

	phase	contents	results	client costs	duration (∅)
enquiry	analysis	Personal and telephone discussions to gain: <ul style="list-style-type: none"> • functional • technical • cultural • situational understanding of the requirements	Requirement profile; approved by the Client including establishment of cost framework	No fees apply	1 – 2 days
placement of the „right“ Interim Manager	search	<ul style="list-style-type: none"> • Preselection from a long-standing existing and cultivated talent pool • Telephone and personal interviews • Declaration of availability • Reference checks 	Shortlist of 3 – 5 suitable candidates	No fees apply	2 – 3 days
	presentation 1	<ul style="list-style-type: none"> • Written presentation of suitable candidates (CVs) • Telephone discussions with the Client • Binding offer and specimen contract 	Client selects candidates from this for the next phase	No fees apply	1 day
	presentation 2	<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"> • Client's decision • Contract conclusion 	Reimbursement of candidate expenses on presentation	As desired by the client
project start	shadow management	<ul style="list-style-type: none"> • Available at all times • Contact care with Client and Interim Manager • Preparation and accompaniment „Phase-in“ (introduction to the company, accommodation, journey, mobility d the area...) 	<ul style="list-style-type: none"> • Quality assurance by ongoing project evaluation • If necessary, support of a successor for the permanent preparation and accompaniment „Phase-out“ (quality assurance of the hand-over at the end of the project, „testament“, knowledge management...) 	Daily rate and expenses according to contract	Agreed duration of project
contract partnership project backing			<ul style="list-style-type: none"> • Quality review and final project evaluation 		
project end	after-care	<ul style="list-style-type: none"> • Feedback discussion with the Interim Manager and Client 			

„Understanding of the task at hand is
the basis of our custom-made solution.“

Dr. Harald Schönfeld

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Performance List



human answers

human answers