



## 5th IIM Interim Management Survey [Edit](#)

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### Response Summary

Total Started Survey: 450  
Total Completed Survey: 383 (85.1%)

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PAGE: THE INTERIM MARKET

#### 1. How do you view the current 'Interim market'? (Easter to Summer 2010)

[Create Chart](#) [Download](#)

	Response Percent	Response Count
Boom-times <input type="checkbox"/>	0.7%	3
Busy <input type="checkbox"/>	4.5%	20
Steady <input type="checkbox"/>	25.7%	114
Sluggish <input type="checkbox"/>	56.2%	249
Dead <input type="checkbox"/>	12.9%	57
answered question		443
skipped question		7

#### 2. When do you foresee the market improving from the current levels?

[Create Chart](#) [Download](#)

	Response Percent	Response Count
Autumn 2010 <input type="checkbox"/>	30.2%	133
Start of 2011 <input type="checkbox"/>	31.6%	139
Late 2011 <input type="checkbox"/>	17.3%	76
There will not be an improvement for a long time <input type="checkbox"/>	11.8%	52
I foresee a 'double dip', so further decline to come <input type="checkbox"/>	9.1%	40
answered question		440
skipped question		10

#### 3. How do you foresee the change of government will impact the Interim Management profession over the remainder of the Parliament?

[Create Chart](#) [Download](#)

	Response Percent	Response Count
Negatively, Interim Management will suffer <input type="checkbox"/>	11.7%	52
Slightly negatively, there will be some 'down-sides' for Interims <input type="checkbox"/>	30.9%	137
No particular positive or negative effect due to government change <input type="checkbox"/>	28.4%	126
Slightly positive, there will be some 'up-sides' for Interims <input type="checkbox"/>	24.8%	110
Positively, Interim Management will benefit <input type="checkbox"/>	4.1%	18

answered question 443  
skipped question 7

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PAGE: YOUR ROLE IN THE INTERIM MANAGEMENT COMMUNITY

1. What is your predominant role? [Create Chart](#) [Download](#)

	Response Percent	Response Count
Interim Manager <input type="text"/>	71.0%	319
Prospective Interim Manager <input type="text"/>	10.0%	45
Client of Interim Managers	0.2%	1
Client considering using Interim Managers	0.7%	3
Consultant <input type="text"/>	10.2%	46
Recruiter/Service Provider <input type="text"/>	7.3%	33
Other person involved in Interim Management	0.4%	2
answered question		449
skipped question		1

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PAGE: INTERIM MANAGER: FEES

1. Day Rates in the LAST 12 months (approximately) Summer 2009 to 2010 [Create Chart](#) [Download](#)

	Response Average	Response Total	Response Count
<a href="#">Show replies</a> What was your 'typical' achieved day-rate?	612.03	164,637	269
<a href="#">Show replies</a> What was your highest achieved day-rate?	697.87	182,144	261
<a href="#">Show replies</a> What was your lowest achieved day-rate?	539.12	140,171	260
<a href="#">Show replies</a> how many days did you bill in this 12 month period?	244.97	65,407	267
answered question		274	
skipped question		176	

2. Day Rates in the PRIOR 12 months (approximately) summer 2008 to 2009 [Create Chart](#) [Download](#)

	Response Average	Response Total	Response Count
<a href="#">Show replies</a> What was your 'typical' achieved day-rate?	651.28	168,029	258
<a href="#">Show replies</a> What was your highest achieved day-rate?	717.85	183,051	255
<a href="#">Show replies</a> What was your lowest achieved day-rate?	576.38	145,247	252
<a href="#">Show replies</a> how many days			

[Show replies](#)

did you bill in this 12 month period? 159.71 40,885 256

answered question 262  
skipped question 188

**3. How big is your financial buffer? (how many months off-assignment before the money runs out?)** [Create Chart](#) [Download](#)

	Response Percent	Response Count
The money has run out - I'm 'negative' <input type="checkbox"/>	8.6%	22
I have no buffer <input type="checkbox"/>	13.3%	34
My buffer will cover about this many months: <input type="text"/>	78.0%	199

[Show replies](#) (please specify number of months) 207

answered question 255  
skipped question 195

**4. What is your gender?** [Create Chart](#) [Download](#)

	Response Percent	Response Count
Female <input type="checkbox"/>	18.8%	52
Male <input type="checkbox"/>	81.2%	224

answered question 276  
skipped question 174

**5. What is your age?** [Create Chart](#) [Download](#)

	Response Percent	Response Count
< 29	0.0%	0
30-39 <input type="checkbox"/>	4.3%	12
40-49 <input type="checkbox"/>	29.3%	82
50-59 <input type="checkbox"/>	49.3%	138
60-69 <input type="checkbox"/>	17.1%	48
70 +	0.0%	0

answered question 280  
skipped question 170

**6. Where do you mainly work? (last 12 months)** [Create Chart](#) [Download](#)

	Response Percent	Response Count
UK: Scotland <input type="checkbox"/>	1.4%	4
UK: Northern Ireland	0.0%	0
UK: North East <input type="checkbox"/>	1.4%	4
UK: North West <input type="checkbox"/>	2.9%	8
UK: Yorkshire & the Humber <input type="checkbox"/>	4.0%	11

UK: Wales	<input type="checkbox"/>	0.4%	1
UK: East Midlands	<input type="checkbox"/>	5.1%	14
UK: West Midlands	<input type="checkbox"/>	5.4%	15
UK: East of England	<input type="checkbox"/>	4.3%	12
UK: South West	<input type="checkbox"/>	3.6%	10
UK: South East	<input type="checkbox"/>	27.9%	77
UK: London	<input type="checkbox"/>	33.0%	91
International	<input type="checkbox"/>	10.5%	29
<b>answered question</b>			<b>276</b>
<b>skipped question</b>			<b>174</b>

7. What is your principal function?

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	Response Percent	Response Count
Board & General Management <input type="checkbox"/>	15.5%	43
Change Management <input type="checkbox"/>	10.1%	28
Communications <input type="checkbox"/>	2.9%	8
Engineering	0.0%	0
Finance <input type="checkbox"/>	18.4%	51
Human Resources <input type="checkbox"/>	15.5%	43
IT <input type="checkbox"/>	4.3%	12
Legal & Company Secretarial	0.0%	0
Marketing/PR <input type="checkbox"/>	2.5%	7
Mergers & Acquisitions	0.0%	0
Non-executive Director	0.0%	0
Operations <input type="checkbox"/>	3.6%	10
Procurement & Supply Chain <input type="checkbox"/>	6.5%	18
Production/Manufacturing <input type="checkbox"/>	0.7%	2
Private Equity & Venture Capital	0.0%	0
Programme/Project Management <input type="checkbox"/>	9.7%	27
Sales <input type="checkbox"/>	2.5%	7
Turnaround <input type="checkbox"/>	5.1%	14
Other non-specified function <input type="checkbox"/>	2.5%	7
<a href="#">Hide replies</a> (please specify)		12

- Procurement Thu, Jul 15, 2010 5:23 PM [Find...](#)
- call centre and customer service Thu, Jul 15, 2010 2:16 PM [Find...](#)
- Finance and Change Management Mon, Jul 12, 2010 10:54 PM [Find...](#)
- Credit Management and debt recovery Sun, Jul 11, 2010 10:09 PM [Find...](#)
- Real estate Thu, Jul 8, 2010 8:12 PM [Find...](#)
- Learning and development Thu, Jul 8, 2010 5:13 PM [Find...](#)
- senior management in public sector Wed, Jul 7, 2010 4:53 PM [Find...](#)
- General Management and Relocation Off Shore Wed, Jul 7, 2010 3:37 PM [Find...](#)

9. Turnaround at Board level Sun, Jul 4, 2010 3:15 PM [Find...](#)

10. contracts management, process/saving transformation Fri, Jul 2, 2010 11:41 AM [Find...](#)

10 responses per page

answered question 277  
skipped question 173

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PAGE: INTERIM MANAGER: ABOUT YOUR WORKING STATUS

1. Are you currently on assignment? [Create Chart](#) [Download](#)

	Response Percent	Response Count
Yes <input type="text"/>	48.3%	131
No <input type="text"/>	51.7%	140
answered question		271
skipped question		179

2. If you are off-assignment, for how long has this lasted? [Create Chart](#) [Download](#)

	Response Average	Response Total	Response Count
<a href="#">Show replies</a> No. of months off-assignment: <input type="text"/>	6.43	978	152
answered question		152	
skipped question		298	

3. In terms of demand for your services, are you finding yourself: [Create Chart](#) [Download](#)

	Response Percent	Response Count
Less busy than a year ago: <input type="text"/>	50.0%	138
More busy than a year ago: <input type="text"/>	22.1%	61
About as busy as a year ago: <input type="text"/>	27.9%	77
answered question		276
skipped question		174

4. What was the duration of your last 3 Interim Management assignments? [Create Chart](#) [Download](#)

	Response Average	Response Total	Response Count
<a href="#">Show replies</a> The last or current assignment (months): <input type="text"/>	8.64	2,307	267
<a href="#">Show replies</a> The prior assignment (months): <input type="text"/>	8.69	2,260	260
<a href="#">Show replies</a> The assignment before that (months): <input type="text"/>	9.49	2,373	250
answered question		268	
skipped question		182	

5. What requirement led to your last assignment?

[Create Chart](#) [Download](#)

	Response Percent	Response Count
I have not had a prior assignment <input type="checkbox"/>	3.6%	10
Additional resources for a fixed-term project <input type="checkbox"/>	8.4%	23
Required skills not otherwise present <input type="checkbox"/>	26.5%	73
A 'gap' assignment (absence, leaver, etc) <input type="checkbox"/>	13.8%	38
Business turnaround <input type="checkbox"/>	9.8%	27
Transformation & change management <input type="checkbox"/>	34.5%	95
Another key type of requirement <input type="checkbox"/>	3.3%	9
<a href="#">Hide replies</a> (please specify)		11

