

# Interim Management

Interim management refers to the temporary bridging of management positions (interim management) in companies to address specific challenges or achieve strategic goals. It is a flexible concept that allows companies to respond to temporary needs and bottlenecks without making long-term commitments. Here is our concept and approach to interim management:

- 1. Analysis of the situation:** identify the specific problems, challenges, or goals that the company wants to overcome or achieve. Conduct a thorough analysis of the current situation to determine and define the requirements for interim management.
- 2. definition of tasks and objectives:** Clarify the exact tasks and objectives of the interim mandate. Establish criteria and milestones against which success can be measured. This helps to clarify the expectations of both sides.
- 3. draw up a requirements profile:** Based on the actual situation and the company's goals, a detailed requirements profile is drawn up for the interim manager.
- 4. contract negotiation for mandate:** clarify contract terms, including duration of engagement, fee, confidentiality, and other relevant aspects. This ensures that both the company and the interim manager agree with the arrangements.
- 5. familiarisation and handover:** ensuring that the interim manager receives all necessary information about the company, its structure, processes, and objectives. The induction phase is clearly defined to ensure a smooth transition.
- 6. implementation and reporting:** working closely with the management and teams to achieve the agreed tasks and objectives. Regular reporting on the progress and success of the implemented measures is required to ensure transparency and control.
- 7. handover and succession planning:** At the end of the mandate, there will be a smooth handover to an internal staff member or a new permanent manager. Support in the transition process will ensure that the knowledge and experience of the mandate is documented and transferred.
- 8. evaluation and learning:** A final evaluation of the mandate will be carried out to analyse and assess its success.