

Engineering Service Provider ( Automotive)

**Ability to integrate into the client company**

“[Icebreaker Executive] immediately understood our requirements and the challenges facing the expansion of our Automotive Engineering Services business. Their knowledge of the market, prospective customers and competitors was immediately invaluable, proving to be a vital supporting element of the project approach and plan that was developed and then successfully delivered. [they] were particularly good at understanding the culture of our company and the demanding and often difficult requests from our Founder Chairman and major shareholder.

**Impact on the business / bottom line**

The initial project that the [Icebreaker Executive] undertook, which ultimately closed with the appointment of a permanent Director, was successfully completed in a short timescale and led to a number of further engagements that had the effect of significantly assisting in the strengthening of our Sales and Business Development activities. Sales increased by over 200% during a two year period, with a measurable increase in profitability, ultimately contributing to our successful acquisition of a competitor. [their] assistance was a direct benefit to our management team and our ability to grow in this manner.

**Overall contribution / achievement of objectives**

[Icebreaker Executive] more than achieved the objectives that were set at the outset ,enabling us to significantly expand this Division in competitive market conditions, against more established and well-funded competitors. All [their] work with us has always been completed within budget and on-time.

**Working style**

[They] worked very much as part of our management team and indeed, several of our Main Board Executives thought that the [Icebreaker Executive] was a permanent employee! They clearly identified with our core values and always gave total commitment at all times, particularly under pressure..

**Leadership / people management skills**

[Icebreaker Executive's] clearly has a considerable body of relevant knowledge, skill and experience to draw upon and was happy to share this with the team, especially the more junior members. Initially [They] had some delicate internal issues to overcome which was achieved very effectively through a practical and pragmatic approach, coupled with an honest, professional and involving personal style.

**Any other comments about the interim manager**

I would thoroughly recommend the [Icebreaker Executive] for another similar project. [They] consistently delivered over and above what we expected, gave exceptional value for money and kept us fully informed at every stage of the work. I know that other Divisions within our Group are already using them.

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