1. Succession of Owner Fri, Jul 16, 2010 12:20 AM [Find...](#)
  2. operational due diligence Sun, Jul 11, 2010 10:46 PM [Find...](#)
  3. Reorganisation resulted in vacancy that needed project management start up skills along with day-to-day management Thu, Jul 8, 2010 9:30 AM [Find...](#)
  4. Start up Wed, Jul 7, 2010 1:51 PM [Find...](#)
  5. Bank required operational review of clients Sun, Jul 4, 2010 3:19 PM [Find...](#)
  6. board director to close a business Fri, Jul 2, 2010 11:27 AM [Find...](#)
  7. Maternity cover Fri, Jul 2, 2010 8:58 AM [Find...](#)
  8. Business expansion into new market / territory Fri, Jul 2, 2010 8:58 AM [Find...](#)
  9. Evaluatory research Fri, Jul 2, 2010 8:46 AM [Find...](#)
  10. Governance & disposal preparation Thu, Jul 1, 2010 10:27 PM [Find...](#)
- 
- 10 responses per page

answered question 275  
skipped question 175

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PAGE: INTERIM MANAGER: ABOUT YOUR INTERIM MANAGEMENT BUSINESS

1. What type of Interim business do you have?

[Create Chart](#) [Download](#)

	Response Percent	Response Count
Limited Company <input type="checkbox"/>	87.0%	241
Limited Liability Partnership <input type="checkbox"/>	1.8%	5
Partnership <input type="checkbox"/>	0.4%	1
Sole Trader <input type="checkbox"/>	4.0%	11
Umbrella Company <input type="checkbox"/>	5.8%	16
n/a <input type="checkbox"/>	1.1%	3
answered question		277
skipped question		173

2. Is your business VAT registered?

[Create Chart](#) [Download](#)

	Response Percent	Response Count
--	------------------	----------------

Yes	<input type="text"/>	73.8%	203
Yes (on flat-rate)	<input type="text"/>	17.1%	47
No	<input type="text"/>	9.1%	25
answered question			275
skipped question			175

3. In which year did you start trading as an Interim Manager?

[Create Chart](#) [Download](#)

	Response Average	Response Total	Response Count
<a href="#">Show replies</a> Year:	1,988.41	548,801	276
answered question			276
skipped question			174

4. Can I ask some more detailed questions about your PI Insurance?

[Create Chart](#) [Download](#)

	Response Percent	Response Count
Yes	54.8%	155
No, I'll skip those questions	45.2%	128
answered question		283
skipped question		167

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PAGE: PROFESSIONAL INDEMNITY INSURANCE

1. How much Professional Indemnity Insurance (PI) does your business have?

[Create Chart](#) [Download](#)

	Response Percent	Response Count
None	3.8%	6
£250,000	22.6%	36
£500,000	18.2%	29
£1,000,000	49.1%	78
<a href="#">Hide replies</a> Another amount (please specify)	6.3%	10

- 1. £100,000 Mon, Jul 12, 2010 10:59 PM [Find...](#)
- 2. 2m Thu, Jul 8, 2010 10:35 AM [Find...](#)
- 3. 2000000 Thu, Jul 8, 2010 9:57 AM [Find...](#)
- 4. 2000000 Wed, Jul 7, 2010 9:49 PM [Find...](#)
- 5. 2000000 Wed, Jul 7, 2010 4:12 PM [Find...](#)
- 6. 300000 Wed, Jul 7, 2010 2:48 PM [Find...](#)
- 7. £2,000,000 Mon, Jul 5, 2010 9:59 AM [Find...](#)
- 8. 2,000,000 Fri, Jul 2, 2010 8:46 AM [Find...](#)
- 9. None currently due to lack of turnover!! Roll of cover currently Tue, Jun 29, 2010 2:49 PM [Find...](#)
- 10. £1,000,000 + £1000000 Mon, Jun 28, 2010 1:17 PM [Find...](#)

answered question 159  
skipped question 291

**2. On the basis of what turnover (approx) is your PI Insurance purchased?**

[Download](#)

	Response Count
<a href="#">Show replies</a>	130
answered question	130
skipped question	320

**3. How much did you pay for your last PI renewal?**

[Download](#)

	Response Count
<a href="#">Hide replies</a>	134
1. 160	Wed, Jul 21, 2010 4:13 PM <a href="#">Find...</a>
2. 600.00	Tue, Jul 20, 2010 6:31 PM <a href="#">Find...</a>
3. 400	Tue, Jul 20, 2010 5:56 PM <a href="#">Find...</a>
4. 500	Tue, Jul 20, 2010 5:43 PM <a href="#">Find...</a>
5. 300	Sun, Jul 18, 2010 5:09 PM <a href="#">Find...</a>
6. 300	Sun, Jul 18, 2010 1:19 PM <a href="#">Find...</a>
7. 260	Sat, Jul 17, 2010 8:07 PM <a href="#">Find...</a>
8. 650	Sat, Jul 17, 2010 3:32 PM <a href="#">Find...</a>
9. 175	Fri, Jul 16, 2010 9:26 PM <a href="#">Find...</a>
10. approx 370	Fri, Jul 16, 2010 3:53 PM <a href="#">Find...</a>
<input type="button" value="1"/>	
10 responses per page	
answered question	134
skipped question	316

**4. If you got a discount by virtue of a professional membership, which one?**

[Download](#)

	Response Count
<a href="#">Hide replies</a>	68
1. N/A	Tue, Jul 20, 2010 6:31 PM <a href="#">Find...</a>
2. IIM	Tue, Jul 20, 2010 5:56 PM <a href="#">Find...</a>
3. IOD	Sun, Jul 18, 2010 1:19 PM <a href="#">Find...</a>
4. CIPD	Sat, Jul 17, 2010 3:32 PM <a href="#">Find...</a>
5. IoD	Thu, Jul 15, 2010 5:01 PM <a href="#">Find...</a>
6. CIPD	Thu, Jul 15, 2010 3:31 PM <a href="#">Find...</a>
7. IOIM (Dallas Kirkland)	Thu, Jul 15, 2010 2:47 PM <a href="#">Find...</a>
8. PGC	Thu, Jul 15, 2010 2:19 PM <a href="#">Find...</a>
9. ima	Sun, Jul 11, 2010 10:47 PM <a href="#">Find...</a>
10. Institute of Management	Fri, Jul 9, 2010 8:00 PM <a href="#">Find...</a>
<input type="button" value="1"/>	
10 responses per page	
answered question	68
skipped question	382

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1. What type of work do you predominantly do?

[Create Chart](#)

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	Response Percent	Response Count
Call Centres/Customer Service Centre Management <input type="checkbox"/>	1.5%	4
Change Management <input type="checkbox"/>	39.6%	107
Commercial Director/General Manager <input type="checkbox"/>	13.0%	35
Engineering <input type="checkbox"/>	3.0%	8
Facilities Management <input type="checkbox"/>	1.5%	4
FD/CFO <input type="checkbox"/>	20.0%	54
Financial Controller <input type="checkbox"/>	7.0%	19
HR/Recruitment/Training <input type="checkbox"/>	14.8%	40
IT Director/CIO <input type="checkbox"/>	4.4%	12
IT Operations/Services Management <input type="checkbox"/>	3.7%	10
Management Consultant <input type="checkbox"/>	14.8%	40
Marketing Manager/Director/PR <input type="checkbox"/>	5.9%	16
MD/CEO <input type="checkbox"/>	9.3%	25
Non-executive Director <input type="checkbox"/>	4.4%	12
Production/Manufacturing <input type="checkbox"/>	4.1%	11
Programme/Project Management <input type="checkbox"/>	24.8%	67
Project Manager: Construction/M&E <input type="checkbox"/>	0.4%	1
Sales and Marketing <input type="checkbox"/>	6.3%	17
Supply Chain <input type="checkbox"/>	9.3%	25
Technical Development/CTO <input type="checkbox"/>	1.5%	4
Another significant sector: <input type="checkbox"/>	3.7%	10
<a href="#">Hide replies</a> (please specify)		19

- quality auditing [Sun, Jul 18, 2010 1:21 PM Find...](#)
- M & A work [Thu, Jul 15, 2010 3:45 PM Find...](#)
- Mentoring [Thu, Jul 15, 2010 2:30 PM Find...](#)
- Debt reduction and Credit Management process installation [Sun, Jul 11, 2010 10:15 PM Find...](#)
- Treasury Managment - Financial Institutions [Fri, Jul 9, 2010 9:31 AM Find...](#)
- Real estate [Thu, Jul 8, 2010 8:15 PM Find...](#)
- Treasury [Thu, Jul 8, 2010 5:27 PM Find...](#)
- Learning and development [Thu, Jul 8, 2010 5:15 PM Find...](#)
- treasury [Wed, Jul 7, 2010 7:35 PM Find...](#)
- Construction/Building Materials/Transport [Wed, Jul 7, 2010 2:04 PM Find...](#)

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10 responses per page

answered question 270  
skipped question 180

2. Please indicate your primary functional appointment as an Interim Manager

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	Response Percent	Response Count
Chief Executive <input type="checkbox"/>	5.5%	15
Managing Director <input type="checkbox"/>	6.3%	17
General Manager <input type="checkbox"/>	5.9%	16
Director <input type="text"/>	38.7%	105
Manager <input type="text"/>	21.4%	58
Project Manager <input type="text"/>	17.3%	47
Not applicable - new Interim <input type="checkbox"/>	1.1%	3
Other <input type="checkbox"/>	3.7%	10
<a href="#">Hide replies</a> (please specify)		13

1. Corporate Rescue advisor Sun, Jul 11, 2010 10:15 PM [Find...](#)
  2. Head of Finance or CFO Sat, Jul 10, 2010 10:15 AM [Find...](#)
  3. Group Treasurer Thu, Jul 8, 2010 5:27 PM [Find...](#)
  4. Programme Manager Wed, Jul 7, 2010 9:31 PM [Find...](#)
  5. BUbusiness Development Director Wed, Jul 7, 2010 2:42 PM [Find...](#)
  6. Chairman Wed, Jul 7, 2010 2:38 PM [Find...](#)
  7. programme manager Wed, Jul 7, 2010 2:27 PM [Find...](#)
  8. Programme Director Tue, Jul 6, 2010 10:57 PM [Find...](#)
  9. Turnaround Director Mon, Jul 5, 2010 3:24 PM [Find...](#)
  10. Programme Manager Sat, Jul 3, 2010 12:43 PM [Find...](#)
- 
- 10 responses per page

answered question 271  
skipped question 179

**3. What proportion of your work involves staying away from home during the week?**

[Create Chart](#) [Download](#)

	Response Percent	Response Count
My assignment does not normally take me away from home <input type="text"/>	44.8%	108
I spend approximately the following percentage of time away from home <input type="text"/>	55.2%	133
<a href="#">Show replies</a> (please specify approx. % number)		141

answered question 241  
skipped question 209

**4. How committed are you to a career as an Interim Manager?**

[Create Chart](#) [Download](#)

