



# RIB IIM Interim Overview

Tom Pickering

(Interim Manager and Director IIM)

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# overview

- Your time ask qns anytime
- Introduction – an alternative view
- Market
- Typical interims
- Getting in
- Getting it done
- Getting out
- Routes to market
- IIM overview
- pitfalls

# Introduction

- Introduction
  - Ian Simon
  - TP, IM, BA, IBEIM and IIM
  - Background
  - What happened
  - History 20 years
  - Prepare to develop and refine

# Typical interims

- Characteristics
  - Integrity
  - Impatient unmanageable
  - Non status
  - People development
  - Hit ground running
- Capability
  - Broad underlying skills
  - Functional skills taken as read
  - Sector skills  
preoccupation with what you've got (**warning**)

# Getting in

- Buyers
  - Light 14 fires stoke sounding board keep warm and develop clients understanding of what you and they are doing – what can do together.
  - Senior staff – steady fire stokers preserve assets
  - Entrepreneur vs. whore
  - Terms and conditions / litigious customers
  - Interims different – buy from like minded
  - Self Confidence to say need help
  - Customer ready
  - Misunderstood
  - Reference; cost consultant? FTE? Investment?
  - Evaluate outcome, change, micromanagement and turn down – difficult £££

# Getting it done

- Everyone is watching – like **fire god**
- Define and agree decisions
- Define how
- Evaluate capability
- Let do and trust (**tell**)
- Raise team and individual game incisive questions rather than jump in

# Getting out

- When team can do without you rather than complete
- **SAS** Paradox quicker better for client
  - Bonus and results focus
  - ROI 10-14x
- Use as reference to others – when done unlikely repeat business unless serial corporate approach

# Routes to market

- Fear vs. excitement – enjoy prospecting for next assignment, gets easier
- Shotgun – providers – push and call find those that understand **you**
- Providers market themselves 1<sup>st</sup> 2<sup>nd</sup> and 3<sup>rd</sup>
- Pro-active?
- CVs Share contacts – confidentiality and challenge reason for meeting
- Entrepreneurial routes to market VCs and business angels
- Use network intermediaries with common interests

# IIM

- Passionate about supporting IMs
  - Legislation MLR, lobbying, temps
- Impartial accreditation
- Persuade serious – associate, Ltd, Pl,
- Member evaluated projects
- CPD evaluation
- Capability
- Help CDs, take details follow up and advise
- IIM Review underway – increase value and clarity, 3k/day – 300/day

# Pitfalls – advice aagh!

- Micromanagement failed legacy – achieve remarkable results **must** do something different
- Space to operate, outcome, change
- Everyone watching, Be polite, establish decisions and agree how with the boss
- Look after yourself – excessive working hrs and consultants generally spell disaster
- Expect to evolve, and not to be clear initially and refine what you do and not – will happen fast
- Don't take on work – that does not feel right
- Rate is an indicator of seniority / sector although take a strategic view of work initially to develop you value and learn
- Enjoy prospecting
- Don't sell keep fires warm, and focus on existing network – categorise – will be surprised how many there will be