



# A Different Approach to Interim Management

*Delivering Results – Transferring Skills – Leaving Legacies*

Prepared by Steve Bertram (icebreaker executive) for our clients

[www.icebreakerexecutive.com](http://www.icebreakerexecutive.com)

# icebreaker's Focus

We deliver Results, Transfer Skills using Interim Management for turnaround, start up, realignment, and disposals

Collaborative Implementation:

- with expert partners
- with other icebreaker Team Members
- with client teams

We base programs on hard facts

Deliver a Legacy – retain value using people development skills

Respectful Engagement – we are sensitive to the fact that clients are under pressure

We won't engage unless we can make a significant improvement to bottom line for clients and typically we target minimum 10x ROI



# Our Collaborative Partners

## icebreaker does not know it all...

There needs to be openness and sharing of problems and experiences to correctly approach the emerging challenges

## We work with:

**SMT** – A Practical Strategy Consultancy providing hard facts on the client's market, customers, competitors and opportunities

**icebreaker Foundation** – leading edge professional interim management change management skills development

**Darrell Smith** is a director and our In house commercial counsel to support team engagement and client contractual process

## We would like to work with You:

Providing mutual introductions and referrals in the best interests of the client and use your expertise to complement icebreaker in action



# The icebreaker Team

Work together with a formal member agreement and code of conduct, common terms and conditions

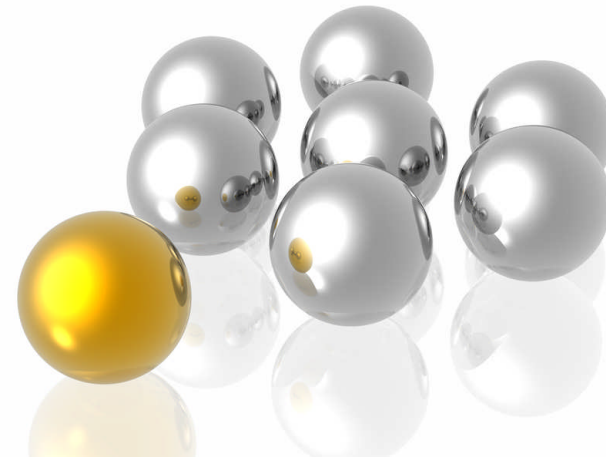
Led by CEO Tom Pickering – thought leader, former board member of the Institute of Interim Management and award nominated interim

Experienced Executives, each with multi sector experience “Been there, done it”

CV Free - Case Studies available on our website Rigorous selection process

Dispassionate resourcing of assignments – simply who is best for the client

Leading CPD for Interims. All interim executives are professionally trained in Leadership and Mentoring Skills



# The icebreaker Approach

Pragmatism with Innovation

Ensure that the client's needs are met. If we can exit early we will do so - we won't drag out for gain: short projects here and there are fine

Leave a legacy: coaching those remaining in the business to develop the skills and confidence to take it forwards

Prepared to share Risks/Rewards

Agree/deliver common KPI's

Flexible Delivery Models - Block of time or Days/weeks

Typical Roles = Non Executive Director: Chairman:

Transition and functional directors

Single point of contact nominated Account Managers

Takes and manages the consolidated view of a clients

Requirements

Works with CEO to select the best resource to the program from icebreaker resource



# icebreaker is different

We focus purely on providing interim management service excellence. Our interims are carefully chosen and are skill-matched to a project rather than sector or role-matched. We are not a 'body shopping' agency; we are a collaborative association

## An external view:

*“Your approach harks back to a period of genuine competence” and “I despair at the claims of 'thousands of interims' on most interim management firms' registers. There are, I would have thought, at the very most 500 senior interim managers worthy of the term in the UK, so one wonders at the calibre of the firms who cannot recognise this”*

We recognise that joined-up decision-making in many organisations is virtually dead. We often deliberately deploy senior interim executives outside their original field of speciality

*“One of the great failings of recent management and organisational development is the 'silo-isation' of functions, symptomised by the tendency for individuals to rise to very senior levels without the necessary breadth of experience or skills required to discharge the responsibilities of their position”*

We are not management consultants. We listen, we do not dictate. We carry through and implement, we do not make recommendations and then abandonment. Our reputation is being built on delivery

**Here is an external definition of management consultancy:** *“Imposing their own business models on clients for financial gain.”*



# Direct Contact details – for a discussion

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