



Sir Peter Gershon CBE and Stuart Cain of BIE - Platform speakers at the ISB Conference "Invest to Save Budget"

the private sector. Conversely there are few interim policy-making roles, these would normally be filled by SCS secondees. There is however an increasing demand for interim CEO's to lead Government Agencies at periods of change.

Question:

We are currently recruiting for a new Chief Executive. However, the process could take nine months. We cannot afford to drift for that length of time on certain issues need to be addressed urgently. If we take on an Interim Executive during the period it takes to recruit do we run the risk of having the new permanent appointee making even more changes maybe counter to what has already been put in train by the Interim Executive ?

Reply:

The Board of Directors must, of course, ensure that there is a continuity of objectives through the period of change of management. However, if there are serious short-term issues that simply cannot wait 9 months or more, then you have no choice. The Board must decide how radical they wish to be and should instruct the interim CEO accordingly.

Question:

So how quickly could you present suitable candidates to us ?

Reply:

Given a detailed face-to-face briefing, we would expect to be presenting a suitable candidate or

two within just a few days. Some assignments have been filled within 24 hours. We are able to do this because we select from a register of hand-picked professional interim executives. In many cases, the interim will have worked for us before - maybe on several different assignments.

Question:

How involved are BIE consultants during and after the selection process ?

Reply:

BIE consultants are closely involved throughout the selection stage. We only present a very small number of matched candidates. This is where we add value to the process. We like to attend first interviews so we can assist our clients make the right choice. Once an assignment has started, we continue to maintain contact and advise as required. At completion we conduct an audit.

Question:

Would BIE be prepared to allow us to talk to current and past clients about their experiences with BIE and their interims ?

Reply:

We are very happy to provide clients with references from major organisations upon request.

who serve this market, this year we have implemented a change in our methodology for gathering data on market share of interim providers.

Previously we surveyed all dedicated providers and only included the assignments they handled above £500 a day, irrespective of the number this comprised. This year however, we have only surveyed those firms whose assignments comprise at least 80% at this level, but included all of their work. This has removed one of the barriers to entry for some firms making it easier for them to provide verified management accounts.

These metrics are aligned with those used by the IMA. Due to the changes in the data capture, we have avoided providing comparative data with last year's results as the two surveys' metrics are different. The number of firms operating at this higher daily rate is not surprisingly fewer than the number of firms than we included last year.

UK INTERIM MANAGEMENT PROVIDERS Ranked by Market Share

Rank	Company Name:
1.	BIE Interim Executive
2.	Penna plc
3.	Albemarle Interim Management plc
4.	Odgers Interim
5.	Veredus Executive Resourcing Interim Management
6.	Impact Executives
7.	IMS Interim Executives
8.	Partners Group
9.	Executives Online Ltd
10.	Archer Mathieson
11.	Armadillo Executive Resourcing
12.	Heidrick & Struggles Interim Executives
13.	Hoggett Bowers Executive
14.	Interim Management RSA Interims
15.	Chiumento

From: *Interim Management in Europe 2006*

Methodology

We believe strongly that interim management is distinguished from lower level temporary and contracting work by virtue not only of fees, but of the role that the interim undertakes within any organisation. An interim is a seasoned professional with the skills and experience to create lasting change with an intense programme of work in a short space of time. They are leaders, experts and an important resource in uncertain economic climates.

Therefore to reinforce our view and provide greater transparency to the dedicated interim providers

Firms were asked to provide net fee income data from interim assignments and were asked to exclude other activities.

This research represents the period July 04 - June 05.

For further information and for a copy of the publication Streamlining The Public Sector contact:

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