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executives**  
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Business Services



Financial Services



Manufacturing + Industry



Retail + Consumer



Technology



Transport + Infrastructure



HOME

OUR COMPANY

**FUNCTIONS**

NEWS + BLOGS

CANDIDATES

CONTACT

Finance



General Management



Human Resources



Operations



Sales + Marketing



Other Functions



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CEO

HRD CFO CPO CMO COO CIO

£750 -  
£2,000 +

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20%

**HARVEY  
NASH** IT Interim  
Management

£600

20%

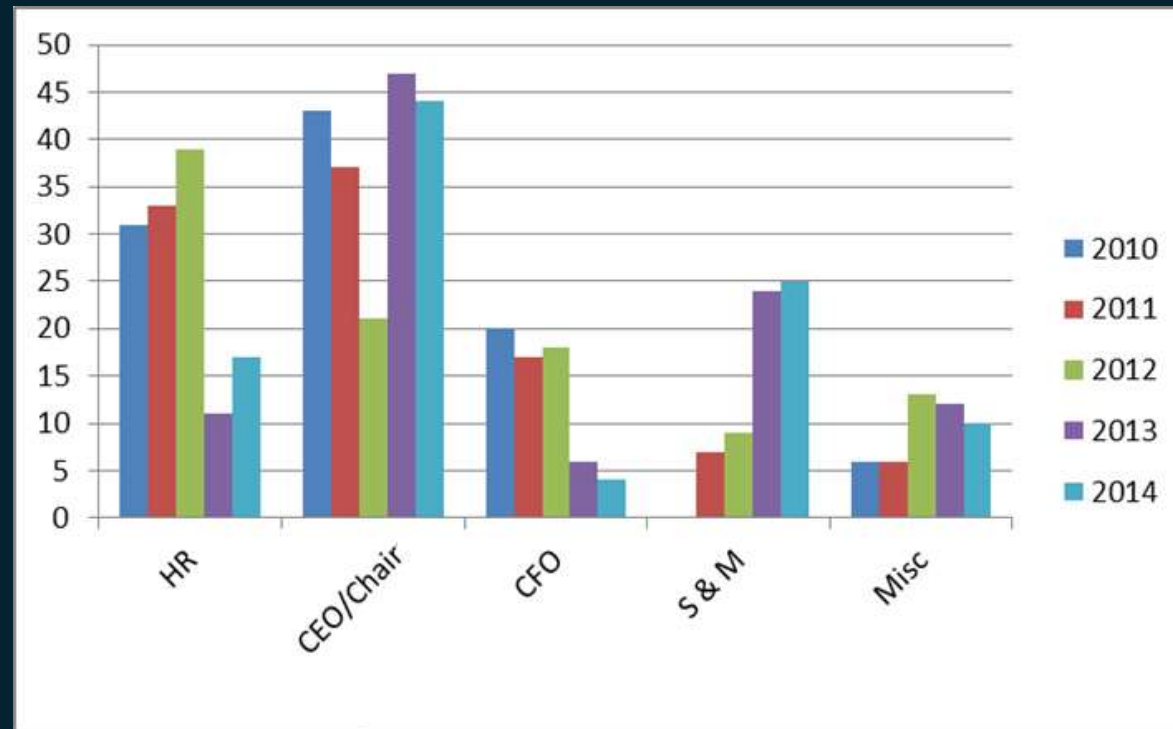
**HARVEY  
NASH**  
The Power of Talent

£<500

10-15%

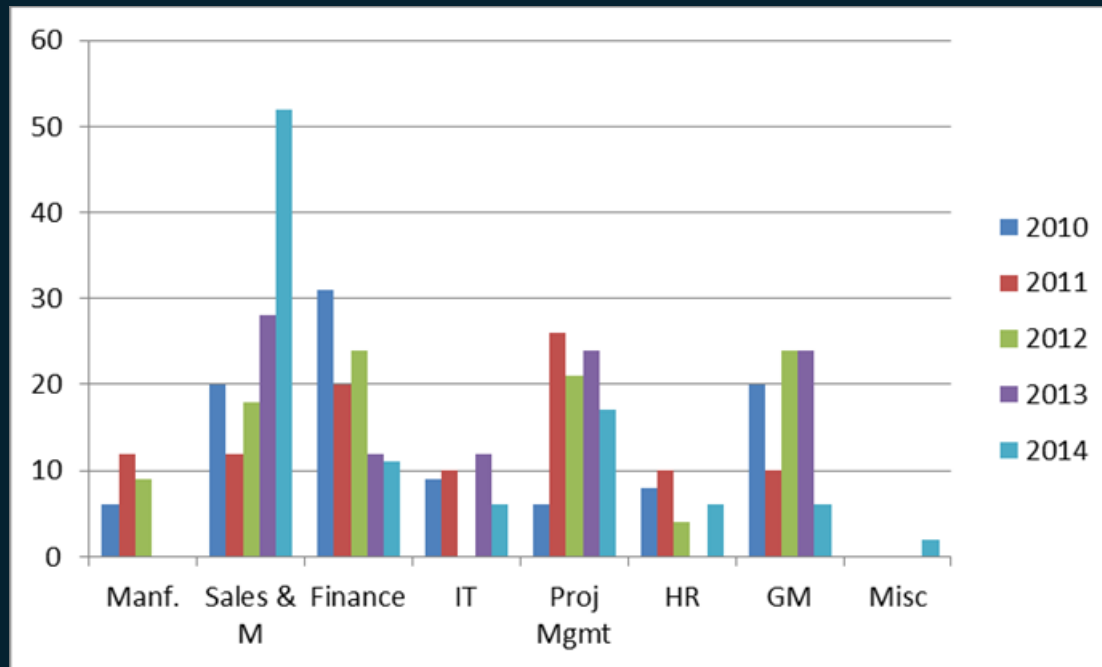
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# Placements by Client %



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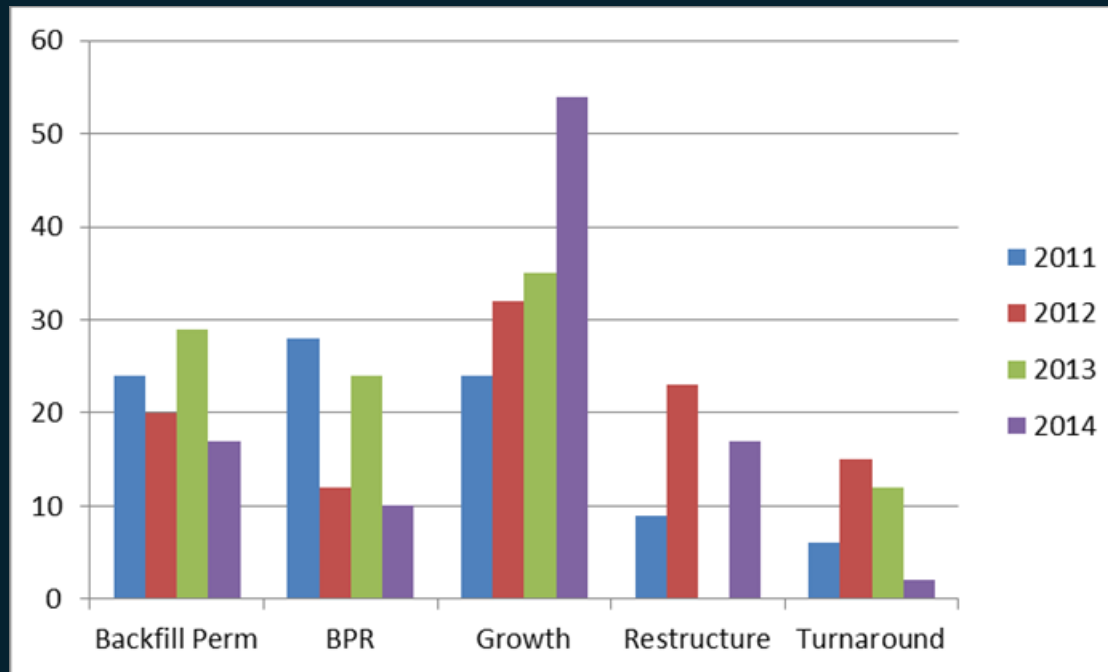
# Placements by Function %



