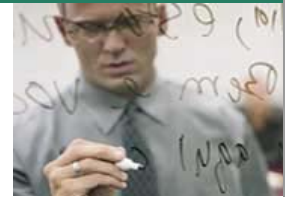




# Interim insights



Welcome to our February edition of Interim Insights. In this newsletter we talk about a different HR issue – finding the right people.

We also welcome Joe to our Team!

*Greg, Caroline, Joe and Amanda*

## The Hamilton Rich Team

## In This Issue

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### Got the budget but can't find the right people?

There's no doubt about it - the challenge to attain top talent has definitely intensified over the last year. As a result, more and more leading companies are looking at alternative solutions such as recruitment of interim managers to help to identify, foster and develop better performance from within.

The global talent war is upon us. As organisations struggle to find, retain, motivate, and develop their people adequately, they face an ever-dynamic talent landscape that is more competitive, demanding, and expensive than ever before. This increased competition for talent has resulted in higher compensation packages, slower time to new hires, strains on quality and customer service, and reduced business flexibility.

#### What happens when you lose a key player?

A significant number of companies appear to be generally unprepared for losing a key member of their team. A recent survey found that just one in four companies had plans in place to cover the sudden departure of a senior executive.

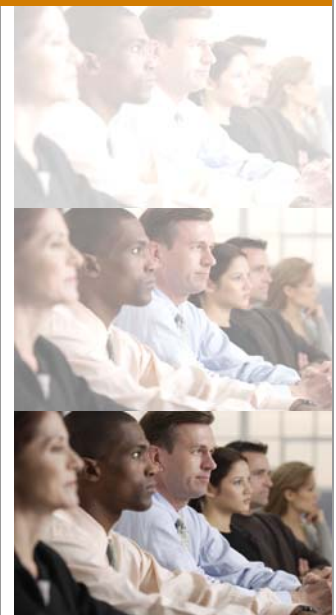
A critical determinant of this form of business exposure is the difficulty in filling a senior role. Research shows that MDs and CEOs are the toughest roles to fill at short notice.

#### Time is money

A recent survey reported that a Director or Senior Manager is on average worth at least three times their annual salary in terms of their contribution to a company. It can take up to four months to find the right person. The recruitment gap is costing the business an equivalent of a full year's salary in lost contribution to the organisation. This isn't allowing for the two months it takes to get the senior manager fully contributing in the role.

To help combat the rising costs and time required to hire good new talent, an interim manager can provide the ideal solution.

Let Hamilton Rich provide you with a mature, professional Interim Manager, who is well qualified with relevant practical experience, and can either fill a gap in permanent staffing or deliver a specific business result within a limited time period.



## Hot Candidates

#### Legal Counsel / Company

**Secretary:** In-house legal counsel with listed company experience.

**CFO:** Top performing CFO with international experience.

**CEO:** Recent experience in 'turn-around' situation. Ideal for private equity.

**CEO:** Experience in retail and franchising.

## New Team Member

Hamilton Rich is pleased to welcome **Joe Foster** to the team, who as from February is heading up the Brisbane office. Joe is an experienced Senior Executive, CEO and Director with an impressive track record of developing successful businesses and teams in the global paper, petrochemical, and contract stationary industries. Joe relocated to Australia in 1993 from his native USA as Managing Director for Huntsman Chemical Company Australia and subsequently held Managing Director / CEO positions for Corporate Express and the Edward Dunlop Group. He has particular expertise in the areas of Leadership Development and Cultural Alignment, Strategy and Governance.

Please feel free to contact Joe for any Brisbane / Queensland related queries.

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### Quick Links

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