



INTERIM MANAGERS ASSOCIATION

INTERIM MANAGEMENT IN POLAND



INTERIM MANAGERS ASSOCIATION (SIM)

Interim Managers Association (SIM) of Poland has been founded by people who by their work implement the idea of Interim Management every day.

The aim of **SIM** is to actively work for building, promoting and developing the idea of Interim Management. SIM has been founded in order to gather Interim Managers, enable information inflow and support all those, both individuals and companies interested in learning more about interim management and benefits that come with it.

We believe that Interim Management will become highly needed and therefore indispensable service for companies in area of changes management, various projects implementation and potential crisis situations. Therefore, we are determined to increase the awareness of entrepreneurs and organizations of the ways IM can be used in managing business.

Our statements also include protection of managers interests. We would like to provide them sense of safety and comfort, both individual and as a working group.

We are also strongly engaged in spreading our knowledge and experience, as well as, rising the qualifications of managerial staff.



INTERIM MANAGEMENT

Interim Management is an temporal management of an organization (General Management, or management in some specialized area), which is carried out by an Interim Manager.

An **Interim Manager** is a highly professional effective specialist with a tracked back success story of management experience on the top levels of management hierarchy. A manager who is ready to take interim contracts lasting for the time of the project realization. Basing on their know-how, Interims are ready to come with a prepositions of solving a problem, or implement new trends for the organization. Such a professional makes a plan and helps in its implementation.



WHEN TO CONSIDER SUPPORT FROM AN INTERIM MANAGER?

There are plenty of situations when it is worth considering help of a Interim Manager. Some of them are listed below:

- Restructuring of the organization;
 - New opportunities of development. Creation of new perspectives, defining present position and possible ways to develop, as well as, specific solutions in order to achieve new goals;
 - Crisis situations;
 - Preparation for the structural change of the ownership;
 - Building and implementing new structures necessary for realization of unrealized goals of the company, integration of new structures;
 - Providing support for a specific manager, knowledge and experience share;
 - Need for building a professional team;
 - Need for a substitution during the absence of a manager;
 - Expansion on new markets.
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COOPERATION WITH IM - BENEFITS FOR THE ORGANIZATION

INTERIM MANAGEMENT	MANAGER ON A REGULAR POST
COSTS OF EMPLOYMENT AND TAXES	
All covered by the manager	All are on the side of the employer
COSTS OF SOCIAL SECURITY	
100% covered by the manager	100% covered by the employer
GUARANTEE OF GOAL ACHIVEMENT	
Guaranteed by fees	No guarantee
GUARANTEE OF BEST QUALITY OF JOB	
Guaranteed by goal achievement	No guarantee
POSSIBILITY OF CHANGING A MANAGER	
According to arrangements confirmed by both sides	No guarantee



KEY POINTS OF COOPERATION WITH INTERIM MANAGER

- Interim Manager is employed temporarily and only for a specific project;
 - Interim Manager defines problem and its reasons;
 - Interim Manager implements a defined catalogue of goals;
 - Interim Manager controls and monitors the implementation;
 - Interim Manager is flexible and reacts to changes;
 - Fee of an Interim Manager is strictly combined with the success of the project.
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BENEFITS FOR THE EMPLOYER

How can you, as an Employer benefit from cooperating with an Interim Manager?

- Strengthening and complementing the management process within the general level of management in the company, or within its departments;
 - Improvement of business processes;
 - Effective method to solve specific problem within the organization;
 - Possibility of cooperation with the best managers not only from Poland;
 - Gaining from the wide know-how and experience of an Interim Manager;
 - Saving time and financial resources, then actually employing and training new employee;
 - No permanent costs relating to employment for a permanent employment.
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COMPETENCES OF INTERIM MANAGER

- Best adjustment to the project and the client;
- Possesses know-how and specialist competences;
- Is goal oriented;
- Has inner discipline;
- Works within the time frames;
- Possesses ability of fast implementation and adjustment;
- Owns Change Management skills;
- Possesses ability of transmitting problem solutions between branches;
- Has easiness in motivating others;
- Ability of decisions making without any personal connotations;
- Neutral in his attitude;
- Flexibility.



TIME SCHEDULE OF INTERIM PROJECT

- Time schedule is a part of contract;
 - Definition of stages of the project (each goal to be achieved);
 - Reporting – final and partial;
 - Fast implementation and adjustment;
 - Planning means doing it – motivated implementation;
 - Passing on responsibility, training the successor (an option) and leave.
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PLEASE CONTACT US

If you are interested in the idea of **Interim Management** and initiative of **Interim Managers Association (SIM)** we will be more than pleased, if you contact us with any questions.

We are at your disposal, the Management Board of SIM as well as experienced Interim Managers will be pleased to answer any of your questions, share with their knowledge, and try finding the best solution for your organization.



**STOWARZYSZENIE INTERIM MANAGERS
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