
Interim management

Alumni

**Why, when and how –
use an interim solution to
future-proof your organisation.**



CONTENT

Executive Summary	3
The value of an interim consultant?	4
When to engage an interim consultant?	5
Modern solution for forward-looking organisations	6
How does and interim solution work in practice?	7
Why partner with us at Alumni?	8
Common questions and answers	9
Do you need an interim consultant?	10



Executive Summary

Agile behaviour changes in our workforce are just as black swan events becoming more common. Attracting and retaining talent is a growing issue particularly as businesses transform. Demands to upskill and reskill ones workforce on a temporary basis or for a specific need can easily become challenging.

An interim solution can often times add great value. It can empower an organisation to break free of the time constraints that traditionally hinder their recruitment efforts and rapidly place a person with the specific skills and competence needed. Taking onboard a professional in their field, who will oftentimes have broad senior experience far beyond what is required, will help you meet the unique challenges you face. It's a cost effective and quick way to help for instance increase growth, enable transformation, handle turn-around or deliver stable support during vacancies.

It can be a strategic imperative that enables future success. Depending ofcourse on the varying needs of the clients we work with, we often see that the type of support needed is more easily recruited on a project basis, rather than initiating a recruitment process for a permanent role. With an interim solution in place you buy yourself valuable time, to help identify your true long-term needs, avoid the risk of a wrong recruitment and help boost and pave the way for a permanent role.



Interim consultants: a solid source of reliable expertise and a flexible solution.

The value of an interim consultant?

Interim consultants are operationally successful and verified leaders and specialists whose experience add value to your organisation from day one.

Engaging an interim consultant is a flexible solution for your company. Instead of employing someone, you engage an experienced consultant for a fixed period of time.

Whilst important to clearly define the initial scope and goals of the project to attract the right profile and achieve expected results, the value added oftentimes goes beyond initial requirements.

Interim consultants possess a wealth of experience and mastery in often several core business areas for example leading through challenging periods within business, change management, or perhaps very specific technical and project delivery skills. Therefore, once your consultant is onboard you will often together be able to elaborate and identify further needs. Either ones that your consultant can help you achieve or needs that are best served handed over to someone else in your organisation.

When to engage an interim consultant?

Based on your unique requirements we help to identify the skills and profile you need and match this to the candidate market, to help find a perfect match. Reasons for engaging a consultant vary but some examples are:

- Specific competence needed for a limited amount of time for instance during an IPO or merger
- Support in pre-studies to get a new project or idea off the ground
- To secure smooth transition and handover of duties in instances of reorganisations
- When a business situation prevents you from initiating a permanent recruitment
- Support in crisis management
- During times of disruption to work with change or risk management
- To cover parental or sick leave
- Added resources during periods of intense workload
- A quick solution to plug the gap when waiting for a permanent solution
- Support during re-organisation.





Modern solution for forward-looking organisations

- It is a quick and flexible solution
- You take advantage of a boost in competence
- You get someone with a new perspective, untainted by company politics and able to access and address situations from an unbiased perspective
- You get a consultant with the company's best interest in mind and with no own agenda
- The possibility to choose a senior profile acting as a catalyst to change and who can quickly gain the trust of your team and provide stability
- Help you ensure a consultant in place until a permanent solution is secured, enabling a smooth handover
- To ensure a vacancy is successfully covered, with adequate resources and competence
- It's a cost effective solution, compared to the alternative of having a key function in your organisation stand vacant



How does and interim solution work in practice?

Alumni recognises that speed, quality and discretion are crucial. In an initial discussion, we identify your needs and help you benchmark the candidate market.

When we have ensured that we have a clear understanding of the assignment and the profile you require we present appropriate interim consultants that meet your needs. Once you have made your choice, we arrange an initial interview. By agreement, we are responsible for remaining details such as contracts, referral and background checks, which are handled promptly to enable a smooth process.

Engaging Alumni to support you with an interim solution is completely without cost or commitment, up until our interim consultant is signed and hired by you. As a client you only pay for the time the interim consultant spends in your organisation.



Why partner with us at Alumni?

- With over 30 years' experience in the executive search business we have built a wide network of candidates, and are able to access a wider network of potential candidates with niche expertise outside of the purely interim market
- Having built an organisation with niche functional expertise we are able to quickly grasp the requirements for the role and access the most relevant candidate profiles
- We have tried and tested methods and more than 10 years experience and a lean process to quickly and efficiently deliver
- We are all about long-term commitment and striving for results that endure, constantly pushing ourselves to improve and deliver above expectations to achieve business success for our clients
- All our interim consultants are verified through in depth interviews, references and background checks, to help predict future outcome and help you make a more informed recruitment decision
- We have a complementary portfolio of services and are able to offer you support in all areas of talent management, recruitment and leadership development

Common questions and answers

Q: How soon can you present candidates?

A: Within a couple of days.

Q: What profiles and expertise do you have in your network?

A: We have a broad network of interim consultants, on specialist- and middle management level as well executive level.

Q: What does it cost?

A: Our fees include all costs for the interim consultant, such as insurance, social security, holiday pay, pension provision, sick pay, and are invoiced only for the time worked in the client's organisation.

The fee for engaging an interim consultant is based on the interim consultant's negotiated per diem (or equivalent) fee and the time the interim consultant is engaged by you (length and scope). The cost will therefore vary. The goal is, of course, to offer a service in which you as a client clearly perceive the value as reasonable a cost as possible.

Q: What type of people become interim consultants and why do they want to work as interim consultants?

A: They are driven professionals who have often gained broad experience from many different industries and organisations.

- They have experience of change-management
- They have a strong personal drive and are self-motivated
- They have the experience to quickly adapt, navigate in new contexts and hit the ground running to deliver from day one.

Q: What happens if we want to permanently recruit the interim consultant

A: If agreed with consultant and you wish to recruit the interim consultant, a recruitment fee per consultant will be paid to Alumni.

 www.alumniglobal.com

 info@alumniglobal.com

 +46 8 796 17 00 (HQ)

Do you need an interim consultant?

Do reach out for a confidential dialogue and let us help you navigate the unique challenges within your organisation. We have a wide-ranging track record of interim assignments and have successfully delivered at various functional levels as well as across many industry sectors.

We work as an extension to your existing team and in close partnership. This to ensure that we understand your requirements, business case, company operations and culture. This helps us identify and attract an interim consultant that you wish to engage and who is your perfect match.

Whilst your time is spent focusing on your business and core responsibilities, our time is spent taking care of the entire recruitment process, screening, verifying candidate competencies and matching them against your expectations. You interview only those top candidates that we recommend as a best fit to your organisation.

We hope to be in touch!