

Interim Management – is it for you?

You never stay in an organisation for more than a few months, have no corporate roots, emotional ties or long term loyalty to an employer. You take short term assignments joining companies without any preconceived ideas, fix problems, deliver change and make a quantifiable difference, then move on to the next role.

The lack of job security is part of the challenge that comes with being an interim manager, the payback is the variety of roles and industries within which you may work and learn. For an independently minded individual, with a strong network being an interim manager can be a very rewarding career choice.

Whilst the emotional detachment is there on one level, interim managers must be extremely passionate in what they're doing, enjoy pressure and be extremely effective as they need to produce the results upon which an assignment is based.

The lack of emotional ties can also play into a good interim's hands without internal ties and allegiances internal staff may not feel threatened and are therefore likely to offer assistance in the hope that they can be associated to or with a successful project or outcome. This is as long as the interim can overcome initial suspicions and quickly gain the respect of colleagues through personal credibility, influencing skills and by leading through example.

For me personally one of the major drivers to becoming an interim was to be able to opt out of corporate politics and inertia. With a constant desire to deliver change on the basis that everything can be done better, to a higher standard, quicker, at a lower cost, I need to be in situations where I can make a quantifiable difference. Joining an organisation 'off the street' and delivering value, by taking total strangers with you (the employees) on a project journey can be very stimulating and fulfilling career.

The days of jobs for life are gone, the days of corporate restructure, downsizing, relocation and de-layering are with us forever, so being a self employed interim could in fact be a more secure profession than being a permanent employee, think about it !