	Response Percent	Response Count
I'm not - I'm back in a permanent job	0.0%	0
I'd rather be back in a perm job <input type="checkbox"/>	2.5%	7
I would happily work perm or Interim <input type="text"/>	16.4%	45
Would prefer Interim but will take perm <input type="text"/>	27.3%	75

Totally Interim, it's my only preference	<input type="text"/>	53.8%	148
		answered question	275
		skipped question	175

**5. Please indicate the most usual type of organisation you work at** [Create Chart](#) [Download](#)

		Response Percent	Response Count
UK - Major organisations - FTSE 100	<input type="text"/>	15.7%	43
UK - Other major organisations - listed or private	<input type="text"/>	31.0%	85
UK - SME's	<input type="text"/>	15.7%	43
UK - Public Sector	<input type="text"/>	16.8%	46
UK - Not for Profit and charities	<input type="checkbox"/>	2.9%	8
International - Major private organisations	<input type="checkbox"/>	7.7%	21
International - Other major organisations - private	<input type="checkbox"/>	2.9%	8
International - SME's	<input type="checkbox"/>	4.7%	13
International - Public Sector		0.0%	0
International - Not for Profit and charities	<input type="checkbox"/>	0.4%	1
Not applicable - new Interim		0.0%	0
Other	<input type="checkbox"/>	2.2%	6
<a href="#">Show replies</a> (please specify)			9
		answered question	274
		skipped question	176

**6. How much Interim Management experience do you have?** [Create Chart](#) [Download](#)

	< 1	1 to 2	3 to 4	5 to 9	10 to 14	15 to 19	20 +	Response Count	
Experience in years:	4.7% (13)	6.5% (18)	17.1% (47)	34.9% (96)	22.9% (63)	8.7% (24)	5.1% (14)	275	
								answered question	275
								skipped question	175

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**PAGE: INTERIM MANAGER: MARKETING YOUR SERVICES**

**1. What was the source of your last assignment?** [Create Chart](#) [Download](#)

	Directly sourced	Via Service Provider	Response Count	
The last or current assignment:	51.6% (141)	48.4% (132)	273	
The prior assignment:	45.5% (116)	54.5% (139)	255	
The assignment before that:	45.5% (110)	54.5% (132)	242	
			answered question	274
			skipped question	176

**2. If your last sourced assignment was direct. Was it sourced via:** [Create Chart](#) [Download](#)

	Response Percent	Response Count
Face to face networking? <input type="checkbox"/>	24.7%	43
Online networking? <input type="checkbox"/>	6.3%	11
Another online board or source? <input type="checkbox"/>	4.0%	7
Contact from a prior job/assignment contact? <input type="checkbox"/>	58.6%	102
Another source: <input type="checkbox"/>	6.3%	11

[Hide replies](#) (please specify) 12

- 1. Headhunter Thu, Jul 15, 2010 2:27 PM [Find...](#)
- 2. PWC Turnaround Panel Wed, Jul 7, 2010 5:08 PM [Find...](#)
- 3. NA Wed, Jul 7, 2010 5:01 PM [Find...](#)
- 4. Mutual friend Wed, Jul 7, 2010 4:35 PM [Find...](#)
- 5. Personal contact Wed, Jul 7, 2010 4:20 PM [Find...](#)
- 6. A consultancy I know who engage me as an associate Mon, Jul 5, 2010 9:16 PM [Find...](#)
- 7. Recommendation/referral Mon, Jul 5, 2010 6:28 PM [Find...](#)
- 8. Odgers Sun, Jul 4, 2010 7:20 PM [Find...](#)
- 9. networking with a team of interims. Sun, Jul 4, 2010 3:24 PM [Find...](#)
- 10. Direct approach Fri, Jul 2, 2010 9:53 AM [Find...](#)

< 1 >

10 responses per page

answered question 174  
skipped question 276

**3. What is the proportion of your work sourced via Direct means or via Recruiters / Service Providers ?** [Create Chart](#) [Download](#)

	Response Percent	Response Count
Directly sourced: 100% / 0% Recruiter/Service Provider <input type="checkbox"/>	15.0%	41
Directly sourced: 90% / 10% Recruiter/Service Provider <input type="checkbox"/>	9.1%	25
Directly sourced: 80% / 20% Recruiter/Service Provider <input type="checkbox"/>	6.6%	18
Directly sourced: 70% / 30% Recruiter/Service Provider <input type="checkbox"/>	5.8%	16
Directly sourced: 60% / 40% Recruiter/Service Provider <input type="checkbox"/>	6.6%	18
Directly sourced: 50% / 50% Recruiter/Service Provider <input type="checkbox"/>	13.5%	37
Directly sourced: 40% / 60% Recruiter/Service Provider <input type="checkbox"/>	5.5%	15
Directly sourced: 30% / 70% Recruiter/Service Provider <input type="checkbox"/>	8.4%	23
Directly sourced: 20% / 80% Recruiter/Service Provider <input type="checkbox"/>	12.4%	34
Directly sourced: 10% / 90% Recruiter/Service Provider <input type="checkbox"/>	9.5%	26
Directly sourced: 0% / 100% <input type="checkbox"/>	7.7%	21

Recruiter/Service Provider

7.7% 21

answered question 274  
skipped question 176

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PAGE: INTERIM MANAGER - SERVICE PROVIDERS / RECRUITERS

1. If you use Interim recruiters / service providers, how do you rate the following?

[Create Chart](#) [Download](#)

	Great	Good	OK	Poor	Rubbish	Response Count
Affordable Interims	0.0% (0)	0.0% (0)	80.0% (4)	20.0% (1)	0.0% (0)	5
AIM Interim	0.0% (0)	9.1% (1)	63.6% (7)	27.3% (3)	0.0% (0)	11
Albemarle	3.3% (3)	20.0% (18)	48.9% (44)	23.3% (21)	4.4% (4)	90
Alium Partners	9.4% (10)	39.6% (42)	34.9% (37)	12.3% (13)	3.8% (4)	106
Alpine Interim	0.0% (0)	16.7% (1)	50.0% (3)	33.3% (2)	0.0% (0)	6
Amicus Interim	0.0% (0)	0.0% (0)	33.3% (1)	33.3% (1)	33.3% (1)	3
AMTEC Interim	4.0% (1)	12.0% (3)	60.0% (15)	20.0% (5)	4.0% (1)	25
Anders Elite	0.0% (0)	0.0% (0)	100.0% (2)	0.0% (0)	0.0% (0)	2
Archer Mathieson	15.4% (10)	26.2% (17)	33.8% (22)	23.1% (15)	1.5% (1)	65
Armadillo	0.0% (0)	5.3% (1)	73.7% (14)	21.1% (4)	0.0% (0)	19
Ashton Penney Interim	1.3% (1)	22.4% (17)	40.8% (31)	28.9% (22)	6.6% (5)	76
Aster Interim Solutions	0.0% (0)	25.0% (1)	50.0% (2)	25.0% (1)	0.0% (0)	4
Astralis Group	0.0% (0)	21.4% (3)	42.9% (6)	21.4% (3)	14.3% (2)	14
Atlan Resource Solutions	0.0% (0)	0.0% (0)	50.0% (5)	40.0% (4)	10.0% (1)	10
Axess	0.0% (0)	0.0% (0)	50.0% (1)	50.0% (1)	0.0% (0)	2
Axiom	0.0% (0)	33.3% (5)	53.3% (8)	13.3% (2)	0.0% (0)	15
Barclay Anderson	0.0% (0)	0.0% (0)	100.0% (3)	0.0% (0)	0.0% (0)	3
Barrett Webb	0.0% (0)	33.3% (1)	33.3% (1)	33.3% (1)	0.0% (0)	3
BCMP Interim	0.0% (0)	27.3% (6)	54.5% (12)	9.1% (2)	9.1% (2)	22
BIE Interim	15.1% (21)	41.0% (57)	26.6% (37)	12.9% (18)	4.3% (6)	139
BIS Henderson	7.7% (1)	23.1% (3)	46.2% (6)	23.1% (3)	0.0% (0)	13
BK Cornerstone	5.9% (1)	17.6% (3)	52.9% (9)	17.6% (3)	5.9% (1)	17
Boyden	5.9% (6)	39.2% (40)	34.3% (35)	15.7% (16)	4.9% (5)	102
Bright Red	0.0% (0)	20.0% (1)	40.0% (2)	40.0% (2)	0.0% (0)	5
Brooklands Executives	6.0% (4)	40.3% (27)	31.3% (21)	16.4% (11)	6.0% (4)	67
Bullet Search	0.0% (0)	10.0% (1)	50.0% (5)	30.0% (3)	10.0% (1)	10
Calibre One	6.3% (2)	3.1% (1)	46.9% (15)	34.4% (11)	9.4% (3)	32
Campion Willcocks	0.0% (0)	22.7% (5)	50.0% (11)	22.7% (5)	4.5% (1)	22
Capita Resourcing	4.7% (3)	14.1% (9)	42.2% (27)	23.4% (15)	15.6% (10)	64
Castle Interim	0.0% (0)	33.3% (2)	33.3% (2)	16.7% (1)	16.7% (1)	6
Cavendish Executive	0.0% (0)	0.0% (0)	66.7% (6)	22.2% (2)	11.1% (1)	9
Certes Interim	0.0% (0)	0.0% (0)	60.0% (3)	40.0% (2)	0.0% (0)	5

