



Adrian Waite (Independent Consultancy Services) Limited

# INTERIM MANAGEMENT

## What is Interim Management?

Interim Management can be an excellent way for organisations to maintain the smooth running of a service when permanent recruitment may not be immediately feasible. However, interim managers do not just 'fill the gap' where there is not a permanent manager in post. They go much further than this. They can assist organisations, including local authorities and housing associations, to find further efficiencies, redesign services and up-skill staff. An 'AWICS' interim manager does not just fill a vacancy but should exceed the expectations of the organisation, carry out a diversity of responsibilities and projects and drive lasting improvements.

Interim managers are experienced practitioners in their field of professional and managerial expertise. They can therefore 'hit the ground running' entering into a situation and taking firm control of their responsibilities immediately. They manage and mentor staff and other resources. They provide a fresh perspective, implementing solutions with 'hands-on' delivery, managing transition and accelerating change.

Our interim management service differs from our management consultancy services in that interim managers work as part of the team at the organisation, taking responsibility for a particular role rather than for delivery of a specific project.

Interim managers can be full-time, part-time or on flexible hours to suit the organisation. The term of the commission would usually be between three and six months but could be longer, shorter or flexible.



## What can 'AWICS' offer?

We have unrivalled 'hands on' experience and knowledge of public organisations including local authorities and housing associations. This applies not only to the individual who is the interim manager but to the support that they can be offered by others in 'AWICS'.

This support is useful in helping interim managers to succeed and provide exceptional value for money. We recognise that paying for an interim manager is a big investment and we aim to deliver the best possible value for money for our client.

We are an 'ethical' management consultancy. We are passionate about helping to improve public services for the benefit of society and about providing the best quality support to our clients at the best possible value for money.

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### What can Interim Managers Offer?

**Experience** - Interim managers have recent experience in the service area in which they work either in employment, interim management, management consultancy or training.

**Additional Skills** – Interim managers often have complementary skills. These could include project management or training.

**Flexibility** – we are happy to consider taking on additional roles and to having the brief adjusted accordingly

### Who are our Interim Managers?

Our interim managers include:

- Adrian Waite MA CPFA CIHM FInstLM – Managing Director of 'AWICS'
- Associate Interim managers with experience of:
  - Finance and Accountancy
  - Housing
  - Tenant & Resident Engagement
  - Economic Development

Their biographies can be viewed at:  
<http://www.awics.co.uk/interimmanagement.asp>



**Adrian Waite**

### How can an Interim Manager be appointed?

To make an initial enquiry please contact Adrian Waite, Managing Director of 'AWICS' by:

- Telephone: 017683-52165 or 07502-142658.
- Email: [Adrian.waite@awics.co.uk](mailto:Adrian.waite@awics.co.uk)
- Our contact page: <http://www.awics.co.uk/contactUs.asp>

We would be happy to have an in depth discussion with you over the telephone or in a face to face meeting to discuss your requirements to ensure that we fully understand your brief.

We would then match your requirements to our available interim managers and provide you with our detailed proposal of support and curriculum vitae for suitable candidates. We aim to do this within 48 hours of receiving an enquiry. We would recommend that you interview potential interim managers prior to taking a decision to make an appointment. However, an Interim Manager can be in place within a week.

The Interim Manager would start and carry out the role in accordance with the client's requirements. The Interim Manager would report to an officer nominated by the client on a regular basis. Adrian Waite, as Managing Director of 'AWICS' would also keep in touch with the Interim Manager and the officer nominated by the client to ensure that everything goes smoothly and the Interim Manager receives appropriate support.

At the end of the project there would be an exit strategy in place to ensure a smooth transition to permanent arrangements.

Our fees are dependent on the nature, duration and location of the work and the identity of the interim manager who is appointed. We usually offer a rate that is inclusive of expenses. Fees are agreed as part of the process of appointing the Interim Manager.