

Want to join us?

Direct. Collaborate. Deliver.

At Icebreaker Executive we offer a new style of Executive Interim Management:

Direct. As executive interim managers our role is to lead a business to where it needs to go in a focused, driven and respectful manner.

Collaborate. We do this by working with our clients, not by dictating to them but by engaging with them and giving them the help and support they need.

Deliver. By doing this we are able to transfer knowledge and skills and to deliver a successful project with a lasting, robust legacy.

Are you interested in becoming part of our elite network?

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Want to join us? | **Why join us?**

Why join us?

Icebreaker Executive Interim Management is run **by** executive interim managers **for** executive interim managers. We are not consultants; we are not looking to place personnel in permanent roles. We are here to provide the best executive interim management there is.

We believe that we offer a fresh, thought-provoking and ground-breaking approach to executive interim management.

We feel that being part of our network, which has been set-up and is run by existing executive interim managers, means that you are part of something designed to support and meet your needs. Joining Icebreaker enables you to increase your skills, share with and learn from others and to connect with prestigious and highly valued clients.

Want to join us? | **What we can do for you**

What we can do for you

For most interim managers life is spent looking for the next assignment, working as a 'one-man-band' or a 'hand-for-hire' with little support or control over what is happening next. At Icebreaker, we are offering something different which will improve your working environment and your opportunities.

A mix of assignments

We ensure access to a variety of sectors and quality clients and offer you the opportunity to combine your strategy and implementation skills to get to grips with a scenario at speed and to see a job through.

We achieve higher, more consistent fees that reflect your expertise and the combined increase in client value.

Being part of a team

We provide ongoing support – in terms of functional support from other expert team members with access to a professional marketing resource, a simplified regulatory legislative framework and invoicing assistance.

We also offer support during assignments where we work with you to ensure you are able to provide the best level of service to your client. We are also here to help resolve any issues should they arise.

Being part of our network also gives you an active role in building a successful, leading edge interim management practice, and of sharing and developing that success. It also enables you and other members of the network to leverage all networking opportunities – from sharing contacts where appropriate and passing on referrals or recommendations. In addition, you will have access to our online business support system or Intranet.

Marketing

Marketing is a key part of what Icebreaker provides to our executive interim managers. By joining us you will be associated with a leading brand and have ongoing access to marketing support and activities that are designed to meet your needs.

It also means you can benefit from company-wide marketing activities and more focused activities, including the opportunity of assignment marketing to increase opportunities whilst working for a specific client.

CPD Training

We also run an exclusive executive interim professional development course in change leadership titled *'The people side of change management: How the way we think profoundly influences the success of our businesses'*. This is a three day residential course that is by application or invitation only and is relevant to interim managers and their clients. In addition, this intense 36 hours will be recognised as part of your CPD days and will be fully accredited accordingly.

The course is run every two months over a weekend – for full details of the course, latest course dates and costs [click here](#).

Networking opportunities

Much of what we do and what we offer is based around providing opportunities to network with a wide range of clients – potential, new and current – as well as other interim managers to share experiences, knowledge and support. Aside from being part of our team, benefiting from our marketing and having access to our course – all of which provide multiple networking opportunities – we will also invite you to monthly city networking events and workshops.

To attend you must be a member of Icebreaker Executive and bring a minimum of one client. In addition, you will be expected to identify which themes will be of interest to your clients, as well as helping to develop relevant events and workshops.

Fellowship

We also offer an externally accredited Fellowship in Interim Management through The Chief Executives' Office and Icebreaker Executive. This is achieved by attending the course and submitting a case study for review and publication, although the published version will remain anonymous.

Additional services

We also provide relevant Insurance and Legal services via our Commercial Council expert Darrell Smith who is a qualified solicitor. Darrell is available to offer a seasoned, pragmatic approach to support negotiations, as well as contractually and commercially focused legal resolution on key matters.

These services include discounted professional indemnity insurance and legal support, as well as access to 30 minutes free legal advice with the licensed use of the client-facing contract.