Chase Zander	0.0% (0)	11.1% (1)	<b>44.4%(4)</b>	<b>44.4%(4)</b>	0.0% (0)	9
Chiumento	0.0% (0)	30.3% (10)	24.2% (8)	<b>33.3%(11)</b>	12.1% (4)	33
Choralis Consulting	0.0% (0)	<b>60.0%(6)</b>	30.0% (3)	10.0% (1)	0.0% (0)	10
CIPFA Placements	0.0% (0)	20.0% (1)	<b>60.0%(3)</b>	20.0% (1)	0.0% (0)	5
CIPS GPA	0.0% (0)	0.0% (0)	<b>50.0%(5)</b>	40.0% (4)	10.0% (1)	10
CNA International	0.0% (0)	0.0% (0)	<b>70.0%(7)</b>	20.0% (2)	10.0% (1)	10
Connect Resourcing	0.0% (0)	<b>33.3%(1)</b>	<b>33.3%(1)</b>	<b>33.3%(1)</b>	0.0% (0)	3
Consult Interim	0.0% (0)	<b>36.4%(4)</b>	<b>36.4%(4)</b>	18.2% (2)	9.1% (1)	11
CORE ECS	0.0% (0)	0.0% (0)	<b>50.0%(1)</b>	<b>50.0%(1)</b>	0.0% (0)	2
Corpex Group	14.3% (1)	0.0% (0)	<b>71.4%(5)</b>	14.3% (1)	0.0% (0)	7
Courtenay HR	6.3% (1)	12.5% (2)	<b>43.8%(7)</b>	31.3% (5)	6.3% (1)	16
Cream Interim	0.0% (0)	19.0% (4)	<b>38.1%(8)</b>	<b>38.1%(8)</b>	4.8% (1)	21
Curzon Interim	5.0% (1)	20.0% (4)	<b>55.0%(11)</b>	15.0% (3)	5.0% (1)	20
Dbi Consulting	0.0% (0)	22.2% (2)	<b>66.7%(6)</b>	11.1% (1)	0.0% (0)	9
Denny Executive Resourcing	0.0% (0)	0.0% (0)	<b>70.0%(7)</b>	30.0% (3)	0.0% (0)	10
Digby Morgan	3.8% (1)	<b>38.5%(10)</b>	<b>38.5%(10)</b>	15.4% (4)	3.8% (1)	26
EA Interims	0.0% (0)	20.0% (1)	<b>80.0%(4)</b>	0.0% (0)	0.0% (0)	5
ECI Interim Management	0.0% (0)	<b>66.7%(2)</b>	0.0% (0)	33.3% (1)	0.0% (0)	3
EIM Executive Interim Management	13.9% (5)	19.4% (7)	<b>41.7%(15)</b>	22.2% (8)	2.8% (1)	36
ESB Executive Stand-By	0.0% (0)	0.0% (0)	<b>100.0%(2)</b>	0.0% (0)	0.0% (0)	2
Esox Search	0.0% (0)	0.0% (0)	<b>100.0%(3)</b>	0.0% (0)	0.0% (0)	3
Executive Network Interim	6.3% (1)	<b>31.3%(5)</b>	<b>31.3%(5)</b>	25.0% (4)	6.3% (1)	16
Executives Online	3.4% (3)	33.3% (29)	<b>39.1%(34)</b>	14.9% (13)	9.2% (8)	87
Finegreen	0.0% (0)	19.2% (5)	<b>61.5%(16)</b>	11.5% (3)	7.7% (2)	26
First Counsel	0.0% (0)	0.0% (0)	<b>33.3%(1)</b>	<b>33.3%(1)</b>	<b>33.3%(1)</b>	3
First Interim	0.0% (0)	18.2% (2)	<b>63.6%(7)</b>	9.1% (1)	9.1% (1)	11
Food Manufacturing Consultancy	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0
Frazer Jones Interim Solutions	0.0% (0)	6.7% (1)	<b>66.7%(10)</b>	26.7% (4)	0.0% (0)	15
Gatenby Sanderson Interim	4.5% (1)	<b>50.0%(11)</b>	36.4% (8)	9.1% (2)	0.0% (0)	22
Goodman Masson	10.0% (3)	23.3% (7)	<b>36.7%(11)</b>	16.7% (5)	13.3% (4)	30
Green Park	14.5% (12)	31.3% (26)	<b>33.7%(28)</b>	16.9% (14)	3.6% (3)	83
Harten Group	0.0% (0)	0.0% (0)	0.0% (0)	<b>100.0%(1)</b>	0.0% (0)	1
Hays Executive	1.3% (1)	24.1% (19)	<b>31.6%(25)</b>	29.1% (23)	13.9% (11)	79
Heidrick & Struggles	7.4% (4)	<b>37.0%(20)</b>	33.3% (18)	14.8% (8)	7.4% (4)	54
Hitchenor Wakeford Interim	5.9% (1)	23.5% (4)	<b>29.4%(5)</b>	<b>29.4%(5)</b>	11.8% (2)	17
Hoggett Bowers	3.5% (2)	<b>38.6%(22)</b>	36.8% (21)	12.3% (7)	8.8% (5)	57
Hudson	4.5% (2)	18.2% (8)	<b>45.5%(20)</b>	27.3% (12)	4.5% (2)	44
Hutchinson Consultancy	<b>40.0%(2)</b>	20.0% (1)	<b>40.0%(2)</b>	0.0% (0)	0.0% (0)	5
IMC Consulting	0.0% (0)	33.3% (1)	<b>66.7%(2)</b>	0.0% (0)	0.0% (0)	3
Impact Executives	9.2% (7)	32.9% (25)	<b>34.2%(26)</b>	17.1% (13)	6.6% (5)	76

IMS Executive	0.0% (0)	<b>34.6%(9)</b>	26.9% (7)	30.8% (8)	7.7% (2)	26
Interea	0.0% (0)	0.0% (0)	<b>100.0%(2)</b>	0.0% (0)	0.0% (0)	2
Interim Alliance	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0
Interim GAAPS	0.0% (0)	0.0% (0)	<b>50.0%(1)</b>	<b>50.0%(1)</b>	0.0% (0)	2
Interim Leaders	0.0% (0)	42.9% (3)	<b>57.1%(4)</b>	0.0% (0)	0.0% (0)	7
Interim Partners	16.1% (14)	<b>43.7%(38)</b>	31.0% (27)	6.9% (6)	2.3% (2)	87
Interim Performers	4.2% (2)	31.3% (15)	<b>56.3%(27)</b>	6.3% (3)	2.1% (1)	48
Intermediate Management	20.0% (1)	<b>40.0%(2)</b>	20.0% (1)	20.0% (1)	0.0% (0)	5
International Interim Management	0.0% (0)	<b>50.0%(4)</b>	37.5% (3)	12.5% (1)	0.0% (0)	8
Interregna	0.0% (0)	10.0% (1)	<b>40.0%(4)</b>	30.0% (3)	20.0% (2)	10
InterSearch	0.0% (0)	0.0% (0)	<b>40.0%(2)</b>	<b>40.0%(2)</b>	20.0% (1)	5
Intramezzo	0.0% (0)	8.7% (2)	<b>47.8%(11)</b>	43.5% (10)	0.0% (0)	23
Jarvis Johnson	11.1% (1)	<b>44.4%(4)</b>	22.2% (2)	22.2% (2)	0.0% (0)	9
JM Group	<b>50.0%(1)</b>	<b>50.0%(1)</b>	0.0% (0)	0.0% (0)	0.0% (0)	2
Kingsley Search & Selection	12.5% (1)	<b>50.0%(4)</b>	12.5% (1)	12.5% (1)	12.5% (1)	8
Langley Search & Selection	7.7% (1)	<b>53.8%(7)</b>	15.4% (2)	23.1% (3)	0.0% (0)	13
Lord Search & Selection	0.0% (0)	0.0% (0)	25.0% (3)	<b>50.0%(6)</b>	25.0% (3)	12
Macallam Interim	0.0% (0)	40.0% (2)	<b>60.0%(3)</b>	0.0% (0)	0.0% (0)	5
Mallon Errington	0.0% (0)	0.0% (0)	0.0% (0)	<b>50.0%(1)</b>	<b>50.0%(1)</b>	2
Marble Hill Partners	6.7% (1)	26.7% (4)	<b>46.7%(7)</b>	20.0% (3)	0.0% (0)	15
Martin Ward Anderson	5.6% (1)	16.7% (3)	<b>33.3%(6)</b>	<b>33.3%(6)</b>	11.1% (2)	18
Mason & Nurse Associates	25.0% (2)	0.0% (0)	<b>50.0%(4)</b>	25.0% (2)	0.0% (0)	8
MDH Interim	0.0% (0)	9.1% (1)	<b>72.7%(8)</b>	18.2% (2)	0.0% (0)	11
Methods Consulting	16.7% (2)	<b>41.7%(5)</b>	33.3% (4)	0.0% (0)	8.3% (1)	12
Metzger	7.1% (1)	<b>35.7%(5)</b>	<b>35.7%(5)</b>	14.3% (2)	7.1% (1)	14
Michael Page	1.9% (2)	21.5% (23)	<b>37.4%(40)</b>	24.3% (26)	15.0% (16)	107
Modis International	0.0% (0)	11.1% (1)	<b>44.4%(4)</b>	33.3% (3)	11.1% (1)	9
Morgan Law	11.1% (4)	25.0% (9)	<b>41.7%(15)</b>	13.9% (5)	8.3% (3)	36
Nexus	0.0% (0)	0.0% (0)	25.0% (1)	<b>75.0%(3)</b>	0.0% (0)	4
Norman Broadbent	1.8% (1)	20.0% (11)	<b>52.7%(29)</b>	20.0% (11)	5.5% (3)	55
Ogders Interim	19.7% (23)	<b>35.9%(42)</b>	26.5% (31)	9.4% (11)	8.5% (10)	117
Pace Executive Resourcing	0.0% (0)	<b>35.7%(5)</b>	<b>35.7%(5)</b>	28.6% (4)	0.0% (0)	14
Page Overton	0.0% (0)	0.0% (0)	<b>100.0%(1)</b>	0.0% (0)	0.0% (0)	1
Penna	6.8% (5)	<b>40.5%(30)</b>	33.8% (25)	9.5% (7)	9.5% (7)	74
PHS Interim Management	0.0% (0)	0.0% (0)	<b>66.7%(2)</b>	33.3% (1)	0.0% (0)	3
Pilot Interim	15.8% (3)	<b>63.2%(12)</b>	15.8% (3)	5.3% (1)	0.0% (0)	19
PIR Interims	11.1% (1)	33.3% (3)	<b>44.4%(4)</b>	0.0% (0)	11.1% (1)	9
Postern	9.1% (1)	<b>45.5%(5)</b>	36.4% (4)	9.1% (1)	0.0% (0)	11
Practicus	7.3% (3)	<b>39.0%(16)</b>	<b>39.0%(16)</b>	7.3% (3)	7.3% (3)	41
Purcon	15.4% (2)	7.7% (1)	<b>53.8%(7)</b>	23.1% (3)	0.0% (0)	13

