

HRC INTERIM MANAGEMENT



HRC Associates
Recruitment &
Management Consultants

We Are Your People Partner



About Interim Management

Interim management has been implemented effectively in a variety of job functions within companies that span various sectors . It provides the temporary management resources and skills for both short or long-term projects to manage a period of talent shortage, crisis, change or transition within a company.

Why Hire An Interim Manager

In today's uncertain economic climate where innovation is critical for survival, company's need to have access to experts who can tackle these tough objectives and effect considerable change.

The challenges faced by businesses can be numerous and complex in nature and these challenges can be potentially daunting for companies who lack the resources or expertise to manage them.

Interim Managers are highly experienced professionals who can turn around situations, ensure program delivery and effect positive results. They can make an immediate impact on a business in any industry or functional area.



Value Proposition

- **Return on Investment** - paid on the delivery of goals and objectives not simply attendance
- **Speed** - in place within days as opposed to weeks or months
- **Expertise** - Skills and experience to address a specific gap
- **Objectivity** - provide a fresh perspective and will look at what is best for the business
- **Accountability** - Interim Managers expect to be held accountable for results
- **Effectiveness** - distinct from a 'Temp' they are there to effect change or transition in a company

A FLEXIBLE RESOURCE

As independent consultants, Interim Managers offer a cost-effective alternative to the commitment of hiring a permanent employee with full benefits package. This is especially beneficial during a recruitment freeze.

COST-EFFECTIVE

Interim Managers are paid based on results. This allows companies also to easily calculate their cost of hire.

OBJECTIVITY

Interim Managers are independent and therefore bring an outside perspective, a 'fresh pair of eyes' and an unbiased and objective approach.



When To Hire An Interim Manager

There are a number of business situations which may require senior level and experienced management that can be engaged fast, efficiently, and without any long-term obligation.

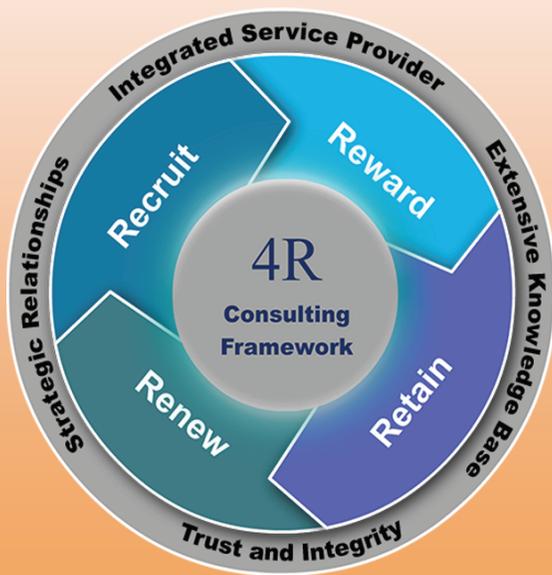
Some common scenarios in which interim managers can be an ideal solution include:

- ⇒ During a time of crisis to turn round a failing service or business to offer expertise to a challenged management team.
- ⇒ To provide a company some breathing space during the recruitment of a permanent executive.
- ⇒ Cover for maternity leave or other absences
- ⇒ During particularly busy periods of the year
- ⇒ Company relocation or expansion
- ⇒ During system conversions or upgrades
- ⇒ Permanent headcount restrictions.
- ⇒ Unexpected departure or resignation



About HRC

Our 4R Consulting Framework – Recruit, Reward, Retain and Renew allows us to offer customised, integrated, high-quality recruitment and management consulting services focusing on the HR and Organisation Value Chain of our clients.



Our Services

⇒ RECRUIT

- Board Recruitment
- Executive Recruitment
- Interim Management
- Assessment

⇒ REWARD

- Compensation Design
- Salary Surveys
- Total Rewards
- Job Evaluation

⇒ RETAIN

- People Strategy
- Performance Planning
- Employee Engagement
- Culture Analysis

⇒ RENEW

- Organisational Analysis
- Change Management
- Business Process Improvement
- Outplacement Services

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