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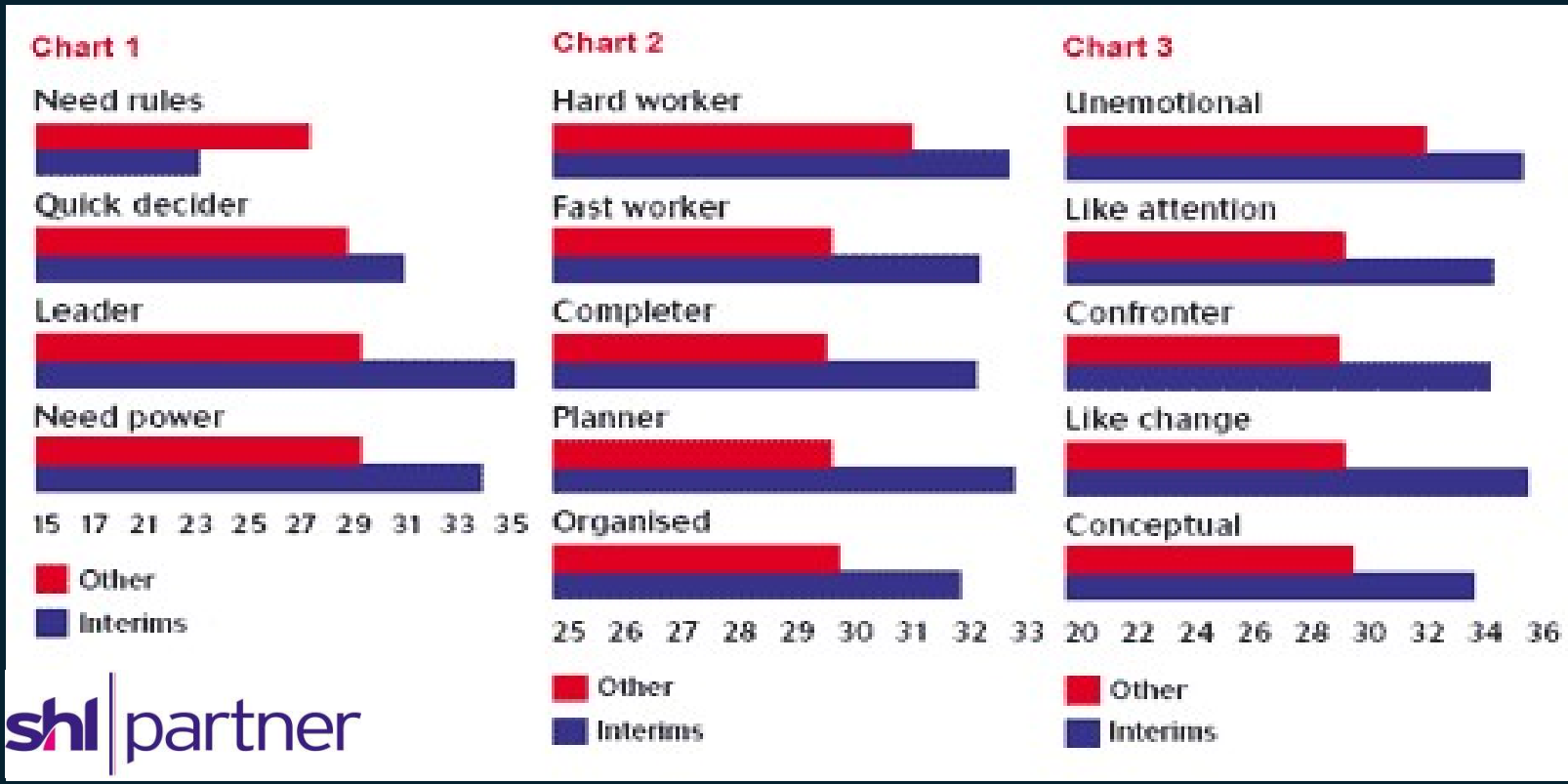


# Placement Reason %



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# Candidate Assessment



Qualified interviewers



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## Some Roles We Have Filled

- Diageo – Integration Lead – Ethiopia
- BP – HR Transformation – Russia, HK and South Africa
- Forbo Flooring – Finance Director, Russia
- Electra Partners Europe – CEO
- Acergy- Finance Director, Gabon
- Syngenta – Strategy Director, Switzerland
- AVIS – European Service Delivery Manager
- Yahoo – European Relocation PM
- GSK - Programme Director, Supply Chain, UK
- Royal Mail – E-Commerce Director, UK

A decorative graphic at the bottom of the slide features two lines: a white line and a red line. The white line starts at the bottom left and curves upwards towards the right. The red line starts lower on the left and rises more steeply, crossing the white line. A small red dot is placed at the intersection of the two lines.

