

A hand is shown at the bottom of the frame, palm up, holding a glowing globe. The globe is composed of a network of white nodes connected by thin white lines, creating a mesh-like structure. The background is a soft, light blue gradient. The text is centered over the globe.

senior  
**management**  
worldwide

Leading global provider  
of interim executives

# senior**management**worldwide

leading global provider of interim executives

<b>About SMW</b>	3
Australia & Singapore	4
Austria	5
Belgium	6
China	7
Denmark	8
France	9
Germany	10
Hungary	11
India	12
Italy	13
The Netherlands	14
Poland	15
Spain	16
Sweden	17
Switzerland	18
Turkey	19
United Kingdom	20
USA & Canada	21
<b>Contact</b>	22

# About SMW

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Senior Management Worldwide (SMW) is the largest international group of independent Interim Executive providers. SMW, founded in 2004, is the longest running and most successful alliance of interim management providers with 18 partners in 20 countries across Europe, Asia-Pacific and Americas. With associated member firms we deliver solutions in over 50 countries.

Across the globe, member firms of SMW help clients to solve problems, realize opportunities, improve results, fill key expertise or resource gaps, develop talents and assist with other critical initiatives. Together we have developed an effective organization of specialists in introducing rapid solutions for performance improvement to our clients worldwide.

## **How SMW Interim Executives Can Help Your Business:**

- Mergers & Acquisitions
- Turnaround Situations
- Succession Planning
- Large Scale Projects
- Marketing Entrance
- Product Launches
- Business Development
- Fill Executive Gaps

# SMW Partner

# Australia & Singapore

Interim executive is the fastest growing part of the executive recruitment market. Average assignment duration is 7 months. 90% of all registered interim executive will relocate to another state for an assignment. 80% of all assignments are in Sydney or Melbourne.

## Danny Hodgson

### Omera Partners



📍 Sydney, Melbourne & Brisbane

👥 35 employees

🕒 Founded in 2002

🕒 SMW Partner since 2017

**Specialist: Interim business lead by Danny Hodgson with 20 years' experience in hiring interims in Australia and Europe integrated with 16 executive search partners in the firm.**

#### Assignment types

- Interim Chief Financial Officers
- Interim Chief Executive Officers
- Interim Chief Operating Officers
- Interim Chief Information Officers
- Interim General Counsels
- Interim Human Resources Directors
- Interim Project Directors
- Interim Programme Directors
- Interim Communications Directors

#### Recently completed assignments

- Interim Chief Financial Officer - icare (Insurance)
- Interim Chief Operating Officer - ESSS Super (Pension Fund)
- Interim GM HR - PACT Group (Consumer Packaging)

#### Focus areas

- Supply Chain & Logistics
- Manufacturing & General Industrials
- Insurance
- Construction & Infrastructure
- Life Sciences
- Asset & Wealth Management
- Oil & Gas
- Government / Utilities

#### Services

- Interim Management
- Executive & Non-Executive Search

#### Contact information

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# SMW Partner

# Austria

5

Executives for Projects and Processes with assignment duration between 6 and 18 months.

## Walter Pfaller

### P+P Interim Management GmbH



📍 Vienna  
👥 5 employees

🕒 Founded in 2011  
🕒 SMW Partner since 2014

Focused on the success of the client. We are offering 1000+ experienced Interim Executives in Austria and Central & Eastern Europe.

#### Assignment types

- Business Development
- Mergers & Acquisitions
- Turnaround Situations
- Restructuring
- Large Scale Projects
- Process Improvements
- Fill Executive Gaps

#### Recently completed assignments

- Interim CEO - Manufacturing Industry
- Interim CFO - Plastic Industry
- Interim COO - Mechanical Engineering
- Interim CRO - Food Industry
- Senior Project Manager - Automotive
- Interim Head of of IT - Manufacturing

#### Focus areas

- All business areas, main focus on: Manufacturing Industry, Automotive Industry, Mechanical Engineering, Food Industry, Plastic Industry, Electronic Industry, Pharmaceutical Industry

#### Services

- Interim Management

#### Contact information

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# SMW Partner

# Belgium

Interim market reasonably developed, with +/- 750 assignments through IM providers at any time. About the same amount in direct contract with customers. The market is very fragmented, no large players. Market with many SME and few international decision centers.

