

5 Golden Rules

For all-round fair play in the cooperation between interim managers and providers

Golden Rule	
First come, first served	As soon as an interim manager notices that they have already received the same enquiry from another party (e.g. from another provider), they withdraw their candidacy with the second and if necessary any subsequent inquirer. The provider will also withdraw its interest in the interim manager as soon as it notices that he or she has already been brought into play with the same customer by another provider.
You know what you get	At the start of the enquiry, the provider and interim manager clarify the conditions: (minimum) daily rate, split of the daily rate or of the margin, expenses. The financial conditions for job interviews are also set.
Committed before presented	Interim managers reveal parallel enquiries early on (in anonymised form) and do not have several "irons in the fire". Conversely, providers are transparent in their supplying of information regarding the employment opportunities of the interim manager.
Accept contract extension	Term extensions are normal and do not represent a leverage point for any side to change the conditions. Customer satisfaction has top priority. If adjustments (in remuneration) are made on the part of the customer, these are transparently and proportionally passed on in accordance with the existing conditions.
Get testimonial for performance	Top performance is the rule. The provider ensures references from the customer and from itself.

Source: Working Group AIMP (2018)