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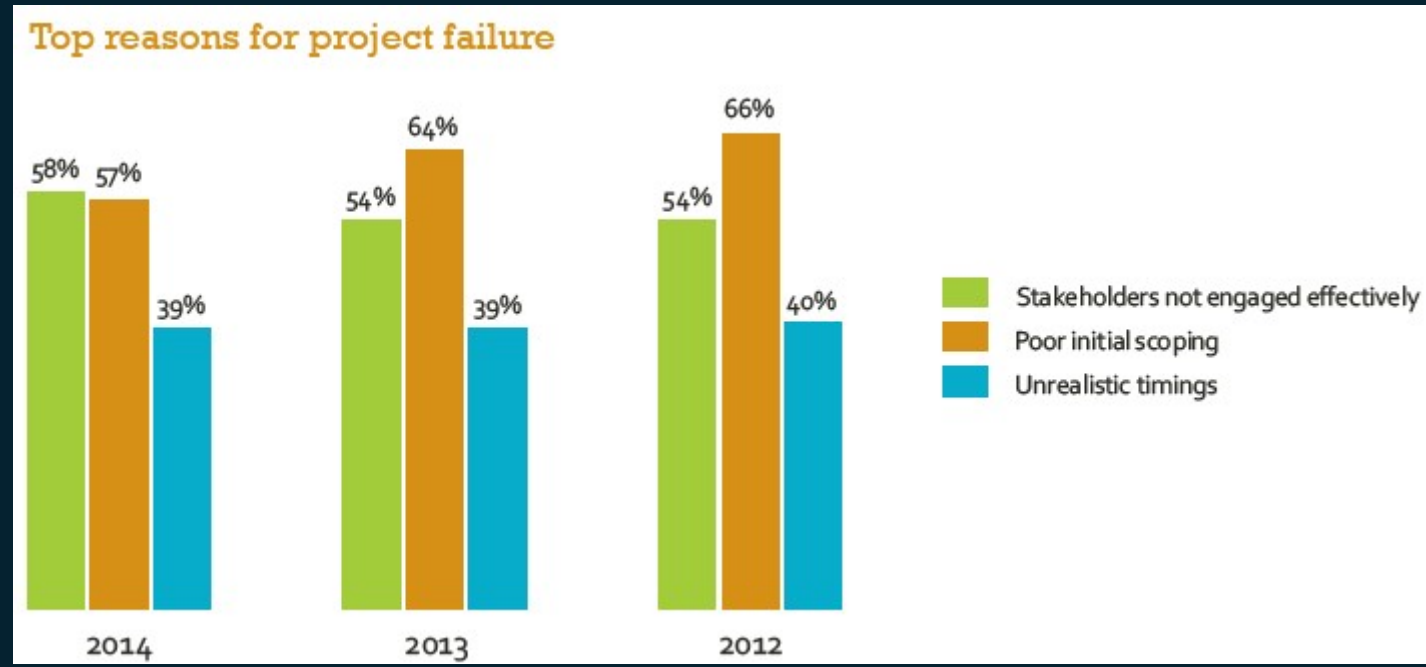


## CHANGE IN AN AGE OF INNOVATION

Impact Executives  
Annual Change Lecture 2015

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# Reasons for project failure