## Patrick Lhoest

### Arrowstone



📍 Brussels  
👥 3 employees

📅 Founded in 2006  
📅 SMW Partner since 2011

Long experience in complex Interim Management at CXO level, with strong reputation for excellence and speed within the Private Equity community. More than 35% international assignments.

#### Assignment types

- Post acquisition intergration and change management
- Crisis management & restructuring
- Operational improvement
- Large scale project & program management
- Financial control

#### Recently completed assignments

- Restructuring a service team after stress and harassment situation.
- Project Office structuring in a pharma company with large product development portfolio.
- Financial control and restructuring of a real estate development project in Turkey.
- CIO during outsourcing of central applications at a Private Bank.

#### Focus areas

- All sectors and skills at CXO and PMO level, mostly for SME customers (550 to 1000 staff)

#### Services

- Interim Management
- Executive Search
- Search of non Executive Board members

#### Contact information

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# SMW Partner

# China

7

Domestic consumption in China is still robust. US-China trade war with tariffs covering bilateral merchandise will have negative repercussions. Some factories near the coasts will be relocated to a less expensive region inside China or move to other countries.

## Simon Wan

### Cornerstone International Group



- 📍 Shanghai, Beijing, Guangzhou, Hong Kong and Taipei
- 📅 Founded in 1995
- 📅 SMW Partner since 2015
- 👥 33 employees

Industrial focus since 1995 and with extensive database of interim and permanent managers who has strong China experience. China Winner of recruitment firm of the year as early as 2002 and great references from clients and senior candidates across China.

#### Assignment types

- Mergers & Acquisitions
- Restructuring
- Large Scale Projects
- Fill Executive Gaps
- Construction & Commissioning
- Operational improvement
- Business Development
- Financial control

#### Recently completed assignments

- CFO - Retail / Consumer Group
- GM / Plant Manager - Fortune 1000 company
- Project Manager - Fortune 1000 company

#### Focus areas

- Manufacturing, Automotive Industry, Banking, Financial, Retail / Consumer, Life Science, Business Consulting

#### Services

- Interim Management
- Executive Search for Permanent Placement
- Talent and Workforce Management

#### Contact information

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# SMW Partner

# Denmark

Duration of assignments is 7 months on average. Strong group of CFO managers.

## Christian Hvashøj Schaarup

### Nextt Management A/S



📍 Copenhagen & Aarhus  
👥 3 employees

🕒 Founded in 2006  
🕒 SMW Partner since 2008

Strong CxO network of +3,000 pre-qualified managers with experience and track record. We serve major international clients, SME companies and growth companies with high ambitions.

#### Assignment types

- Mergers & Acquisitions
- Restructuring / turn around
- Large Scale Projects
- Fill Executive Gaps
- Operational improvement
- Business Development / Growth
- Financial control
- Execution of strategy eg. growth in emerging markets

#### Focus areas

- Manufacturing / Industry
- Technology / Digital
- Energy
- E-commerce

#### Services

- Interim Management
- Super Fast Executive Recruitment
- Try&Hire

#### Recently completed assignments

- Interim CCO - Manufacturing
- Interim CEO - Pharma
- Interim CFO – Energy
- Interim Factory Manager - Furniture
- Interim CEO – E-commerce

#### Contact information

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# SMW Partner

# France

9

3.000 assignments per year - Average daily fees 1.100 Euros - Average duration 7 months  
10.000 Interim managers listed in France - 10.00 really active.

## Grégoire Cabri-Wiltzer

### NIM Europe



- 📍 Paris, Lyon, Lille, Nantes, Strasbourg
- 📍 Founded in 2001
- 📍 SMW Partner since 2012
- 👥 7 employees

Tailored made solution with for international groups. Very strong reactivity. Recognised company on the French market. In the top 5 of the industry.

#### Assignment types

- Large scale project
- Transformation projects
- Restructuring
- Fill executive gaps
- Pre recruitment
- Industrial projects
- HR transformation
- Company sessions
- PE

#### Focus areas

- Heavy industry, Transformation industry, Manufacturing, Health, FMCG, Luxury goods, Insurance, Retail

#### Services

- Interim Management
- Recruitment
- Due diligence

#### Recently completed assignments

- Pharmacy
- Manufacturing
- Retail
- Luxury goods

#### Contact information

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# SMW Partner Germany

Interim Management is well established in Germany. About 15.000 Interim Managers offer their service in all industry sectors and in all functions on management level including project managers.

