



## Interim insights

Welcome to the October edition of Interim Insights. The end of the year is fast approaching and many organisations face staff shortages whether from holiday leave or resignation. We look at this from a different angle and provide an alternate solution to this end of year predicament.

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The Hamilton Rich Team

### Keeping the Momentum going

- Are you facing a shortage of staff over the festive season?
- Do you want to get a project up and running without delay?
- Do you have an urgent need to turnaround an underperforming division or business unit?
- Perhaps you need a cost effective way of boosting capability to meet a surge in activity?

This upcoming period, November through to January, is a notoriously difficult period to find expertise, with many people taking leave or choosing this time to re-evaluate their career. As a result, projects are put on hold and gaps left in organisations until the New Year. In some instances a less experienced internal candidate may be placed for the sake of expediency.

In today's business world time is of the essence and with that in mind organisations are now starting to seek alternate solutions to alleviate this end of year predicament. Interim Management could very well represent the most timely and financially efficient way of solving a short term management problem which can result in improved profitability, enhanced productivity and cost savings to an organisation

Adding to this revolution, many experienced executives are now opting for a change in lifestyle and choosing to do interim assignments which allows for a more flexible way of life. The upside to this is that the interim market is now rapidly growing with these highly experienced individuals and thus providing organisations with the opportunity to tap into their expertise, whether it is for a project, review of a business stream or to fill a vacancy whilst they search for a permanent placement.

Due to the flexible lifestyle of interim managers, many choose to work through the holiday period as they have the option to take time out at various times throughout the year. This is a big bonus for business in Australia – why stop work over the holiday period when there are people who can keep the momentum going!

#### Why Interim Management?

- Hands-on – Our Interim Managers are achievers rather than theorists.
- Expertise – They have proven management experience across a range of industries, providing expertise that may not be available internally.
- Our Interim Managers are not employees so we are not constrained in finding the best match to the specification by seeking to recover our employee cost commitments first.
- Cover – We can provide a competent management resource during the search process.
- Cost – We work on all inclusive daily fee basis so rates are clearly definable and allow the transfer of fixed costs to variable.
- Conversion – Potential appointment to a permanent position can be clearly identified during the term of the assignment.

If you would like to find out more about Interim Management and how it could benefit you please contact us. We work on a success basis only so it costs you nothing to find out more about Interim Management or even to have a look at the expertise that is available.

[To have a look at some of our Interim Managers please click here](#)

Did you know that we can place an interim manager into your organization within days rather than weeks?

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