<b>Rawson Downey</b>	0.0% (0)	<b>57.1% (4)</b>	42.9% (3)	0.0% (0)	0.0% (0)	7
<b>Redmayne</b>	<b>50.0% (1)</b>	<b>50.0% (1)</b>	0.0% (0)	0.0% (0)	0.0% (0)	2
<b>Resource Innovations</b>	0.0% (0)	0.0% (0)	<b>50.0% (2)</b>	25.0% (1)	25.0% (1)	4
<b>RHL Solutions</b>	0.0% (0)	0.0% (0)	<b>33.3% (1)</b>	<b>33.3% (1)</b>	<b>33.3% (1)</b>	3
<b>Rialto Consultancy</b>	9.1% (1)	9.1% (1)	<b>63.6% (7)</b>	18.2% (2)	0.0% (0)	11
<b>Robert Half</b>	4.5% (2)	22.7% (10)	<b>31.8% (14)</b>	<b>31.8% (14)</b>	9.1% (4)	44
<b>Robert Walters</b>	3.2% (1)	25.8% (8)	<b>35.5% (11)</b>	29.0% (9)	6.5% (2)	31
<b>RSA Interim</b>	27.3% (3)	0.0% (0)	<b>45.5% (5)</b>	27.3% (3)	0.0% (0)	11
<b>Russam GMS</b>	4.3% (4)	<b>37.2% (35)</b>	36.2% (34)	18.1% (17)	4.3% (4)	94
<b>Sand Resources</b>	0.0% (0)	28.6% (2)	<b>42.9% (3)</b>	28.6% (2)	0.0% (0)	7
<b>Smith Carey</b>	0.0% (0)	<b>100.0% (1)</b>	0.0% (0)	0.0% (0)	0.0% (0)	1
<b>Thomas Dessain</b>	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0
<b>Toner Graham</b>	0.0% (0)	25.0% (2)	<b>50.0% (4)</b>	12.5% (1)	12.5% (1)	8
<b>Top Interim</b>	16.7% (3)	<b>38.9% (7)</b>	16.7% (3)	16.7% (3)	11.1% (2)	18
<b>Tribal Interim</b>	7.7% (2)	23.1% (6)	<b>42.3% (11)</b>	23.1% (6)	3.8% (1)	26
<b>Turnoak</b>	16.7% (1)	<b>33.3% (2)</b>	<b>33.3% (2)</b>	16.7% (1)	0.0% (0)	6
<b>Vantis</b>	17.6% (3)	29.4% (5)	<b>35.3% (6)</b>	11.8% (2)	5.9% (1)	17
<b>Veredus</b>	10.0% (7)	<b>40.0% (28)</b>	22.9% (16)	18.6% (13)	8.6% (6)	70
<b>Walker Hamill</b>	9.1% (1)	<b>27.3% (3)</b>	<b>27.3% (3)</b>	<b>27.3% (3)</b>	9.1% (1)	11
<b>Walker-Cox</b>	5.6% (1)	<b>44.4% (8)</b>	22.2% (4)	16.7% (3)	11.1% (2)	18
<b>Wetherby</b>	0.0% (0)	33.3% (1)	<b>66.7% (2)</b>	0.0% (0)	0.0% (0)	3
<b>WH Marks Sattin</b>	5.1% (2)	28.2% (11)	<b>30.8% (12)</b>	23.1% (9)	12.8% (5)	39
<b>Whitehouse Clarkson</b>	0.0% (0)	0.0% (0)	<b>100.0% (1)</b>	0.0% (0)	0.0% (0)	1
<b>XecInterim</b>	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0

answered question 217  
skipped question 233

**2. Did we miss anyone? Please specify any other unlisted provider (and give a rating: Great/Good/OK/Poor/Rubbish)**

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	Response Count
<a href="#">Hide replies</a>	51
1. Focus Interim	Tue, Jul 20, 2010 5:48 PM <a href="#">Find...</a>
2. Independent - good	Sun, Jul 18, 2010 5:17 PM <a href="#">Find...</a>
3. Badenoch & clark - good. Reed Finance - OK. Venn group - OK.	Sat, Jul 17, 2010 8:17 PM <a href="#">Find...</a>
4. JPA - Good	Thu, Jul 15, 2010 8:42 PM <a href="#">Find...</a>
5. Hudson - Poor	Thu, Jul 15, 2010 5:30 PM <a href="#">Find...</a>
6. Artemis Group / Good	Thu, Jul 15, 2010 5:09 PM <a href="#">Find...</a>
7. VMA - Excellent Solace Associates - OK	Thu, Jul 15, 2010 4:45 PM <a href="#">Find...</a>
8. Badenoch & Clarke OK	Thu, Jul 15, 2010 3:53 PM <a href="#">Find...</a>
9. INTERIM MANAGEMENT ANSWERS - GOOD INTERIM CONNECT - GOOD	Thu, Jul 15, 2010 3:02 PM <a href="#">Find...</a>
10. Metaskil (Great)	Thu, Jul 15, 2010 2:43 PM <a href="#">Find...</a>

< 1 >

10 responses per page

answered question 51  
skipped question 399

**3. Generally speaking, how has the relationship changed between Interim Managers and Interim Service Providers over the last couple of years?** [Create Chart](#) [Download](#)

	Response Percent	Response Count
Much better than before <input type="checkbox"/>	3.0%	7
Somewhat improved <input type="checkbox"/>	9.6%	22
Pretty similar <input type="checkbox"/>	57.8%	133
Less good than before <input type="checkbox"/>	23.5%	54
Very much worse than previously <input type="checkbox"/>	6.1%	14
answered question		230
skipped question		220

**4. Would you like to elaborate?** [Download](#)

	Response Count
<a href="#">Hide replies</a>	93
1. It's a buyer's market. Plenty of candidates	Wed, Jul 21, 2010 4:56 PM <a href="#">Find...</a>
2. They dont care unless you fit the bill and are selected - even then they beat you down on rate	Tue, Jul 20, 2010 6:40 PM <a href="#">Find...</a>
3. They need to earn thier money and not just take a % on top for nothing	Tue, Jul 20, 2010 5:48 PM <a href="#">Find...</a>
4. Interim providers struggling to find opportunities. Hard for all.	Sat, Jul 17, 2010 8:17 PM <a href="#">Find...</a>
5. The better ones have always had good relationship; many others you are not known and feel like commodity as so many people after the same work.	Sat, Jul 17, 2010 3:45 PM <a href="#">Find...</a>
6. I sense in more difficult times less time & resource is being put into meeting interims needs	Thu, Jul 15, 2010 8:42 PM <a href="#">Find...</a>
7. Much less personal attention and focus, too many trying to fill the same role, poor follow up - particalrly when oportunites are not succesful	Thu, Jul 15, 2010 5:30 PM <a href="#">Find...</a>
8. The best providers are focusing on the best interims, realising that a track record really counts	Thu, Jul 15, 2010 5:09 PM <a href="#">Find...</a>
9. I don't feel the majority take enough time to understnad the strengths of interim candidates or sell them hard enough	Thu, Jul 15, 2010 4:45 PM <a href="#">Find...</a>
10. Providers are beginning to understand what an interim can bring but this does not translate into improving their relationship handling with the client. Competition between providers means that the distinction between interims and "temps" can still be fuzzy and is evidenced by clients wishing to see industry experience on a CV when invariably (for finance people) this is not as important as perceived.	Thu, Jul 15, 2010 4:22 PM <a href="#">Find...</a>
10 responses per page	

answered question 93  
skipped question 357

**5. If you feel the Interim Manager - Interim Service Provider relationship has changed negatively, what would you like to see done about that?** [Download](#)

	Response Count
<a href="#">Hide replies</a>	58
1. That's business!	Wed, Jul 21, 2010 4:56 PM <a href="#">Find...</a>
2. Train/encourage them to behave decently with IMs	Tue, Jul 20, 2010 6:40 PM <a href="#">Find...</a>

- 3. Too many providers, market too fragmented. Do not know the solution. Not over regulation please!! Sat, Jul 17, 2010 8:17 PM [Find...](#)

---

- 4. I would like ISP to stick by the interim professionals who they have worked with over the last 5-6 years and not engage with those who are waiting for perm job to come along. Recognise its a tough market out there and we all have to make a living! Sat, Jul 17, 2010 3:45 PM [Find...](#)

---

- 5. More proactive and progressive promotion of the benefits that interims can bring Thu, Jul 15, 2010 8:42 PM [Find...](#)

---

- 6. The Service Providers need to stop treating people as a commodity Thu, Jul 15, 2010 5:30 PM [Find...](#)

---

- 7. A better balance between per diems and ISP fees Thu, Jul 15, 2010 5:17 PM [Find...](#)

---

- 8. ISP's need to grow beyond transactional relationships. The key is mutual self respect and loyalty. Thu, Jul 15, 2010 5:09 PM [Find...](#)

---

- 9. Greater honesty with interim professional Thu, Jul 15, 2010 3:53 PM [Find...](#)

---

- 10. SP's need to cultivate better realtions with their IM clients. We are there commodities. Without us they would have no business, so they need to treat us better. Thu, Jul 15, 2010 2:42 PM [Find...](#)

< 1 >

10 responses per page

answered question 58  
skipped question 392

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PAGE: INTERIM MANAGER: SOME BIG QUESTIONS

1. Will the Interim Management 'concept' have changed following the current economic difficulties?

[Create Chart](#) [Download](#)

	Response Percent	Response Count
It will go back to normal on prior margins <input type="checkbox"/>	7.4%	18
Going to be pretty similar with some market modifications <input type="checkbox"/>	58.8%	143
The model will change to a significant extent but will prevail <input type="checkbox"/>	32.5%	79
The Interim Management model is dead <input type="checkbox"/>	1.2%	3

answered question 243  
skipped question 207

2. Would you like to elaborate?

[Download](#)

	Response Count
<a href="#">Hide replies</a>	66

- 1. The public sector model will move towards a contractor style. Private sector it will be a flexible way to grow the business for short term projects Wed, Jul 21, 2010 5:00 PM [Find...](#)

---

- 2. The term IM is becoming all embracing and will fragment into exec, turnaround, operative temps etc Tue, Jul 20, 2010 6:42 PM [Find...](#)

---

- 3. I see the demand will be more toward specialists than generalists Tue, Jul 20, 2010 6:02 PM [Find...](#)

---

- 4. Businesses even more focussed on cost rather than value. Young & cheap is best. Sat, Jul 17, 2010 8:19 PM [Find...](#)

---

- 5. Daily rates are falling but the same level of work or more is required by the client, i.e. more bang for their buck Sat, Jul 17, 2010 1:04 PM [Find...](#)

---

- 6. day rates may remain suppressed and more aligned to pro rata salary equivalents (no premium for interims risk) Thu, Jul 15, 2010 8:43 PM [Find...](#)

---

- 7. ISP's and professional interims will have to work harder to justify their premiums as well as overcoming the reputational damage casued by amateurs Thu, Jul 15, 2010 5:13 PM [Find...](#)

---

- 8. Continued delayering will continue to bring people into interim work whilst looking for a permanent job and this devalues the work of a committed interim. This message needs to be repeated to the client base, although I'm pleased to say that the more professional providers "get this" Thu, Jul 15, 2010 4:31 PM [Find...](#)