## Bodo Blanke AC AlphaManagement GmbH



📍 Wiesbaden  
👥 8 employees

🕒 Founded in 1979  
🏢 Founding SMW partner

With almost 40 years of experience, AlphaManagement is regarded as the pioneer for temporary management services and well known for interim management solutions for top level functions.

### Assignment types

- Change management
- Business process optimization
- Business Development
- Post-merger integration
- Supply chain management
- Human resources management
- Engineering / design / production
- Business transformation
- Finance & controlling
- Project/program management

### Focus areas

- Experts and executives for complex assignments in manufacturing in an international corporate environment.

### Services

- Interim Management
- Subject Matter Experts
- Project Management

### Recently completed assignments

- Site Manager - Automotive
- Business Development Manager - E-mobility
- Senior Project Manager - Engineering / Manufacturing

### Contact information

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# SMW Partner Hungary

Interim management was introduced 15 years ago, since then it has been at a relatively low level. 50% of executives do not have a deep understanding of interim management, but prestige is rapidly increasing. Average length of assignments is 10 months.

## Tamás Tóth

### Interim Management Resourcing Ltd.

📍 Budapest  
👥 4 employees

🕒 Founded in 2004  
🕒 SMW Partner since 2004



Leading interim management providing company in Hungary. The only provider in close relationship with a leading executive search company. High reputation of the three partners. easy-going relationship with the interim managers.

#### Assignment types

- Fill Executive Gaps
- Restructuring
- Large Scale Projects
- Operational improvement
- Financial control
- Mergers & Acquisitions
- Business Development
- Construction & Commissioning

#### Focus areas

- All business areas, main focus on automotive and manufacturing industry.

#### Services

- Interim Management

#### Recently completed assignments

- Interim CFO - SÁGA Foods (FMCG company)
- Interim Production Manager - FHL Björn (automotive industry)
- Interim Compensation & Benefit Manager - VALEO (automotive industry)

#### Contact information

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# SMW Partner India

Population 1.35 Billion. 50% of population under 25 years' of age.  
Interim Recruitment fairly at nascent stage in India but growing rapidly in all industry verticals. Huge database of interim managers available.

## Vivek Ahuja

### Interim Management Resourcing Ltd.



📍 5 cities in India  
👥 17 employees

🕒 Founded in 2006  
🕒 SMW Partner since 2017

Confiar Global is part of Kochhar Group of companies, India's leading legal firm. Strong Business start-up service, Excellent credentials of interim and full time recruitment in all Industry verticals.

#### Assignment types

- Business Start-up Services
- Mergers & Acquisitions
- C-suite
- Middle Management
- Legal
- Inplacements and Outplacements
- Large Scale Projects
- Operational Improvement

#### Focus areas

- Manufacturing & Engineering, Aviation, Logistics, Legal, IT, ITES

#### Services

- Interim Management
- Full Time Recruitment
- Payroll Management

#### Recently completed assignments

- Managing Director of Indian subsidiary of an Austrian Company in engineering sector
- Head of Human Resources of a multinational services company in India
- Vice President Finance of a Infrastructure company in India (Indian subsidiary of a European company)

#### Contact information

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# SMW Partner

# Italy

13

Niche market with very few international groups. Duration of assignment 9-12 months average. Growing importance of SMEs (PMI). Foreign investments growth with increased use of temporary solutions.

## Maurizio Quarta

### Temporary Management & Capital Advisors



📍 Milan / Rome  
North Eastern area

📅 Founded in 2003  
📅 Founding SMW Partner

One of the top 3 players recognized by the HR Directors association

#### Assignment types

- Post merger integration
- Turnaround & special situations
- Generational change (in SMEs)
- Knowledge transfer (especially in SMEs)
- Fill senior management gap
- Internationalization processes
- Operations improvement
- Financial management & control

#### Focus areas

- Industrial companies in any sector
- Service companies

#### Services

- Interim Management
- Fractional Executives
- Management Assessment
- Support to SMEs for:  
JV, M&A, partnership operations

#### Recently completed assignments

- Complex turnaround for a multinational group in Central Italy - Mechanical components
- Industrial relocation in USA for an Italian hydraulic group controlled by a PE fund
- Introducing control systems in a large Italian health group (12 hospitals)

#### Contact information

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# SMW Partner

# Netherlands

80% of Interim Executives active in assignments. Duration of assignments is 14 months on average. 4 days per week on average. Fees increased by 8% on average in one year.

