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# INTERIM MANAGEMENT EXPLAINED

Keeping you in business by filling gaps in your management team

Interim Management is a relatively new term, but as **John Turner** at **Burgh House** explains, it is simply a professional approach to an age-old problem.

## *What Is Interim Management?*

Interim Management is the temporary provision of additional management resources and skills in a specific area of the business.

The Interim Manager will have proven skills in the area and will take on management of that area for an agreed period, either to cover a temporary absence or in circumstances where the appointment of a full-time manager is inappropriate or impossible.

Any organisation, large or small, can use Interim Managers, whether public sector, private sector or a not-for-profit organisation.



## *When would a business use an interim manager?*

There are a number of different business situations that could result in the need for an Interim Manager. Some of the commonest are:

- The permanent post-holder needs to be absent for a period of time, perhaps for maternity leave, sickness, compassionate leave or for a period of overseas training.

The Interim Manager takes over the role until the permanent post-holder returns.

- An unexpected vacancy occurs in a key management position, which might be due to serious illness or resignation, and the post cannot remain vacant while a replacement is recruited.

The Interim Manager takes over the role until a new permanent post-holder is recruited and has completed basic training.

- The organisation is in transition, and requires a manager for a post that will not continue to exist in the future. This can occur during business development projects or when moving from one operating model to another.

The Interim Manager undertakes the role until the period of transition has ended.

In some cases the need for an Interim Manager is a combination of the above. For example, with a business start-up it may not be possible to recruit all the skills necessary for the organisation by launch date, and there may also be skills needed to complete the launch that will not be needed afterwards. An Interim Manager can be the ideal solution to this problem.

Similarly, an Interim Manager may be used even when a new permanent post-holder has been recruited, to provide support to the new post-holder, particularly where a period of training is required.

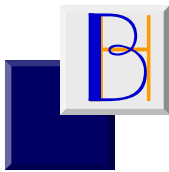
## ***How does an Interim Manager differ from a 'Temp'?***

A 'Temp', or temporary worker, is also employed to fill a short term vacancy, but not in a management position. An Interim Manager specifically fills a management position.

## ***Do Interim Managers have to work full-time?***

Not at all; indeed many Interim management roles are performed on a part-time basis. The extent of the commitment is suited to the need.

If the role to be filled is a full-time role the Interim Manager will normally also work full-time, but when providing project-based support the Interim Manager's schedule will be defined according to the needs of the project.



### ***About Us***

Burgh House Limited has over fifty years' combined management experience and can provide Interim Management support in a variety of situations. To learn more about Interim Management and discover how we can help your business please contact us or see our website at <http://burghouse.com>.

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