



# IT Interim Management & Execution SWAT Teams

CIO Services, LLC



[www.cioservices.us](http://www.cioservices.us)

**Interim management** executives are a flexible and versatile bringing with them a wealth of experience and expertise to every interim management assignment they undertake.

**Interim management** gives you instant access to a senior heavy-weight yet hands-on manager, with a proven track record, matched to your needs.

**Interim managers** are typically hired for 3 to 9 months and help organizations undergoing major change, trying to implement a critical strategy or looking to plug a critical management gap.

## Skills and qualities of interim managers

Our Interim managers have moved into interim management from highly successful corporate careers. They typically are:

- Mobile - able to work flexibly in terms of time and location
- Energetic - task-orientated individuals, with first-class organizational and communication skills
- Experienced - interim managers are sensibly overqualified for the work - specific skills when you need them
- Implementers – experienced, with strong diagnostic skills
- Speedy - available to start in days - with the minimum of recruitment or termination formalities
- Results Oriented - used to being judged by results, so they know how to deliver
- Knowledge transferors - they will transfer skill, contacts and experience to your team which will remain
- Objective - while sensitive to the company's culture, they will not be constrained by politics, personalities or protocols
- Focused - can be assigned a critical task and their performance measured against it - able to handle ambiguity
- Broad - can act as counsel to Senior Management - but will roll up their sleeves and deliver too
- Flexible - able to start at short notice – often within days
- Quick – Add value to the organization from day one, delivering results and lasting benefits
- External – Bring a balanced perspective, with a breadth of experience
- Seasoned - mature approach with self confidence (but not arrogance)
- Driven - Self-motivated, accountable, independent & objective
- Leaders – Provide direction and motivation to get the job done

## Services

Highly experienced interim management executives for areas such as:

- Program implementation – business & IT side
- IT processes design and implementation
- Development projects execution
- Planning, systems analysis and direction setting
- Infrastructure design and implementation
- Contracts review, consolidation and re-bid
- IT organizational change management
- IT productivity enhancements execution
- Interim resources provision and management
- Disparate organization alignment

## Where to Use Interim Managers

Organizations are making more use of Interims on a planned basis to cover strategic and/or tactical needs:

- Managing the organization through a major change – for example, a merger, acquisitions or major growth spurt
- To provide additional resources when companies need it most such as through periods of dramatic growth or the building of company infrastructure
- Managing functions to fill a short term skills gap
- Changing business culture or new business development
- Assisting with staff building and realignment
- Managing the process of change management
- To bridge a gap to cover for maternity or other absences
- As a project manager to manage a transition, leading projects, e.g. introduction of new business systems etc.

## Interim Manager vs. Consultant

Like consultants, interim managers provide:

- The latest knowledge
- Short-term access to senior management talent
- Strategic thinking
- An independent perspective
- The ability to fast-track critical projects

Unlike consultants, interim managers are:

- Implementers as well as being strategists, analysts and planners
- Focused on your business objectives - not their consultancy's objectives
- Flexible to do what you need - not restricted to doing things the consultancy prescribed way
- Focused on your profitability - not their consultancy's profitability.
- Lower Cost – interim managers implement as well as advise

For further information see our website or contact us at

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