



CASE STUDY

Interim Management – When a Client Loves an Interim

Introduction

Sometimes a client falls in love with an Interim Manager and the nature of the assignment changes. While, at 1st Executive, we sometimes feel a little disappointed to lose a strong interim executive to a permanent placement it can happen. In this case it was a CFO moving into a medium-sized electronics and technology-based organisation.

Business Challenge

Initially, the client's Managing Director felt that he just needed an Interim CFO so that he could get the financial management of his company back on track before moving on to appoint a senior Financial Controller. With a significant number of Interim Financial Executives in its Interim Management database, finding an Interim to fit the bill was never going to take long.

Solution

The client was presented with a viable shortlist in around 48 hours. After two rounds of interviews conducted in quick succession, the company's Managing Director contacted 1st Executive's CEO, Andrew Thoseby, with a degree of hesitation. Having briefed a requirement for an Interim CFO, he stated that he wanted to offer this candidate a position permanently.

With fees already agreed for the rare occasion this happens in standard terms of business, the next most challenging conversation was to convince a committed Interim Executive to take a permanent position. This was navigated over the course of a few days.

Outcomes

A follow-up coffee meeting between the new CFO and Andrew Thoseby around six weeks later established that this executive was happy that he had made the choice, saw great potential in the business and has established meaningful relationships with the rest of the executive team. He is currently still in the role.

**“1stly, Interim Managers
Sometimes Stay”**

NEXT STEPS

To understand the value that Interim Managers can bring to your organisation globally call Andrew on +61 438 074 774 or email athoseby@1stexecutive.com.au