

Interim CEO (Leading European Recruitment Services Group)

Ability to integrate into the client company

“Phil Cooper was brought into the company to resolve a situation where both founders were in constant conflict, the group board had failed to function and there was no leadership in the business.

Impact on the business / bottom line

Within a short period of time, the business was recording record results and significant cost saving were beginning to positively impact the bottom line. A previously problematic central services support function was adding significant value to the operating divisions.

Overall contribution / achievement of objectives

Phil had a clear objective, prepare the business that it would be as attractive as possible to a potential purchaser. This meant not only improving performance, but also addressing long established structural problems within the business. Phil worked closely with the group’s legal and financial advisors to manage a sales process and successfully garnered significant offers for the business.

Working style

In contrast to a previously highly autocratic management culture, Phil enabled a more collaborative, teamwork approach to be adopted across the business. Business leaders felt empowered to make decisions and focus on profitable growth.

Leadership / people management skills

Phil’s great strength was setting an example to people and teams. Given significant existing issues between some of the management team, and, using a pragmatic, mentoring style, Phil interacted with members of the management team in an honest and transparent manner and left the group with a strong and cooperative working management team.

Any other comments about the interim manager

The chairman of the group believed that Phil had led the business extremely well during a very difficult period in the company’s history.

Perhaps the greatest achievement was to transform a totally dysfunction board into a properly organised, structured and functioning board of directors.

Interim CEO (Leading European Recruitment Services Group) p2c