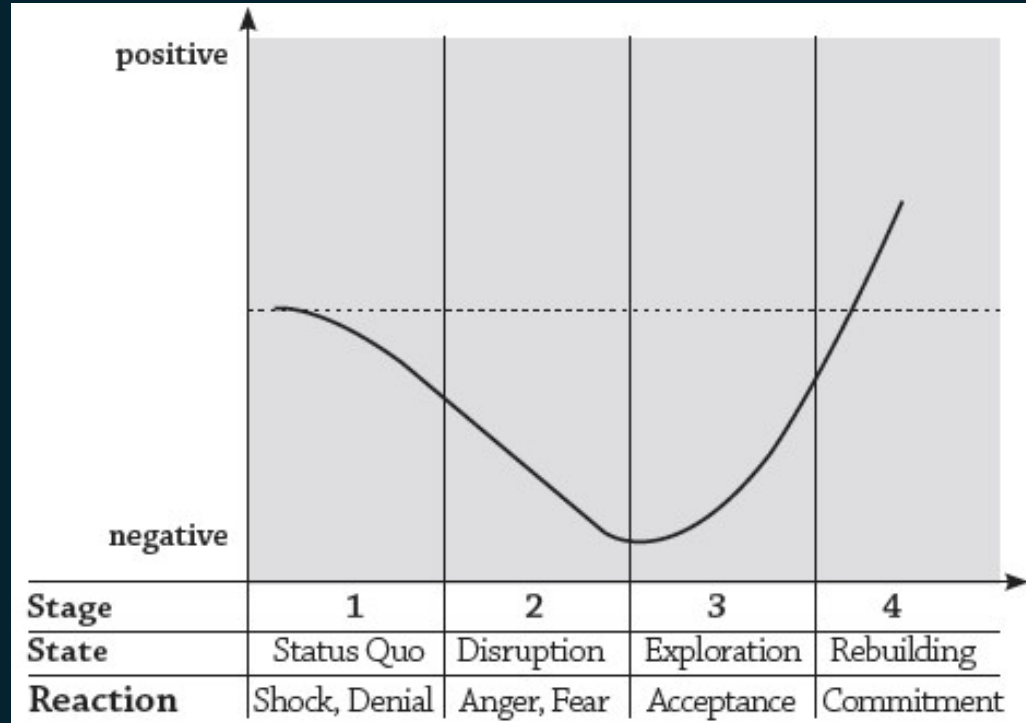


Source: 2015 Impact Executives Change Leadership Survey

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# The 4 Stages of Change

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## Summary

### Quality candidates

- Experts with proven track record

### Speed and flexibility

- 24/48 hour proposal / placed within 1 to 5 days
- 1 week's notice

### Value for money

- Visible costs
- QA delivery (assignment management)

### Tangible results

“Will save you / make you money right now”



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## A few words about our experience

We works for HR Directors, Management Boards,  
Advisory Boards and Shareholders, delivering success:

- Interim Management provider, contractor and subcontractor
- A wide range of managerial functions in various industries
- **30** the most effective interim managers in the associate team
- **50** interim management and advisory projects realized
- **10** specialized business lines
- **40** countries, where we gained experience
- **100%** completed projects on time and exceeding Client's expectations



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# Now, coming to Polish reality ...

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- Current popularity of interim management services
- Advantages and disadvantages in the market
- Key factors for choosing the right interim manager
- Shadow interim manager role
- Industrial insight with case study
- Functional insight with case study
- How I can help



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## Interim management in Poland is still a niche service

- The first interim management projects were implemented in early 2000
- On the market operates approx. 400 professional interim managers
- Approx. 1.000 managers consider interim management career
- Annual number of purchases of interim management projects is still small, but growing with the dynamics of tens of percent every year
- The vast majority of large and medium-sized companies will never use the services of interim managers



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# Advantages and disadvantages in the market

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- +
- The increasing pace of change and the need for improvement the competitiveness
- Evolution of the model of work in the direction of the organization 2.0
- The high cost of full-time employment and labor law restrictions
- Increase in the number of professional interim managers and the first interim management providers evangelizing market
- More and more of successfully completed interim management projects contributing to market confidence
- 
- Failure to understand the benefits of interim management services
- Still present stereotypes about the involvement of external experts
- Lack of mental readiness of companies to open up for new solutions
- No widespread on the market for high standards and methodologies interim management services
- Lack of awareness among managers of start-ups interim management, it is not an additional profession, but a completely different philosophy of life

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# Key factors for choosing the right interim manager

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- Extensive experience strictly in the interim management projects
- Solid background in interim management methodology
- Strong orientation on the target
- The maturity of a business partner who participates in the risks and profits with full awareness
- Outstanding achievements in the functional areas in which they specialize, gained in businesses of comparable size
- Proven effectiveness in transfer the best practices between industries and markets
- Proficiency in change management
- Excellent communication skills
- Ability to adjust to the project and the client
- Expected flexibility with the highest business ethics standards
- Internal discipline and ability to motivate others
- **What else ?**

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# Shadow interim manager role

