



# Interim insights

August 2007



Welcome to our August edition of 'Interim Insights'. In this newsletter we look at the problems companies face when they lose a senior team member at a crucial time of the year. We also explore a new concept in interim management – the team approach.

We hope you enjoy the newsletter and we welcome your feedback.

**Greg, Caroline & Amanda**  
**The Hamilton Rich Team**

## In This Issue

[Try before you buy](#)

[The Team Approach](#)

## Try before you buy

The ultimate nightmare for a publicly listed organisation is to lose a senior person particularly now when end of year financials, preparation of the Annual Report etc are high on the agenda.

Babcock & Brown found themselves in this predicament when a key executive exited unexpectedly six weeks prior to AGM. Given the profile of the role, they knew that 'it was not an option to leave the role unfilled' and knew that they 'needed to think outside the box and to move quickly'. An interim manager from Hamilton Rich provided the perfect solution, with Babcock & Brown making an offer to the candidate to take on the role permanently!



Interim management enables clients to cost effectively trial individuals for a period of time, providing a unique opportunity for maximum productivity minus the hassle of culture integration.

Hamilton Rich specialises in the provision of senior executives across a wide range of industry sectors. We can source and place them immediately into interim roles where they can 'hit the ground running' and add value from day one.

## Hot Candidates

### Company Secretary

Extensive experience and technical expertise gained over 20 years with high profile publicly listed companies in the investment, media and financial services industries. Operated at Board and Senior Executive level, providing advice to Chairman and Board of Directors on a range of secretariat, administrative and insurance and risk issues.  
*Syd.*

### In-house Legal Counsel

A senior legal and company secretarial professional who delivers required business outcomes across a range of jurisdictions, which have included Australia, New Zealand, North America, Europe and Asia. Industry experience has encompassed manufacturing, mining, energy, road transport, shipping, and monorail industries across both private and listed companies.  
*Syd.*

### CFO

CFO with more than 20 years' experience in management positions and more than 10 years in CEO, board member and senior executive positions in the private sector. Strong exposure to listed companies including NYSE and ASX. Extensive knowledge of business operations including human resources, marketing and public relations as well as information communication technology.  
*Brisb.*

## The Team Approach – an alternative to calling in Consultants

Don't you wish you had enough skilled and experienced people to deliver your business strategy, to make that business transformation happen, to evaluate that acquisition, to properly assess a current business unit's performance or to follow up on new ideas and directions?

Often it does not happen because the pressures of running the day to day business takes all your time and resources, key executives may have their heads buried in a workload that results from a lean organisational structure or you don't want to commit to a new hire and corporate politics prevent a sharing of the project across the functional heads.

The traditional approach to address these situations is to bring in a consultant. However, an alternative is to use a flexible, multi-disciplinary team, which consists of commercially astute resources that form the nucleus of your project taskforce. The team would be working with and for you and your people, so you own the solutions and capture the knowledge. They would:

- Scope the project;
- Deliver in conjunction with your in-house team; and
- Mentor on-going, helping your team to develop.

A good solution, it brings in experienced senior executives across all functions. In a nutshell it is the short-term solution to deliver timely cost-effective results across your business whether you are transforming, changing, acquiring, divesting, demutualising or listing. It not only provides the initial impetus across your organisation and delivers results, but also leaves your people empowered and equipped to handle your commercial future.

For more information on 'Team Approach' please contact Caroline at [hr@hamiltonrich.com.au](mailto:hr@hamiltonrich.com.au) or phone 02 8295 5222.

### Quick Links

[Current Assignments](#)

[Candidate Registration](#)

[Feedback & Suggestions](#)

**Contact Us Now**

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