

butterflymanager[®]
Interim Management Services

human answers

human answers

Your initial position

Operational areas for Interim Managers of butterflymanager®



Change-Management: Do you feel the need for an overall reorganization of your company? If so, you require an experienced restructuring specialist. Rather: You would like to take advantage of the current slackening economic activity to advance some changes. For that purpose you are looking for functional assistance to optimize your business processes or to enhance your innovation potential as well as your efficiency and possible savings. (see pg. 05 – 06)



Project Management: You are planning a stand alone project which is not part of the regular day-to-day business, therefore you are looking for an expert with the specific know-how for the project. (see pg. 08)



Filling a vacancy: You wish to fill a vacant position temporarily until a permanent replacement is found and able to start work. You are looking for an experienced and flexible executive manager who operates for a short period only. (see pg. 07)



Strategic Interim Management: Is your top management organized to constitute a process of combining a permanent accrual of knowledge as well as maximum flexibility? If so, you are looking for a partner offering you a wide range of Interim Managers. (see pg. 09)

The butterflymanager GmbH

Good reasons for a successful cooperation

butterflymanager® is a provider of outstanding Interim Management which guarantees customized and client-specific solutions. butterflymanager® has a long standing, quality-assured talent pool across all industry sectors at its disposal containing more than 3,500 Interim Managers prepared to work in Germany and abroad.


Interim Management Providers are agencies which connect management personnel with companies in much the same way as Temping agencies provide support staff to companies.

The company was established in 2003 by Dr. Harald Schönfeld and Hans-Dieter Riechmann. Since then the company has not stopped growing. Presently, butterflymanager GmbH is one of the leading

Interim Management providers in German-speaking countries. butterflymanager® is a legally independent and owner-managed group. We are not indebted to our Interim Managers but our customers. Therefore we are in a position to recommend only those Interim Managers who satisfy us 100 percent.

Since the foundation of our company, we have assembled a quality-assured talent pool containing more than 3,500 Interim Managers. In order to be able to provide our customers with updated CVs of our candidates at any time, this pool is administered by means of a modern knowledge management system. Contact with our candidates is personally maintained over several years.

If you set value on the finest advice a collaboration with butterflymanager is essential. Our quality service maximizes your likelihood of finding a suitable Interim Manager.



We offer custom-made service and provide opportunities for success through trustworthy and reliable partnership.

The butterflymanager GmbH

One of the finest quality Interim Management Providers

What our quality assurance means to you:

- We understand your assignments and are able to rate the over 3.500 candidates in our pool according to your needs. We stand by our recommended Interim Managers and can give specific reasons for their selection.
- Choices are conducted transparently and following a defined process.
- Only Interim Managers who are qualified, proven personally known to us and with excellent references are employed.
- We constantly monitor the project providing a contact person (Shadow Management) and review the project outcomes periodically.

A continually trained team of experienced consultants is available in German-speaking regions and internationally in regional offices. We are at your disposal by means of professional processes and state-of-the-art knowledge management.

Once you have found the perfect Interim Manager we will conclude a contract about his/her service. He or she is also obligated via contract. This structure secures a handling of all contractual and financial details that is as simple and safe as possible.

Our long standing, quality-assured pool with more than 3.500 Interim Managers offers you the perfect match.



Change-Management

Reorganization and realization of change processes

This is the classic operational area for Interim Managers.

butterflymanager collaborates with more than 550 well-versed managers possessing excellent abilities in reorganization, recapitalization and turnaround management.

Within the scope of our projects we are used accustomed to co-operating closely with insolvency administrators, venture capital companies, accounting firms, investment companies and management consultants.

Reorganization in difficult situations can be considered as a classic element of Interim Management, the management of change as a game plan for the future.



Change-Management

Managing changes: increase in efficiency and cost reduction

You feel the need to take advantage of the current economic climate to advance some changes. For that purpose you are looking for functional assistance and support to optimize your business processes to enhance your innovation potential as well as your efficiency and profit margins.

In your company employees who could implement changes actively and immediately are not available at the moment. The coaching of essential skills and new management capacity would take too long as insiders often have difficulties dealing with these intricate and often confrontational challenges.

Each day in which the changes are delayed means loss of money for you. The earlier the changes take effect, the more money you will save. There is a high level of certainty that the changes will give the expected results and will be carried out quickly. That results in a practice and implementation-related transfer of new expertise into the organization. With regard to target oriented behavior you are

sending positive signals to all persons involved: You don't just wait and see the problems, but rather tackle them with the aid of an expert. An external manager is only obliged to one task and the company doesn't have to consider anything else once that task is completed.



Interim Managers are regarded as "human answers to business problems".

Filling a vacancy

The fast and flexible solution for vacant positions

You wish to fill a vacant position temporarily "ad interim" until a permanent successor is found and able to start work.