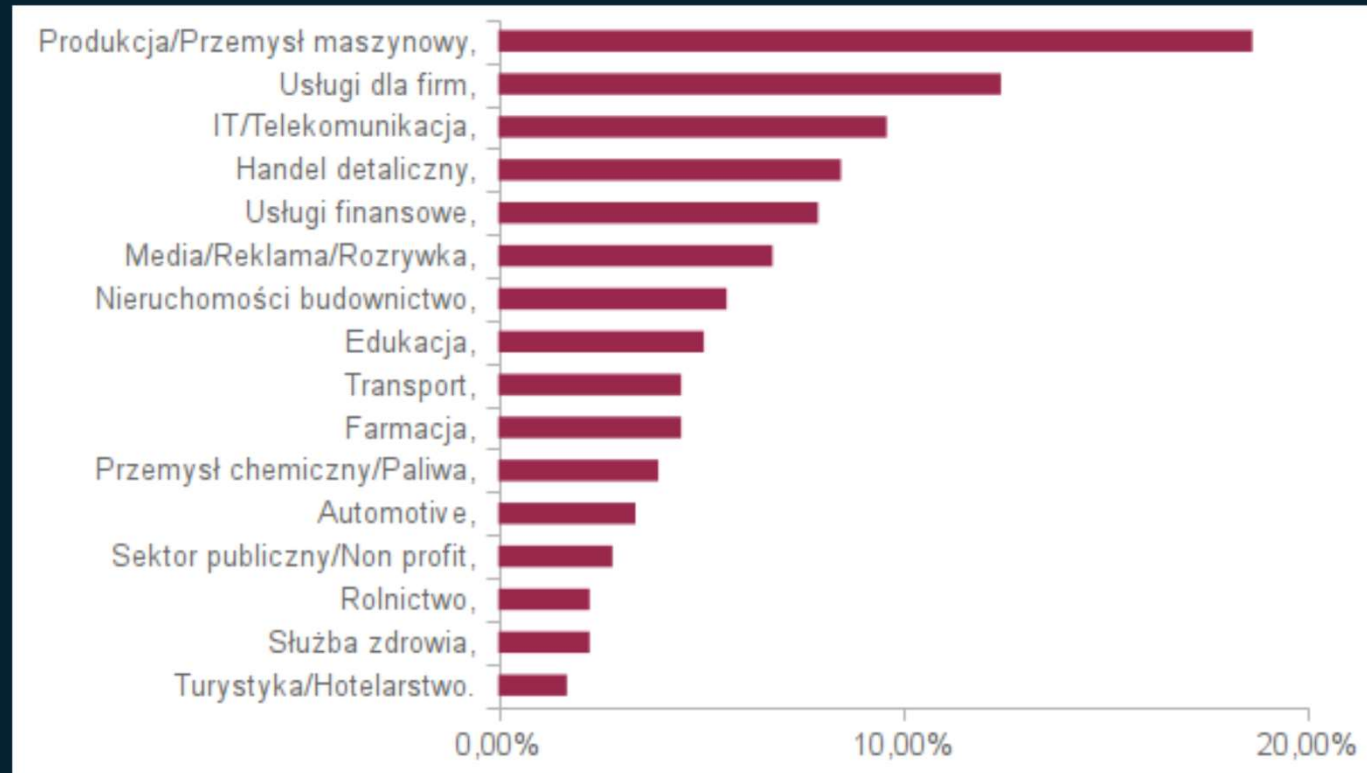
Loranc & Partners Sp. z o.o.

- Director of the interim management project
- An additional support in strategic discussions with the Client
- An additional guarantee of success for the Client, because she / he:
  - is responsible for the whole project
  - participates in the risks and profits.



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## Sectors use interim management in Poland



Source: 2013, Interim Managers Association

Project funded by EU „Interim Management – nowość w zarządzaniu wiekiem i firmą”

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# Education sector case study

Loranc & Partners Sp. z o.o.



**Market:** worldwide

**Function:** International Sales Director

**Duration:** 12 months

## Business challengers:

Polish leader of e-publishing sector after the first stage of the acquisition by the world no 1 - Sanoma Group, agreed with the new owner very ambitious goals and needed additional sales support.

## Actions taken:

- Developing and implementing international sale strategies.
- implementation team of fourteen regional sales directors dedicated to the geographic markets,
- Optimizing processes of international sales and marketing and Clients relationship management.

## Results:

- Established business contacts with the Ministries of Education in over thirty countries.
- Increased cooperation with the major educational publishers in the world.
- Implemented several educational portals dedicated to individual countries.
- Increased sales in foreign markets by several dozen %, to 120 million zł per year.

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# ICT sector case study

Loranc & Partners Sp. z o.o.



**Market:** Poland

**Function:** Sales Director

**Duration:** 6 months

## Business challengers:

Support for the acquisition process of Aster Sp. z o.o. by UPC Polska Sp. z o.o., ensuring the maintenance of a stable level of sales.

## Actions taken:

- Sales management through direct sales division, 3 call centers and 5 showrooms.
- Development and implementation of the new bonus system.
- Optimizing recruitment and training salespeople.

## Results:

- Maintain a constant level of 500 salesmen.
- Ensuring a stable level of sales of more than 150 million zł per year

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# Production sector case study

Loranc & Partners Sp. z o.o.



**Market:** worldwide

**Function:** Polyurethane Foams Marketing Department Director

**Duration:** 8 months

## Business challengers:

Designing and implementing product marketing functions of polyurethane foams on the global market and matrix structure of cooperation factories, sales and marketing Selena Group.

## Actions taken:

- Design and implementing product marketing functions of polyurethane foams on the 26 markets.
- Design and implementing matrix structure of cooperation foam factories in Poland and South Korea with marketing department and two sales departments.
- Improves the development of innovative products and complaint management.
- Implementation the new brands of foam on dozens of markets worldwide
- Recruitment and implementing product marketing managers in the local markets.

## Results:

- Support for the acquisition of several companies.
- Achieving a 15% increase in the margin on foams and turnover exceeded 200 million zł per year.

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# Pharma OTC case study

Loranc & Partners Sp. z o.o.



