

ENQUIRY

PROJECT START

PROJECT END

PHASE	ANALYSIS PHASE	SEARCH PHASE	PRESENTATION PHASE 1	PRESENTATION PHASE 2	SHADOW MANAGEMENT	AFTER-CARE
CONTENTS	In personal/ telephone discussions: understanding of the requirements: <ul style="list-style-type: none"> - professional/functional - methodical - human / cultural - situation oriented 	<ul style="list-style-type: none"> - Pre-selection from a long-standing existing and cultivated pool - Telephone and personal interviews - Declaration of availability - Reference checks 	<ul style="list-style-type: none"> - Written presentation of suitable candidates (CVs) - Telephone discussions with the Client - Binding offer and specimen contract 	<ul style="list-style-type: none"> - Personal presentation of the candidate - Client consultation on the decision process for the 'right' Interim Manager 	<ul style="list-style-type: none"> - Reachable at all times, plus contact care with Client and Interim Manager (also in escalation cases) - Preparation and accompaniment 'Phase-in' (integration into the company, accommodation, journey, mobility around the area...) - Quality assurance by ongoing project evaluation - If necessary, support of a successor for the permanent preparation and accompaniment 'Phase-out' (quality assurance of the handover at the end of the project, 'testament', knowledge management...) 	<ul style="list-style-type: none"> - Feedback discussion with the Interim Manager and Client - Quality review and final project evaluation
RESULTS	Requirement profile; approved by the Client including establishment of cost framework	3-5 suitable candidates	Client selects candidates from this for the next phase	<ul style="list-style-type: none"> - Client's decision - Contract conclusion 		
CLIENT COSTS	---	---	---	Reimbursement of candidate expenses on presentation	Daily rate and expenses according to contract	---
DURATION	1-2 days	2-3 days	1 day	As desired by the client	Agreed duration of project	Less days at end of project

PLACEMENT OF THE „RIGHT“ INTERIM MANAGERS

CONTRACT PARTNERSHIP

PROJECT BACKING