## Gertjan van de Groep

### Van de Groep & Olsthoorn



📍 Soesterberg  
👥 10 employees

🕒 Founded in 1979  
📅 SMW Partner since 2016

Industrial focus since 1979. Strongest network in Executive / C-Suite in industry & technology in the Netherlands.

#### Assignment types

- Mergers & Acquisitions
- Restructuring
- Large Scale Projects
- Fill Executive Gaps
- Construction & Commissioning
- Operational improvement
- Business Development
- Financial control

#### Focus areas

- Industry
- Technology
- Manufacturing

#### Services

- Interim Management
- Executive Search

#### Recently completed assignments

- Interim COO - Food Production
- Interim Managing Director - Shipbuilding
- Interim Technical Director - Machinery
- Interim Financial Director - Machinery
- Interim Commissioning Manager - Recycling plant

#### Contact information

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# SMW Partner

# Poland

15

Interim Management developing 40% Y2Y. 75% Interim Executives active in assignments. 12 months – average duration of project.

## Piotr Golinski

### CTER



📍 Warsaw  
👥 13 employees

🕒 Founded in 2001  
🕒 SMW Partner since 2012

Our strength comes from our skills, exceptional knowledge of the Polish market, passion, spectacular performance in our projects and the satisfaction of our clients.

#### Assignment types

- M&A / Post Merger Integrations
- Operational Improvement
- International Expansion
- Restructuring
- Fill executive gaps
- Business Development
- Financial Control
- HR Integration

#### Focus areas

- Manufacturing, Automotive Industry, Furniture, Construction, Building Materials, IT, e-commerce, Life Sciences, Banking & Financial Services, FMCG

#### Services

- Interim Management
- Executive Search

#### Recently completed assignments

- Interim CEO - Life Sciences / turnaround project
- Interim CFO - Financial Control
- Interim Plant Director - Operational Improvement

#### Contact information

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# SMW Partner

# Spain

Duration of assignments is between 8 and 12 months on average.

## Jose Manuel Perez de Arrilucea

### GMT



📍 Madrid  
👥 6 employees

🕒 Founded in 2006  
🕒 SMW Partner since 2010

Maximize the value of a company in the lowest time possible

#### Assignment types

- Restructuring
- Operational improvement
- Mergers & Acquisitions
- Business Development
- Financial control

#### Focus areas

- Industrial area

#### Services

- Interim Management
- Restructuring
- Mergers and Acquisitions

#### Recently completed assignments

- Lucania (financial services)
- Heavy industry
- Manufacturing

#### Contact information

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# SMW Partner Sweden

17

67% of Interim Executives are in assignment. Average duration of contracts is 12 months. Fees have increased some 10% and gross margin is 28% in 2018. GIG economy drives the market.

## Jan Andersson Mason Management AB



📍 Stockholm, Malmö,  
Jönköping, Gothenburg  
👥 9 employees

📅 Founded in 2002  
📅 SMW Partner since 2007

Executive Interim experts with high credibility in Sweden and internationally.

### Assignment types

- M&A
- Change management
- Performance improvement in operations
- Business development/growth
- Financial control/IPO
- Financial control/DD/exit
- General management
- International business

### Focus areas

- Group management in general
- 66% in Manufacturing sectors

### Services

- Executive Interim Management

### Recently completed assignments

- Manufacturing engineering - Product management
- Manufacturing energy sector - Financial control
- Public sector - Head of local government
- Manufacturing construction goods - Site Manager
- Recycling sector - Managing Director

### Contact information

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# SMW Partner Switzerland

A mature market for Interim Management with annual growth of 10%. 70% of Interim Executives active in assignments. Duration of assignments 9 months on average.