**Market:** Poland

**Function:** Shadow Interim Manager

**Duration:** 9 months

## Business challengers:

New business area - competence transfer - medicine\pharma to multiservice agency

## Actions taken:

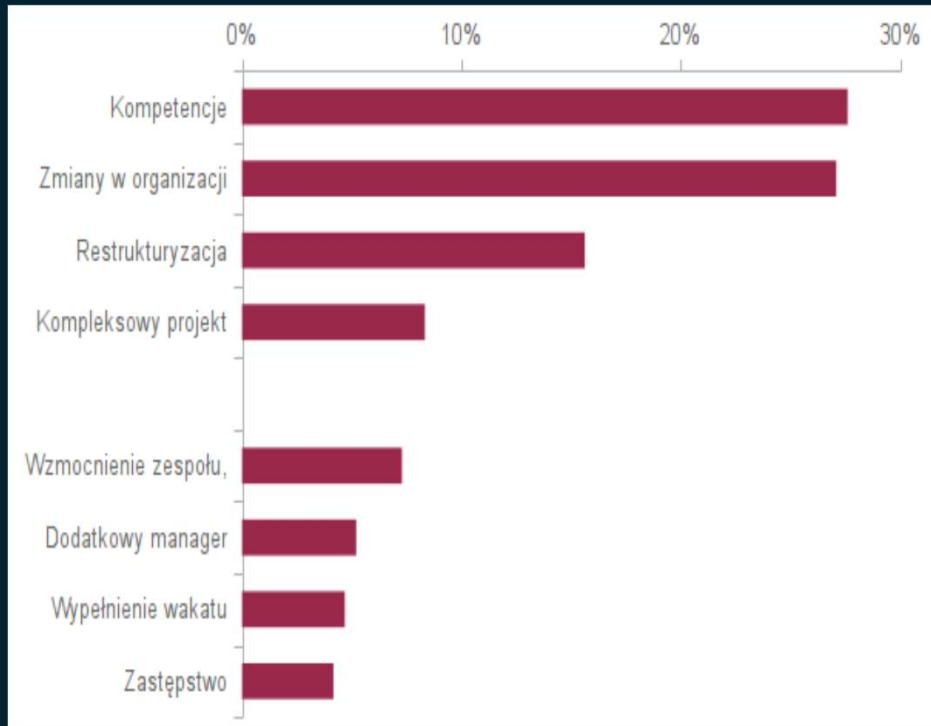
- Time oriented project team
- Depth problem understanding
- Knowledge transfer
- Impactful Client oriented actions

## Results:

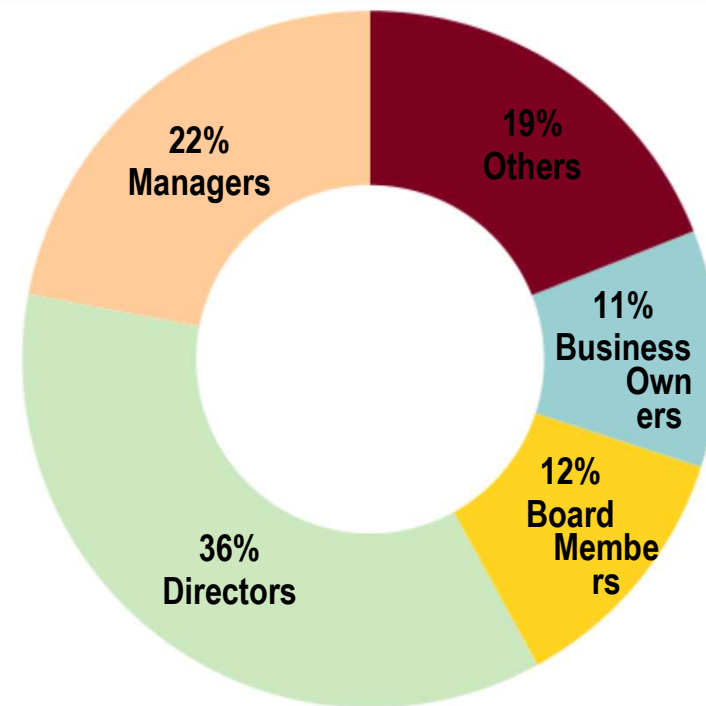
- Set of new products
- New Business Unit
- Strong start-up
- Company structural changes

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## Reasons for employment interim managers



## The level in the organization



Source: 2013, Interim Managers Association

Project funded by EU „Interim Management – nowość w zarządzaniu wiekiem i firmą”

# Interim management buy in case study

Loranc & Partners Sp. z o.o.