[Find...](#)

- 9. There is likley to be a continued squeeze on rates, plus public sector work is likely to dry up in the short term, although this will change once its realised that the only way to get the major transofrmation programmes through will be to bring in interims. There will be more Private sector work to balance it out though. Thu, Jul 15, 2010 2:45 PM [Find...](#)

- 10. More pressure for fixed term contracts, rather than interims. Thu, Jul 15, 2010 2:44 PM [Find...](#)

< 1 >

10 responses per page

answered question 66  
skipped question 384

**3. Will Interim Management routes to market change following the current economic difficulties?** [Create Chart](#) [Download](#)

	Response Percent	Response Count
It will go back to normal: 1/3 ISPS, 2/3 direct sourcing <input type="checkbox"/>	17.2%	41
Going to be pretty similar with some market modifications <input type="checkbox"/>	55.0%	131
The model will change to a significant extent but remain familiar <input type="checkbox"/>	24.8%	59
Everything is going to change <input type="checkbox"/>	2.9%	7
<b>answered question</b>		<b>238</b>
<b>skipped question</b>		<b>212</b>

**4. Would you like to elaborate?** [Download](#)

	Response Count
<a href="#">Hide replies</a>	40

- 1. Those will established relationships with ISP's will continue to use them. Those without will still need to live on their own wits. Thu, Jul 15, 2010 5:13 PM [Find...](#)
- 2. It depends on how organisations structure themselves. If they adopt a model where they lay off permanent staff and take on interims in order to keep the work force flexible, then the market will be modified, However if they take on permanent staff as a cheaper alternative to interims, it will return to normal. Sourcing on line by large organisations is likely to increase if demand exceeds supply, particularly through on-line social networking such as LinkedIn and Twitter Thu, Jul 15, 2010 4:31 PM [Find...](#)
- 3. See needing to source thru interim providers more Thu, Jul 15, 2010 3:54 PM [Find...](#)
- 4. ISP's will remain a requirement as market places will shift, but networking and marketing will become more important Thu, Jul 15, 2010 2:45 PM [Find...](#)
- 5. Company Directors who use Interim Management will still maintain a " Hire and Fire" mentality. Sun, Jul 11, 2010 10:30 PM [Find...](#)
- 6. Interims are getting better at self marketing and shoudl continue to do so. Providers are not doing their job properly so will lose out. Thu, Jul 8, 2010 10:19 AM [Find...](#)
- 7. Why would it go back - there is now a continuum Thu, Jul 8, 2010 6:33 AM [Find...](#)
- 8. more likely to be direct sourcing due to significant savings on behalf of clients / better rates for interims when theyaren't having to fund +30% to the provider Wed, Jul 7, 2010 8:45 PM [Find...](#)
- 9. Lower rates; more internet base Wed, Jul 7, 2010 8:09 PM [Find...](#)
- 10. Organisations can save a lot by hiring direct Wed, Jul 7, 2010 7:32 PM [Find...](#)

< 1 >

10 responses per page

answered question 40  
skipped question 410

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PAGE: INTERIM MANAGER: NETWORKING

## 1. What is your general approach to face-to-face networking?

[Create Chart](#)[Download](#)

	Response Percent	Response Count
Enthusiastic - will attend the opening of an envelope <input type="checkbox"/>	3.1%	8
Positive - will attend many event when relevant <input type="checkbox"/>	32.7%	84
Neutral - they can be good I attend selectively <input type="checkbox"/>	48.6%	125
Necessary evil - rarely do these, only when required <input type="checkbox"/>	13.6%	35
Don't network - don't want, don't need <input type="checkbox"/>	1.9%	5
	<b>answered question</b>	<b>257</b>
	<b>skipped question</b>	<b>193</b>

## 2. At a networking event, how 'good at networking' are you?

[Create Chart](#)[Download](#)

	Response Percent	Response Count
Master of the event, networking with ease <input type="checkbox"/>	0.4%	1
Good networker, usually do well <input type="checkbox"/>	32.2%	82
OK networker, sometimes hard work, not always effective <input type="checkbox"/>	58.0%	148
Poor networker, not usually effective or enjoyable <input type="checkbox"/>	7.8%	20
Wall flower, networking is a painful experience <input type="checkbox"/>	1.6%	4
	<b>answered question</b>	<b>255</b>
	<b>skipped question</b>	<b>195</b>

## 3. What is your general approach to online networking?

[Create Chart](#)[Download](#)

	Response Percent	Response Count
Enthusiastic - regularly seen contributing to groups & forums <input type="checkbox"/>	4.3%	11
Positive - will chip into online discussions when relevant <input type="checkbox"/>	38.8%	99
Neutral - occasionally contribute online <input type="checkbox"/>	34.1%	87
Minimal - usually don't contribute but do read discussions <input type="checkbox"/>	18.4%	47
Don't network online - don't want to do that <input type="checkbox"/>	4.3%	11
	<b>answered question</b>	<b>255</b>
	<b>skipped question</b>	<b>195</b>

## 4. How important are the following facets of networking?

[Create Chart](#)[Download](#)

	Important	Nice to have	Not important	Response Count
Some kind of speaker/presentation	49.0% (121)	44.5% (110)	6.5% (16)	247

A good range of attendees	81.5% (202)	16.9% (42)	1.6% (4)	248
An 'open' guest list with contact details	65.9% (164)	29.3% (73)	4.8% (12)	249
A wide range of participants	57.2% (143)	38.4% (96)	4.4% (11)	250
Local to where I live	27.2% (68)	52.4% (131)	20.4% (51)	250
answered question				252
skipped question				198

5. How essential is having your own 'Interim Management' website?

[Create Chart](#) [Download](#)

	Response Percent	Response Count
Essential <input type="checkbox"/>	14.2%	36
A good idea <input type="checkbox"/>	22.8%	58
Helpful <input type="checkbox"/>	18.9%	48
Slightly beneficial <input type="checkbox"/>	19.7%	50
Unnecessary <input type="checkbox"/>	24.4%	62
answered question		254
skipped question		196

6. How essential is having a good LinkedIn profile?

[Create Chart](#) [Download](#)

	Response Percent	Response Count
Essential <input type="checkbox"/>	39.0%	99
A good idea <input type="checkbox"/>	28.0%	71
Helpful <input type="checkbox"/>	16.9%	43
Slightly beneficial <input type="checkbox"/>	11.0%	28
Unnecessary <input type="checkbox"/>	5.1%	13
answered question		254
skipped question		196

7. Which 'Interim relevant' LinkedIn groups do you belong to and how do you rate them overall? (These are the '1,000 members+' groups on LinkedIn, with "Interim Management" in their profile listing)

[Create Chart](#) [Download](#)

	Great	Good	OK	Poor	Rubbish	Response Count
Executive Interim Network (3,500+)	3.5% (3)	36.5% (31)	48.2% (41)	9.4% (8)	2.4% (2)	85
Interim Management Jobs.net (3,300+)	5.6% (5)	31.5% (28)	48.3% (43)	11.2% (10)	3.4% (3)	89
UK Interim Management - HR, IT, Finance, Supply Chain & Procurement and Business Change (2,300+)	4.1% (3)	30.1% (22)	53.4% (39)	11.0% (8)	1.4% (1)	73
Interim Management - IIM (1,700+)	20.7% (29)	50.0% (70)	25.7% (36)	3.6% (5)	0.0% (0)	140
Interim CFO & Controller (1,200+)	7.4% (2)	18.5% (5)	51.9% (14)	18.5% (5)	3.7% (1)	27
Freelance Executive Network (1,100+)	0.0% (0)	20.0% (5)	56.0% (14)	20.0% (5)	4.0% (1)	25
Public Sector Interim Management Jobs Board (1,100+)	4.4% (2)	20.0% (9)	55.6% (25)	11.1% (5)	8.9% (4)	45

<b>International Interim &amp; Temporary Management (1,100+)</b>	0.0% (0)	16.1% (5)	<b>64.5% (20)</b>	16.1% (5)	3.2% (1)	31	
						<b>answered question</b>	<b>182</b>
						<b>skipped question</b>	<b>268</b>

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PAGE: INTERIM MANAGER: PROFESSIONAL INSTITUTIONS AND ORGANISATIONS

1. Which professional organisations do you belong to?

[Create Chart](#) [Download](#)

	Response Percent	Response Count
IIM - Institute of Interim Management <input type="text"/>	34.1%	42
IoD - Institute of Directors <input type="text"/>	37.4%	46
IMAI - Interim Management Association Institute <input type="text"/>	18.7%	23
PCG - Professional Contractors' Group <input type="text"/>	22.0%	27
Other related 'Interim Management' group <input type="text"/>	26.0%	32
<a href="#">Hide replies</a> (please specify)		51

1. CIPD Thu, Jul 15, 2010 2:48 PM [Find...](#)
  2. CIMA Thu, Jul 15, 2010 2:41 PM [Find...](#)
  3. DDIM in Germany Wed, Jul 14, 2010 8:57 PM [Find...](#)
  4. Institute of Credit Management Sun, Jul 11, 2010 10:34 PM [Find...](#)
  5. The IET Fri, Jul 9, 2010 9:00 PM [Find...](#)
  6. CIPD Fri, Jul 9, 2010 8:05 PM [Find...](#)
  7. IMSIG of ICAEW Fri, Jul 9, 2010 4:17 PM [Find...](#)
  8. ICAEW Fri, Jul 9, 2010 1:01 PM [Find...](#)
  9. ACCA ACT Thu, Jul 8, 2010 5:32 PM [Find...](#)
  10. IFT, CIM, Thu, Jul 8, 2010 10:29 AM [Find...](#)
- 10 responses per page

**answered question** 123  
**skipped question** 327

2. Further detailed questions about the institute of Interim Management:

[Create Chart](#) [Download](#)

	Response Percent	Response Count
I am not an IIM member - I don't know much about it <input type="text"/>	35.8%	93
I am not an IIM member - and yes, you can ask me why not <input type="text"/>	20.4%	53
I am not an IIM member - and please skip any interrogations about that <input type="text"/>	27.7%	72
I am a MIIM or AIIM member of the IIM <input type="text"/>	16.2%	42
<b>answered question</b>		<b>260</b>
<b>skipped question</b>		<b>190</b>

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PAGE: INTERIM MANAGER: IIM MEMBERSHIP PREFERENCES

1. Why are you not a Member of the Institute of Interim Management?

Download

		Response Count
		Hide replies 47
1. Qualified accountant ( and maintain CPD) and experienced manager. Cannot see benefit of incurring the cost IIM.	Sat, Jul 17, 2010 8:24 PM	Find...
2. not sure of the role they play or how it will benefit me. costs, etc	Fri, Jul 16, 2010 9:34 PM	Find...
3. Did nothing for me. Just took my money. Useless	Fri, Jul 16, 2010 8:29 AM	Find...
4. I sent an enquiry but have heard no response!	Fri, Jul 16, 2010 12:27 AM	Find...
5. Just haven't had time to join - too busy working. And not certain of the benefits	Thu, Jul 15, 2010 4:49 PM	Find...
6. Because I haven't joined yet. Generally you think about these things when you're not working and i haven't been in that situation for a couple of years - until now.	Thu, Jul 15, 2010 4:35 PM	Find...
7. Do not see the benefits of membership versus cost of joining.	Thu, Jul 15, 2010 3:59 PM	Find...
8. I haven't seen any reason to become one, there seems no advantage for the cost of membership	Thu, Jul 15, 2010 2:48 PM	Find...
9. I haven't been convinced of the cost/benefit of IIM. My CPD is covered by CIMA	Thu, Jul 15, 2010 2:43 PM	Find...
10. Too busy when on assignment, too busy looking for next assignment when not!	Thu, Jul 15, 2010 2:32 PM	Find...