Darrell can be contacted on darrell.smith@icebreakerexecutive.com

Want to join us? | **What you can do for us**

What you can do for us

There are lots of benefits to joining Icebreaker and to becoming part of our exclusive network of executive interim managers; but we also benefit from gaining another elite member of our team.

Expanding our network

Each new executive interim manager who joins us brings with them their own network of contacts and excellent business reputation. This can only add to our ongoing standing and success. These new networks will then be invited to attend and benefit from our exclusive course and our regular City networking events and workshops.

Increasing our expertise

In addition, they provide us with a greater wealth of experience and knowledge based on their career to date, their own extensive business expertise and own personal skills. This enriches our internal, shared knowledge and expertise, as well as improves the service we can offer to our clients. As part of this sharing of best practice and expertise they can get involved with our ongoing debates that take place in our online media centre.

Building on success

Any increase in our expert offering or expansion of our internal and external networks contributes directly to building a thriving business and establishing an increasingly successful brand.

Want to join us? | **Who we're looking for**

Who we're looking for

We are very aware that our style and approach will not suit everyone, just as not everyone will suit us. We have made the conscious decision to limit the number of executive interim managers who join our network to those with the right values, approach, ethos and aspirations in order to allow our network to grow successfully without compromising quality.

We believe strongly that limiting our numbers and focusing on the right 'cultural fit' rather than just an impressive CV means we can build strong relationships within our network. It also means we will have the time and space needed to develop good working relationships and to treat the members of our network with respect – respect for their time, experience and aspirations.

So who are we looking for?

A cultural fit

First and foremost you will share our values and aspirations.

We aim to be collaborative, respectful, transparent, trustworthy, courteous and reliable; to build a good rapport from day 1 and to leave an enduring legacy. We are hands-on and don't mind rolling up our sleeves to get the job done.

Leadership skills

You will have a clear commitment to delivering demonstrable results and leaving an enduring legacy; of leading and directing a team and transferring the skills and knowledge needed to enable them to continue delivering long after you have moved on to your next assignment.

Strong communicator

You will be a superb communicator who can respect internal cultures and politics without becoming involved in either; who can build an instant rapport across teams from day 1. You will be honest and courteous with the ability to get straight to the point in a positive and proactive manner.

Delivering results in a variety of sectors

The main aim of our assignments is to deliver, if not over-deliver, and to leave a robust and lasting legacy. You will be able to deliver demonstrable and impressive results. You will be driven by and focused on doing what is right for your client – even when this means completing an assignment early and reducing the amount of time you are in an interim role and being paid for it. Your single-mindedness will enable you to achieve typical annualised year 1 returns of 10–20 ROI.

Cross sector opportunities

You will have experience at executive level in the different stages of the business evolutionary cycle. We encourage our executive interim managers to take their experience and knowledge outside of their original sector or industry as we know from experience that this can produce fantastic results. It can introduce a fresh approach and a cross-over of best practice.

You will be a member of the Institute of Interim Management or have a complete commitment to a career in executive interim management.

Want to join us? | **How we're different**

How we're different

Joining is free!

First of all there is absolutely no joining fee when you become part of Icebreaker Executive Interim Management.

Business model

We are different from other interim providers because we are run **by** executive interim managers **for** executive interim managers. We offer the opportunity to our elite, hand-picked executive interim managers to become part of the Icebreaker network with the opportunity to progress and increase your involvement from associate to partner depending on your individual aspirations.

What is more we offer this opportunity as part of a non-exclusive relationship. Our executive interim managers can be part of our network whilst still working for other providers.

Code of conduct

When you join our network you will be expected to sign a code of conduct which will set out clear working practices in line with the latest legislation. This code of conduct will protect you and will be kept up-to-date as legislation changes in the future.

Cross sector approach

Unlike other interim providers we encourage and champion the value of placing executive interim managers who have a vast wealth of expertise, experience and knowledge in sectors and industries outside their original area of business.

We believe – supported by our extensive experience – that there is real value in an industry 'outsider' working as an executive interim manager as they provide a fresh approach and vision. This helps re-energise and re-direct a business in a refreshing, invigorating way.

