

Why more executive leaders want to work as interim managers today

a white paper authored by Mason Executive Interim AB,
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Global skills shortages, a desire for flexibility and the need for companies to have top-level skills for a limited period of time are driving the move towards mission-oriented forms of employment. With an interim solution, companies get the right skills in the right place, at the right time.

1. Interim management is becoming more common

The interim management industry has expanded rapidly. Much depends on how the world of work has changed and what it actually looks like today. Jobs are different and people generally stay in their jobs for shorter periods of time. Work is more about personal development and less about a need for security. Both today's organizations and candidates advocate flexibility, which is also what is sought in both employer choice and staffing needs. Time is short, demands are high and efficiency is paramount. This in turn has led to an increasing number of solidly experienced, operational leaders choosing an interim role over a permanent position.

Those who take on the role of executive interim manager are experienced, self-starters and can largely get to grips with both a role and organization on their own and then solve a task. The solution is achieved through experience. The length of assignments they choose to undertake varies, sometimes it can be a shorter period, such as a few months, and sometimes a longer period of a few years. An interim manager is usually his or her own person, and thus chooses his or her assignments. This implies a self-employed role, which is seen as a great advantage for many candidates. In the interim sector, flexibility is high and the possibilities are endless.



2. Unique and valuable expertise

Thanks to his or her solid experience, the interim manager knows the organizations in which he or she works and is driven to relieve, change or improve. In this way, a unique expertise is developed that brings great value, both for the interim manager himself and for several future clients.

The experience behind an executive interim manager is vast and much can be achieved in a short time. This makes the person feel confident and comfortable to be exposed to very difficult and challenging situations. The complex situations are based on a change process that needs to be implemented.

3. The interim sector attracts more than employment

Why more experienced leaders are choosing to take on an executive interim role rather than an employment role is partly due to the flexibility and choice available. There is an attraction to opting out of employment and stepping into the interim sector where there is a wide range of exciting and varied assignments.

This, combined with the opportunity to act as one's own, means that more and more people are becoming interested in working as an interim. The fact that it is also possible to create a personal pool of experience on your own that is unique and in high demand by several organisations is also something that attracts. But above all, the big gain is the network of contacts that is created in a short time and provides a broad network in several different businesses.

Daring to challenge or try new ideas changes when you are not in a workplace for as long. It is also easier to achieve better and higher results in companies as an executive interim manager compared to an employed manager. This is partly because there are clear missions at the core or it is the interim manager's job to articulate the mission and the path to the solution. Expectations are in a few focus areas where it is important to deliver sharply in a short time. This is slightly different from having a job where delivering value in the long term is more important. Delivering sharply in a short period of time has a greater allure according to many leaders.



4. The interim sector is gaining ground

The interim sector is a future industry with strong growth. The approach is one that suits both the company and the individual.

Organizations often see the benefit of bringing in specific skills in the right place at the right time. At the same time, for the individual, it is good to develop a delivery approach towards the customer that must of course be refined. This mindset makes an interim manager more driven in his/her mission.

International cooperation

This white paper is a contribution of SMW's partner Mason Executive Interim AB from Sweden.

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