10 responses per page

answered question 47  
skipped question 403

2. If there is something the Institute should do to increase your desire to engage in membership - what would that be?

Download

		Response Count
		Hide replies 30
1. Foster the creation of affiliate Institutes in other countries	Fri, Jul 16, 2010 12:27 AM	Find...
2. be clear about what I would get for my money	Thu, Jul 15, 2010 4:49 PM	Find...
3. No	Thu, Jul 15, 2010 4:35 PM	Find...
4. Demonstrate that it is a worthwhile value proposition.	Thu, Jul 15, 2010 3:59 PM	Find...
5. Provide something worthwhile and reduce the cost	Thu, Jul 15, 2010 2:48 PM	Find...
6. In the end it is all to do about gaining the next assignment. If I thought that IIM would greatly increase the potential, I may consider it.	Thu, Jul 15, 2010 2:43 PM	Find...
7. Pro-active encouragement to join - advertise benefits, make it 'one click' joining, details extracted later	Thu, Jul 15, 2010 2:32 PM	Find...
8. provide a value added service for experienced interims - we need to keep up to date but in a way that allows senior executives to feel it can be done in a timely fashion as in the past clients' demands conflict with personal time to continue development	Mon, Jul 12, 2010 11:27 PM	Find...
9. Tell me that you existed !	Sun, Jul 11, 2010 10:35 PM	Find...
10. Prove it has professional institute status	Wed, Jul 7, 2010 7:35 PM	Find...

10 responses per page

answered question 30  
skipped question 420

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PAGE: INTERIM MANAGER: THE IIM

1. How has the IIM been doing in the last 12 months?

Create Chart Download

	Response Percent	Response Count
Much improved <input type="text"/>	25.0%	10
Somewhat improved <input type="text"/>	37.5%	15
Similar to before <input type="text"/>	35.0%	14
Falling back <input type="checkbox"/>	2.5%	1
Falling off a cliff	0.0%	0
<b>answered question</b>		<b>40</b>
<b>skipped question</b>		<b>410</b>

2. How could the IIM better satisfy your requirements? (Please be candid)

[Download](#)

	Response Count
<a href="#">Show replies</a>	10
<b>answered question</b>	<b>10</b>
<b>skipped question</b>	<b>440</b>

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PAGE: PROSPECTIVE INTERIM MANAGER:

1. Why are you considering 'Interim Management'?

[Create Chart](#)

[Download](#)

	Response Percent	Response Count
I am currently out of work (previously employed) <input type="text"/>	33.3%	15
I want to work for myself <input type="text"/>	20.0%	9
I want the variety of clients that interim Management offers <input type="text"/>	48.9%	22
I want the flexibility to work when I choose <input type="text"/>	33.3%	15
I see it as financially lucrative <input type="text"/>	15.6%	7
<a href="#">Show replies</a> Another significant reason (please specify) <input type="checkbox"/>	6.7%	3
<b>answered question</b>		<b>45</b>
<b>skipped question</b>		<b>405</b>

2. Where do you expect to source assignments?

[Create Chart](#)

[Download](#)

	Response Percent	Response Count
From recruiters/service providers <input type="text"/>	88.9%	40
From my prior client contacts <input type="text"/>	26.7%	12
From new direct client contacts <input type="text"/>	24.4%	11
I don't know <input type="checkbox"/>	4.4%	2
<b>answered question</b>		<b>45</b>
<b>skipped question</b>		<b>405</b>

3. How well do you feel you understand 'Interim Management'?

[Create Chart](#)

[Download](#)

	Response Percent	Response Count
Very well <input type="text"/>	15.6%	7
Well <input type="text"/>	48.9%	22
Average <input type="text"/>	35.6%	16
Poorly	0.0%	0
No idea about it	0.0%	0
	<b>answered question</b>	<b>45</b>
	<b>skipped question</b>	<b>405</b>

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PAGE: CLIENTS OF INTERIM MANAGERS

1. How supportive are you of the Interim Management concept?

	Response Percent	Response Count
Very, it addresses a business need in a targeted way	0.0%	0
Generally, they are very useful in many circumstances	0.0%	0
Somewhat, they may be useful alongside other temps/contractors	0.0%	0
Slightly, in specific circumstances they may offer value	0.0%	0
Not really, I would resolve my business needs via other means	0.0%	0
	<b>answered question</b>	<b>0</b>
	<b>skipped question</b>	<b>450</b>

2. What is your business?

	Response Percent	Response Count
Media/Entertainment/Publishing	0.0%	0
Automotive	0.0%	0
Healthcare/NHS/Medical	0.0%	0
Charitable/Not-for-profit	0.0%	0
Utilities/Energy	0.0%	0
Education	0.0%	0
Financial Services	0.0%	0
Public Sector	0.0%	0
FMGG/Retail	0.0%	0
Technology/IT/Telecom	0.0%	0
Property/Construction/Real Estate	0.0%	0
Manufacturing	0.0%	0
Transport	0.0%	0
Leisure/Travel/Hospitality/Sports	0.0%	0

Business/Professional Services	0.0%	0
Oil/Gas/Petroleum/Chemical	0.0%	0
Another significant sector	0.0%	0
(please specify)		0
<b>answered question</b>		<b>0</b>
<b>skipped question</b>		<b>450</b>

**3. What requirement triggered bringing in your last Interim Manager?**

	Response Percent	Response Count
I have not had a prior assignment to fulfill	0.0%	0
Additional resources for a fixed-term project	0.0%	0
Required skills not otherwise present	0.0%	0
A 'gap' assignment (absence, leaver, etc)	0.0%	0
Business turnaround	0.0%	0
Transformation & change management	0.0%	0
<b>answered question</b>		<b>0</b>
<b>skipped question</b>		<b>450</b>

**4. Which of the following facets are advantageous to you in an Interim Manager?**

	Critically valuable	Valuable	Of no particular impact	Unhelpful	Particularly unhelpful	Response Count
Return On Investment - delivering a saving or solution	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0
Speed - in place and delivering quickly	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0
Expertise - skilled and sensibly over-qualified	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0
Objectivity - free of politics and speaking mind	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0
Accountability - responsible for implementation & results	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0
Effectiveness - with the credibility to effect change	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0
Commitment - professional Interim from start to exit	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0.0% (0)	0
<b>answered question</b>						<b>0</b>
<b>skipped question</b>						<b>450</b>

**5. What changes would make Interim Managers even more useful to your business?**

	Response Count
	0
<b>answered question</b>	<b>0</b>

skipped question 450

**6. From what 'day-rate' do you feel you are hiring a proper Interim Manager (as opposed to a 'temp'?)**

	Response Percent	Response Count
£100 +	0.0%	0
£200 +	0.0%	0
£300 +	0.0%	0
£400 +	0.0%	0
£500 +	0.0%	0
£600 +	0.0%	0
£700 +	0.0%	0
£800 +	0.0%	0
£900 +	0.0%	0
£1,000 +	0.0%	0
<b>answered question</b>		<b>0</b>
<b>skipped question</b>		<b>450</b>

**7. If you are sourcing an Interim via a recruiter/service provider, what percentage ('margin') of the price you pay will typically go to the recruiter/service provider?**

	Response Percent	Response Count
< 10%	0.0%	0
10-15%	0.0%	0
15-20%	0.0%	0
20-25%	0.0%	0
25-30%	0.0%	0
30-35%	0.0%	0
35-40%	0.0%	0
> 40%	0.0%	0
I really have no idea	0.0%	0
<b>answered question</b>		<b>0</b>
<b>skipped question</b>		<b>450</b>

**8. Where are you looking for Interims when you want to engage one?**

	Response Percent	Response Count
My management network for recommendations	0.0%	0
People I have used before	0.0%	0
LinkedIn	0.0%	0
Interim Job boards	0.0%	0
Google	0.0%	0





My management network for recommendations	<input type="text"/>	0.0%	0
People I have used before	<input type="text"/>	50.0%	1
LinkedIn	<input type="text"/>	0.0%	0
Interim Job boards	<input type="text"/>	0.0%	0
Google	<input type="text"/>	0.0%	0
A recruiter/service provider	<input type="text"/>	50.0%	1
An Interim institution (e.g. such as the IIM)	<input type="text"/>	0.0%	0
		answered question	2
		skipped question	448

5. How much do you know about Interim Management?

[Create Chart](#) [Download](#)

		Response Percent	Response Count
A great deal	<input type="text"/>	50.0%	1
A good amount	<input type="text"/>	0.0%	0
Something about it	<input type="text"/>	50.0%	1
A little	<input type="text"/>	0.0%	0
Practically nothing	<input type="text"/>	0.0%	0
		answered question	2
		skipped question	448

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PAGE: CONSULTANTS

1. How did you become a Consultant?

[Create Chart](#) [Download](#)

		Response Percent	Response Count
As a progression from Interim Management	<input type="text"/>	17.8%	8
As a progression from employment	<input type="text"/>	82.2%	37
		answered question	45
		skipped question	405

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PAGE: INTERIM MANAGERS / CONSULTANTS

1. What is the proportion of Interim Management and Consultancy work that you carry out? (Taking approximately the last 12 months as the reference period)

[Create Chart](#) [Download](#)