## Urs Tannò Top Fifty AG



📍 Zug  
👥 5 employees

📅 Founded in 1996  
📅 SMW Partner since 2010

Strongest network of interim Executives / C-level interim Managers for industry & technology in Switzerland

### Assignment types

- Restructuring
- Turn Around Management
- Fill Executive Gaps
- Change Management
- Process Reengineering
- Business Development
- Project Management

### Focus areas

- All business areas
- Main focus on: Industry, Manufacturing, Health, Financial Services, Building industry, Consumer Goods

### Services

- Interim Management

### Recently completed assignments

- Interim CEO - Manufacturing
- Interim CFO - Aviation
- Interim CEO - Construction
- Interim CSO - Energy
- Interim QM - Industry

### Contact information

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# SMW Partner

# Turkey

19

Economic instability provides investment opportunities for foreign companies and it promotes interim management. Duration of assignments is 10 months on average.

## Özcan Olguner

### Expertera



📍 Istanbul  
👥 10 employees

📅 Founded in 2013  
📅 SMW Partner since 2015

Leading “Future of Work” revolution in the region. First and largest expert platform in Turkey.

#### Assignment types

- Market Entry
- Digitalization
- Technology Upgrade
- Mergers & Acquisitions
- Operational Improvement
- Business Development
- Financial Restructuring
- Organizational Development
- Data Analytics

#### Focus areas

- Holdings, Private Equities, Investment Funds, Startup Businesses and other sectors

#### Services

- Interim Management
- All Type of Consulting Assignments (daily, hourly or project based)
- Market Research Panels

#### Recently completed assignments

- Interim HR Director - Construction,
- Interim HR Manager - Consulting Firm
- Interim CTO - Startup

#### Contact information

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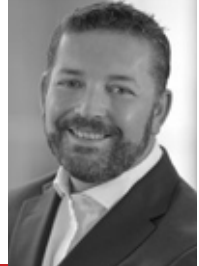
# SMW Partner

# United Kingdom

The UK is an active user of Interim Management adding over £1bn to the UK economy. Most sectors use Interim Management in some way and across multiple business functions from the C-Suite down. The average length of assignment is 8 months.

## Charles Wilson

### Penna



📍 London  
👥 250 employees

🕒 Founded in 1974  
🕒 SMW Partner since 2015

Penna is listed in the top 5 providers for Interim Management services in the UK. We are recognized a leader in a number of markets and work across both the public and private sectors.

#### Assignment types

- Chief Data Officer
- Finance Director
- Supply Chain Director
- Human Resources Director
- Project/Programme Director
- Marketing Director
- CEO
- COO
- CIO/IT Director

#### Recently completed assignments

- Interim Supply Chain Director (Manufacturing)
- Interim Site Director (Recycling Plant)
- Interim Business Development Director (Professional Services)
- Interim MD (Private Equity)

#### Focus areas

- Manufacturing, Engineering, Retail, FMCG, Consumer, Digital/Technology/Data, Public Sector, Private Equity, Transport & Infrastructure, Financial Services & Fintech

#### Services

- Interim Management
- All Type of Consulting Assignments (daily, hourly or project based)
- Market Research Panels

#### Contact information

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# SMW Partner

# USA & Canada

The U.S. and Canadian interim business has been up significantly again this year and continues to improve. U.S. and Canadian companies are leveraging the use of interim executives for interim, part time, and project work to increase speed and performance of their company's growth.

## Pamela Wasley

### Cerius Executives



📍 Irvine, CA  
👥 38 employees

🕒 Founded in 2005  
🕒 SMW Partner since 2016

Cerius is one of the largest North American providers of contract executives for part-time, temporary, interim, and project based assignments with thousands of vetted and accomplished executives.

#### Assignment types

- Operational/Financial Improvement
- Turnarounds/Restructuring
- M&A
- Succession Planning
- Performance Management
- Talent Management / Acquisition
- Sales and Marketing Initiatives
- Filling Executive Gaps
- Business Development
- Product Launches

#### Focus areas

- All Industries

#### Services

- Interim Management
- Part-time
- Project-to-Perm
- Advisory Services, Advisory Boards, Boards of Directors
- Project-based consulting services

#### Recently completed assignments

- Interim CEO – Mining
- Interim COO – Manufacturing
- Interim CHRO – Construction, Engineering and Design

#### Contact information

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# Contact SMW

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