Elite network

This might sound surprising but we have made the conscious decision that we do not want to work with everyone. We are not interested in having the greatest number of executive interim managers within our network, to compete with other interim providers in terms of volume.

Instead our priority is on cultural fit, on the quality of our executive interim managers. So joining Icebreaker means that you become part of an exclusive, hand-picked network of senior executives.

Selecting assignments

We also take the same attitude with our clients. Just because a client has voiced a desire to engage our services does not mean that taking on that assignment is the right thing to do.

We work with the client to understand how ready they are as an individual and an organisation to make the changes necessary to allow us to do what we are good at – to transfer knowledge and skills and to build enduring legacies.

If we feel that they will not let us do our job then we will openly share our thoughts and most likely turn down the assignment but in an honest and courteous manner. Moving forward with an assignment that we do not believe will work benefits no-one, even if the financial incentive is high.

We feel that ‘muddling through’ the issues is not good enough and that the initial terms of engagement have to be right and both the client and interim broadly agreed on the way forwards.

Training opportunities

Our specialist executive interim professional development course on change management titled *‘The people side of change management: How the way we think profoundly influences the success of our businesses’* offers a great opportunity to develop your skills and knowledge as well as to network with other Icebreaker members and with some of our prestigious, top level clients. It is also a great opportunity for you to bring your own clients on an exclusive and high value course which will positively impact on current or forthcoming assignments.

For full details of the course, latest course dates and costs [click here](#).

Networking and growth

One of the major differences about Icebreaker Executive is our approach to providing and supporting networking opportunities to help build and maintain growth, both as individuals in our own careers and as fellow members of Icebreaker Executive.

As a result we expect this business to grow in such a way that it has more work than we can do and that by creating a greater demand and volume of work opportunities we will increase and maintain our exclusivity.

Want to join us? | **How we work**

How to join

The process of how to join typically depends on how soon a meeting can be arranged but the steps involved are:

1. Send us a copy of your CV with a brief explanation of why Icebreaker meets your needs and aspirations.
2. We arrange a 30 minute telephone conversation to establish your capability focus rather than your experience which is already detailed in your CV.
3. You will be asked to take a test to evaluate your ethos and approach.
4. We will meet for an interview (which will use the test as a discussion point).
5. We will make a decision about inviting you to join Icebreaker
 - a. Subsequent to this decision we may request if we can retain your details.

When you join

If we ask you to join Icebreaker then the following procedures will take place:

1. You will also sign a code of conduct that enables you to become part of our valuable legislative framework. This makes our the terms of engagement and working practices clear upfront.
2. You will start by posting your network data to our internal business support system (which is fully secure and password-protected). Only you and company directors will have access to this information.
3. You will review all necessary and relevant marketing material and activities.
4. Clients are expected to pay 14 days after receiving an invoice and we will then pass on your fee 3 days after receipt of this payment.

Once you have joined Icebreaker you will be expected to do the following to achieve your own personal aspirations and to meet the network's business objectives. We estimate that your involvement should require no more than 2 hours per week whilst on assignment:

- Share data and collaborate across our internal network
- Attend client networking seminars (optional)
- Input into pitches (optional)
- Update reports
- Escalate exceptions
- Post bi-weekly client sign off reviews to our secure, password-protected online resource

- The more you put in the more you will get out of the network so the choice is yours as to how much you get involved.

Client relationship

The client relationship will typically be managed directly between you as the interim manager and your client, with support from the Icebreaker network and functional resources when needed. However, we will not micro-manage the relationship but will respect your position and capabilities to oversee things without our direct involvement. You will be expected to escalate any problems should any arise whilst on assignment.

In addition, you may be familiar with the scenario where you have agreed to meet a potential client on a particular day and then you are offered and accept an assignment which starts before this meeting date and means you will now be busy on assignment. We at Icebreaker believe strongly that once an interim has agreed to meet a client they should honour that commitment and when they accept an assignment they should confirm they will have to be out of the office in order to attend this pre-arranged meeting.

Non-exclusivity

Whilst our business model sets the target that we generate more work than we can fulfil we welcome our associate interims gaining experience outside of our network so you are always free to take work through another interim provider.