		Response Percent	Response Count
Interim Management: 100% / 0% Consultancy	<input type="text"/>	27.5%	81
Interim Management: 90% / 10% Consultancy	<input type="text"/>	19.0%	56
Interim Management: 80% / 20% Consultancy	<input type="text"/>	17.3%	51
Interim Management: 70% / 30%	<input type="text"/>	7.1%	21

Consultancy <input type="checkbox"/>	7.1%	21
Interim Management: 60% / 40% Consultancy <input type="checkbox"/>	6.4%	19
Interim Management: 50% / 50% Consultancy <input type="checkbox"/>	5.8%	17
Interim Management: 40% / 60% Consultancy <input type="checkbox"/>	2.4%	7
Interim Management: 30% / 70% Consultancy <input type="checkbox"/>	4.7%	14
Interim Management: 20% / 80% Consultancy <input type="checkbox"/>	3.7%	11
Interim Management: 10% / 90% Consultancy <input type="checkbox"/>	1.4%	4
Interim Management: 0% / 100% Consultancy <input type="checkbox"/>	4.7%	14
<b>answered question</b>		<b>295</b>
<b>skipped question</b>		<b>155</b>

**2. Are you doing a greater proportion of consultancy than a year ago?**

[Create Chart](#) [Download](#)

	Response Percent	Response Count
Yes significantly <input type="checkbox"/>	8.0%	21
Yes somewhat <input type="checkbox"/>	17.6%	46
About the same <input type="checkbox"/>	53.1%	139
No a little less <input type="checkbox"/>	11.5%	30
No a lot less <input type="checkbox"/>	9.9%	26
<b>answered question</b>		<b>262</b>
<b>skipped question</b>		<b>188</b>

**3. If there is a significant change, why is that?**

[Download](#)

	Response Count
<a href="#">Hide replies</a>	43
1. No reason, I take it as it comes	Tue, Jul 20, 2010 6:50 AM <a href="#">Find...</a>
2. Rates for interim work dropped so fill time with consultancy work	Sat, Jul 17, 2010 3:49 PM <a href="#">Find...</a>
3. The time lag of projects has significantly increased.	Fri, Jul 16, 2010 6:11 PM <a href="#">Find...</a>
4. I haven't done any consultancy beyond the odd occasion where the assignment has required it	Thu, Jul 15, 2010 4:36 PM <a href="#">Find...</a>
5. Early 2010 - Clients unwilling to spend until new financial year March/April 2010 - Cleints unwilling to spend due to imminent General Election May/June 2010 - Clients unwilling to spend due to imminent Budget July 2010 - Clients unwilling to spend due to impact of Government White Paper	Thu, Jul 15, 2010 2:46 PM <a href="#">Find...</a>
6. Different client requirements, even within the same role.	Thu, Jul 15, 2010 2:32 PM <a href="#">Find...</a>
7. Filling gap between interim assignments	Mon, Jul 12, 2010 8:59 PM <a href="#">Find...</a>
8. Working mainly on fixed term competitive consultancy contracts	Mon, Jul 12, 2010 1:23 PM <a href="#">Find...</a>
9. The work is being transferred to overseas call centres or companies wanting people with very specific qualifications or corporate exposure . That would include computer usage and specific computer programmes as opposed to skills one can offer a company. Too many companies are looking at the figures, not the reasons behind the. If the Interim Manager tells the Board something that they do not wish to hear then they would prefer to engage someone who will give them the answers they way to hear. To be blunt : "Yes" men	Sun, Jul 11, 2010 10:40 PM <a href="#">Find...</a>
10. No work found recently	Sun, Jul 11, 2010 4:14 PM <a href="#">Find...</a>

< 1 >

10 responses per page

answered question 43  
skipped question 407

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PAGE: RECRUITERS / SERVICE PROVIDERS

1. How do you view the state of the 'Interim Market' in recent times?

[Create Chart](#) [Download](#)

	Boom-time	Busy	Steady	Sluggish	Dead	Response Count
Q2 2010	0.0% (0)	9.7% (3)	41.9% (13)	38.7% (12)	9.7% (3)	31
Q1 2010	0.0% (0)	9.7% (3)	45.2% (14)	32.3% (10)	12.9% (4)	31
Q4 2009	0.0% (0)	10.0% (3)	40.0% (12)	36.7% (11)	13.3% (4)	30
Q3 2009	0.0% (0)	6.9% (2)	27.6% (8)	34.5% (10)	31.0% (9)	29
Q2 2009	3.6% (1)	17.9% (5)	21.4% (6)	35.7% (10)	21.4% (6)	28
Q1 2009	7.1% (2)	21.4% (6)	28.6% (8)	39.3% (11)	3.6% (1)	28
2008	24.1% (7)	51.7% (15)	24.1% (7)	0.0% (0)	0.0% (0)	29
2007	51.7% (15)	37.9% (11)	10.3% (3)	0.0% (0)	0.0% (0)	29

answered question 31  
skipped question 419

2. What percentage margin are you typically making from an Interim placement?

[Create Chart](#) [Download](#)

	Response Percent	Response Count
< 10%	0.0%	0
10-15% <input type="checkbox"/>	6.3%	2
15-20% <input type="checkbox"/>	34.4%	11
20-25% <input type="checkbox"/>	37.5%	12
25-30% <input type="checkbox"/>	9.4%	3
30-35% <input type="checkbox"/>	3.1%	1
35-40% <input type="checkbox"/>	3.1%	1
> 40%	0.0%	0
I really have no idea <input type="checkbox"/>	6.3%	2

answered question 32  
skipped question 418

3. Has your typical margin changed over the last year?

[Create Chart](#) [Download](#)

	Response Percent	Response Count
Margins have lessened by 10%+ <input type="checkbox"/>	19.4%	6
Margins have lessened by 5%+ <input type="checkbox"/>	22.6%	7
Margins have lessened by <5% <input type="checkbox"/>	29.0%	9
Margins are generally unchanged <input type="checkbox"/>	29.0%	9
Margins have increased by <5% <input type="checkbox"/>	0.0%	0

Margins have increased by 5%+	0.0%	0
		answered question 31
		skipped question 419

**4. Are 'career' Interims more likely to be forwarded on a client shortlist, as opposed to Redundant Senior Managers (RSM's)?** [Create Chart](#) [Download](#)

	Response Percent	Response Count
Yes, predominantly 'career Interims' <input type="text"/>	41.9%	13
Preferably but not exclusively 'career Interims' <input type="text"/>	35.5%	11
'career Interims' have no implicit advantage over RSM's <input type="text"/>	22.6%	7
Preferable RSM's over 'career Interims' but not exclusively	0.0%	0
No, predominantly 'RSM's'	0.0%	0
		answered question 31
		skipped question 419

**5. Are Interim Institutional memberships or Interim accreditations/qualifications viewed by clients as a selection benefit?** [Create Chart](#) [Download](#)

	Response Percent	Response Count
Yes, a great advantage <input type="checkbox"/>	3.2%	1
Partly, some advantage <input type="text"/>	35.5%	11
No, no appreciable advantage at all <input type="text"/>	61.3%	19
No, a disincentive, in fact	0.0%	0
		answered question 31
		skipped question 419

**6. In tough times how supportive do you see most Interim Service Providers are of Interim Managers?** [Create Chart](#) [Download](#)

	Response Percent	Response Count
Very supportive, the health of the Interim Management sector is key <input type="checkbox"/>	6.5%	2
Generally supportive, though some are less so <input type="text"/>	38.7%	12
A mixed-bag, some are more supportive than others <input type="text"/>	48.4%	15
Generally unsupportive but there are some exceptions <input type="checkbox"/>	6.5%	2
In tough times, Interim Managers are simply 'inventory'	0.0%	0
		answered question 31
		skipped question 419

**7. How will the Interim Service Provider model have changed once tough times are over?** [Create Chart](#) [Download](#)

	Response Percent	Response Count
Back to boom-times as usual on prior margins <input type="checkbox"/>	3.2%	1
Going to be pretty similar with some market modifications <input type="text"/>	48.4%	15
The model will change to a significant extent but will prevail <input type="text"/>	45.2%	14
Something else will replace Interim Service Providers <input type="checkbox"/>	3.2%	1
<b>answered question</b>		<b>31</b>
<b>skipped question</b>		<b>419</b>

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PAGE: OTHER PERSON INVOLVED IN INTERIM MANAGEMENT

1. It's a little tricky to questions directly at you, but what would you like to share that would be pertinent to the Interim Management profession?

	Response Count
	0
<b>answered question</b>	<b>0</b>
<b>skipped question</b>	<b>450</b>

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PAGE: NEARLY DONE

1. Is there anything we should have asked that we can ask next year?

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	Response Count
<a href="#">Hide replies</a>	70
1. I thought you wanted to know day rate?	Tue, Jul 20, 2010 6:51 AM <a href="#">Find...</a>
2. Possibly - how many assignments have you had in the past year/ how busy have you been/average length of assignment/private or public sector	Mon, Jul 19, 2010 2:41 PM <a href="#">Find...</a>
3. Percentage of time spend on pure interim vs consulting vs contracting assignments. This would indicate if people are / need to be flexible in these economic times.	Thu, Jul 15, 2010 6:19 PM <a href="#">Find...</a>
4. Which ISP is best at developing the market? Which ISP is best for attentiveness and feed-back?	Thu, Jul 15, 2010 5:24 PM <a href="#">Find...</a>
5. Why did I become an IM in the first place	Thu, Jul 15, 2010 5:21 PM <a href="#">Find...</a>
6. I forgot to mention one other service provider that is very good - a company called Interimconnect which is run by an ex-interim called Mike Measures. Apologies, Safari web browser won't let me go back to insert this at the appropriate point!	Thu, Jul 15, 2010 4:39 PM <a href="#">Find...</a>
7. I think you need to explore portfolio career questions much of this survey is binary it doesnt consider the answers where depends is the reply.	Thu, Jul 15, 2010 4:09 PM <a href="#">Find...</a>
8. Are you working as an Interim manager now?	Thu, Jul 15, 2010 3:49 PM <a href="#">Find...</a>
9. How about the top interim providers?	Thu, Jul 15, 2010 3:15 PM <a href="#">Find...</a>
10. You need to consider that some intrims change roles between assignments, for instance, my last assignment was project management/change management, but the previosu assignment was Business Development. This should be reflected in your questions. It would be interesting to see if many IMs change roles...	Thu, Jul 15, 2010 2:50 PM <a href="#">Find...</a>
<a href="#">&lt;</a> <input type="text" value="1"/> <a href="#">&gt;</a>	10 responses per page
<b>answered question</b>	<b>70</b>
<b>skipped question</b>	<b>380</b>