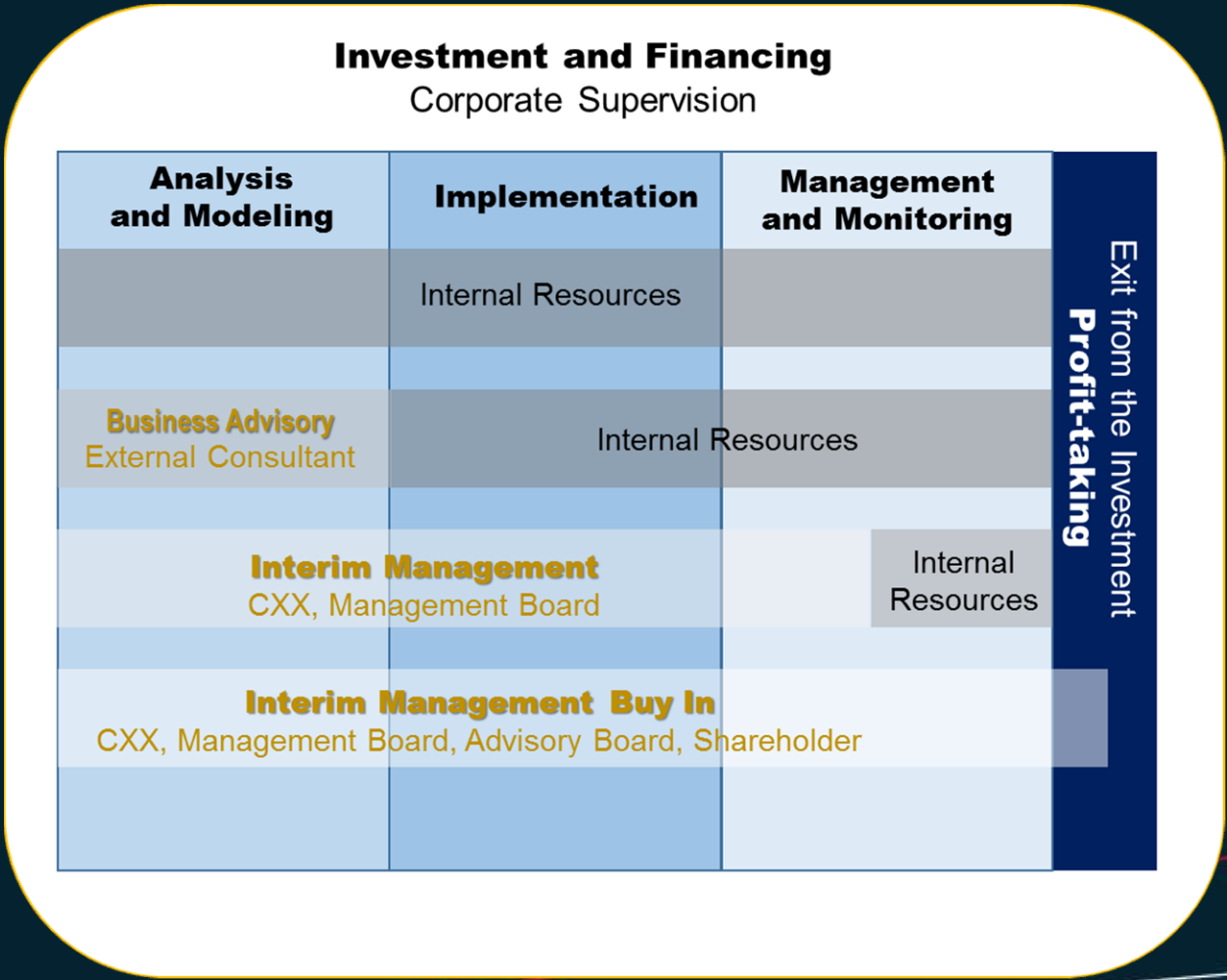


**Market:** Poland

**Function:**

- President of The Board
- The Main Shareholder

**Duration:** 26 months



Source: 2014, LORANC & PARTNERS Sp. z o.o.

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# Sales and marketing leadership case study

Loranc & Partners Sp. z o.o.



**Market:** Poland

**Function:** Sales and marketing leader

**Duration:** 6 months - still ongoing

## Business challengers:

New sales channel design - b2c area

## Actions taken:

- Concept design
- Brand identity book
- Sales team training

## Results:

- " WOW Effect " - new open for a category

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# How we can help?

A white line and a red line intersect at a point marked with a red dot. The white line has a shallow positive slope, while the red line has a steeper positive slope. The intersection point is located in the lower-left quadrant of the slide.

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