The vacant position cannot and must not remain unmanned. An alternative must be assigned promptly who fills the job at least temporarily. At present the proper candidates are lacking. The filling of jobs on a permanent basis takes longer than expected.

Through the operation of an Interim Manager you gain time you need to look for the perfect match for your permanent position. Meanwhile, The imminent tasks are tackled. Persons involved can refer to a qualified contact person during that time.

Experienced Interim Managers hardly need any time to familiarize themselves with the job, hence they are at your disposal instantly at full capacity.

Furthermore by adopting a Interim Manager you ensure that the permanent employed successor is introduced ideally to his/her new tasks.



Whether illness, parental leave, unexpected dismissal or a necessary company leave: Reasons are manifold.

Project Management

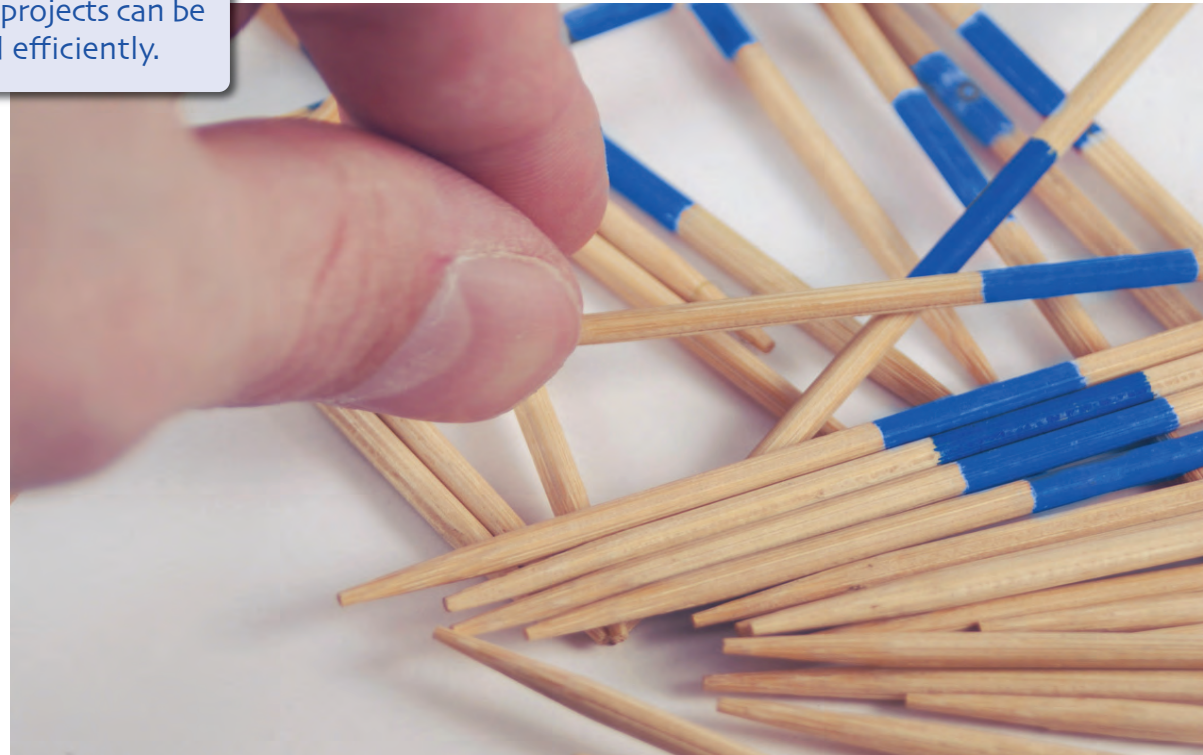
Capacity and know-how for successful projects

You are planning a temporary project which is not a part of the regular day-to-day business.

So that projects can be realized efficiently.

Your company cannot offer any permanent positions or career opportunities after the project has been completed and therefore qualified candidates are hard to find on the regular job market and existing staff are already bound to other tasks.

We quickly provide an expert with the specific expertise needed. A commitment only exists as long as the expert is needed. Therefore there is a transfer of the expert's know-how into your own organization. As our client, you don't need enter any commitment beyond the project duration, either with ourselves or the Interim Manager.



Strategic operations

The future of management organization

The organization of our top management constitutes a process combining a permanent accrual of skills as well as maximum flexibility.



Achieve change and vitality in the economy through (management) flexibility.

Interim Managers act as part of your staff which consists of regulars and flexibly joined associates depending on the requirement of the situation.

Development of a versatile staff that is able to respond quickly to shifts of the market (IBM Global Capital Study 2008) is highly necessary in today's economic climate. The fundamental attitude intending to command flexibility at all levels.

Experts with the appropriate skills are available quickly. Your obligation is only as long as the help is needed. The cost structure of deployment remains flexible as well: on a pay as you need basis.





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German Association for
Interim Management



Association of Interim
Management Providers



Swiss Association of
Interim Managers