

Time to change?



There may be some moments in your working life when you feel there's something missing. You might reach a stage where those moments occur more and more frequently. As you've developed strong skills and extensive knowledge, it can seem that your qualities aren't being truly exploited. Is that by your bosses? Or by you yourself?

Do you want to stay in a rôle where all your moves are predetermined and you can't make a detour or, do you want to be the one to move the chess pieces?

If you've reached a point where you want to lift your sights; to take control of the board and to drive the game, then you might take a serious look at the demanding but rewarding world of Interim Management.

Firstly, it can really be a change of lifestyle. So be prepared. You'll have new environments every few months on average. The challenges you'll face will be varied, urgent and complex. You'll need to hit the ground running. Your confidence needs to be robust but your mind still thirsty for learning. Your ability to unpick a problem and build a solution is a fundamental given.



Your new colleagues will put enormous trust in you but place heavy expectations too. You'll often be away from home but the isolation spurs you to find new working relationships on many levels. You can be a mentor in the morning, an analyst at coffee time and by lunch, be facilitating a group meeting. The afternoon might be in the Boardroom or working with lorry drivers, or on the factory floor negotiating with heavily unionised workers.

Of course, you won't just launch yourself into this world, that would be reckless.

- You'll need a plan
- You need to research your market – identify the customer profile for whom you'll be most effective
- Understand your competition – don't underestimate it
- Define your offering and your "USP" (Unique Selling Point)
- Network
- Rewrite your CV – not fiction of course but promote what the customer is looking for
- Refresh your CPD with a broader skill set than your core skills – such as project management, training, negotiating and marketing yourself.
- Network
- Work out your worth and what you can afford to work for
- Calculate how long you can go without working
- Network

There are other practicalities too, You'll be running your own small business, with all its ongoing tasks, returns and taxes.



You're not alone though, there's plenty of support to help you decide if it's for you. The [Institute of Interim Management](#) is set up to accredit, support and promote Interim Managers. The IIM provides those new to Interim Management with facts and guides to help you make the right decision on this exciting but daunting step. If you want to proceed, then there's a Step by Step Guide to setting up as an Interim and a subsidised course on marketing yourself and acquiring that all important first assignment as a professional interim.

IIM members benefit from a wide range of professional and commercial benefits – aimed at developing your career as a professional Interim and meeting other interims who can complement and support your own skills – a broader circle of contacts than just those in your own profession who are, after all, your competitors. Significant member discounts with Cranfield University, Spearhead Training and SPOCE project management training will enable you to hone your supporting skills to give you the edge in gaining assignments. The IIM board is happy to talk to you about your next move. There's a chance to be in the spotlight too, with our annual case study competition for Interims.

Just ask the questions, you never know, it might be the best move you've ever made. If you'd like to chat to an IIM director call +44 (0)800 030 4716 or email info@ioim.org.uk with details of where and when you'd like to be called.