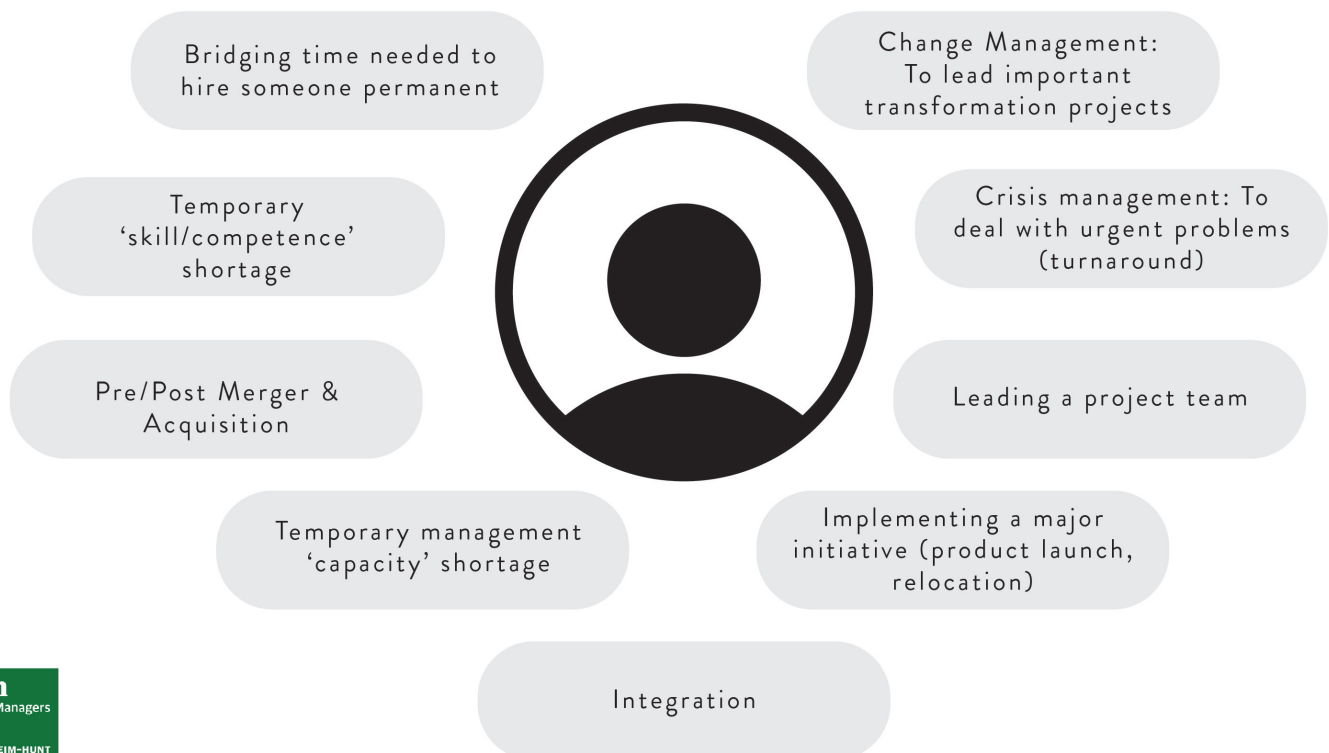
7. Knowledge transfer for skill, contacts and experience to the internal team that continues in place long after they have left.

4. They are loyal to the business objectives and not the consultancy's objectives.

8. They are flexible to do what you need and not restricted to doing things the way their consultancy prescribes.



SCENARIOS WHERE INTERIM MANAGEMENT IS THE FIRST CHOICE



APOLITICAL

Interim Managers have the interest and welfare of the organization at heart, and come with a high motivation to support the organisation in the mission. They are non-political, and as their interest lies totally in success of the organisation, they engage constructively and without any hidden agendas

FLEXIBILITY

A dynamic business environment necessitates a flexible approach. We are witness of goalposts that keep shifting, an Interim Manager has to adapt quickly, without getting fazed by the VUCA nature of the business. While they are expected to be strategic, yet they should be comfortable in rolling up their sleeves when the situation demands.

TRAITS UNIQUE TO SUCCESSFUL INTERIM MANAGERS

RESULT ORIENTATION

Interim Managers maintain a focus on the outcome and hence are aligned to the expectations, to deliver the objective they have the mandate for. A successful Interim Manager is able to accurately define the Do's and the Don'ts and focus on the outcomes committed.

