

2022



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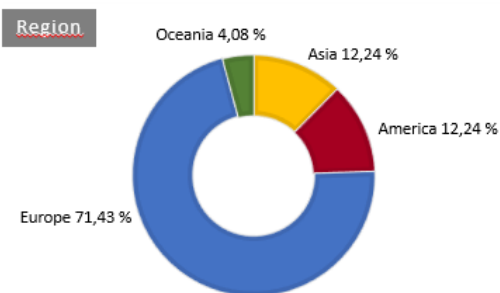


In collaboration with:



## EXECUTIVE SUMMARY

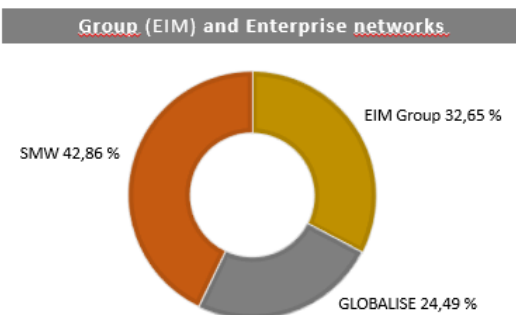
The three Spanish companies comprising the Interim Management Business Institute have undertaken this ambitious study in order to determine the opinion and perception of the primary Interim Management companies around the world with regard to factors that affect the development of this business in their countries.



The study was done through "EIM Group" as well as the business networks "Globalise - The Global Interim Management Group" and "Senior Management Worldwide (SMW)". **45 companies** specialising in Interim Management, located in **50 countries** throughout Europe, America, Asia and Oceania, have contributed their experience and knowledge of the markets in which they operate.

### Dates of the study:

31/03/2022 to 29/04/2022.



### Profile of those surveyed:

All of the people surveyed are **business owners who specialise in Interim Management** with extensive experience and a high level of representation in this sector in their countries.

The procedure involved conducting a survey with 25 questions on various aspects associated with Interim Management. This executive summary highlights the opinions expressed by these business owners. The complete study can be downloaded via a link provided at the end of the document.

## Acceptance and consolidation of Interim Management

67.35% of the business owners consulted believe Interim Management services are positively rated in their countries while 48.98% think they are becoming more popular. What's more, they stated that government agencies outsource management services in transition to a larger extent than in other countries.

### Government agencies and complementary services.

4 out of 10 survey takers indicated that Interim Management services are outsourced by government agencies in their countries.

On the other hand, 40.82% of the business owners surveyed think companies specialising in Interim Management must offer complementary services such as advising and consulting (16.33%), executive searches (14.29%) and executive hiring for permanent positions (10.20%). 59.18% believe they should only offer Interim Management services or said nothing.



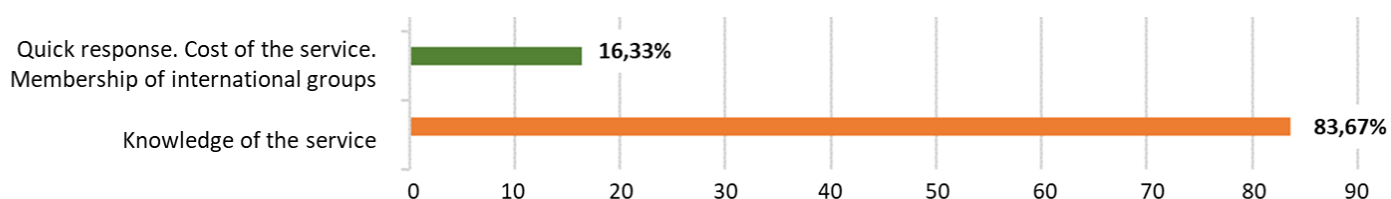
Only Interim Management services or with a neutral opinion	59.18 %
Interim Management + Advice and consultancy	16,33 %
Interim Management + Executive Search	14,29 %
Interim Management + Hiring for permanent position	10,20 %

### The advantages of outsourcing specialised companies instead of interim managers directly.

More than 30% of the business owners (32.65%) believe the main advantage of outsourcing Interim Management services from a specialised company instead of hiring interim managers directly is the added value and experience contributed by the companies supplying the executives. With percentages above 20% (22.45%), other advantages include outsourcing planning and control, establishing a start and end date, the cost of the service and the guarantee of an immediate Interim Manager replacement. Also relevant to contracting parties (20.41%) is the fact that these companies have the best professionals in executive management from all over the world.

### Main factors influencing Interim Management outsourcing

83.67% of the business owners surveyed say the level of knowledge of Interim Management directly or indirectly influences whether or not these services are outsourced. The service provider response speed and cost are another two major factors that influence outsourcing. Moreover, the fact that companies providing such services belong to international networks or groups specialising in Interim Management is highly valued by the majority. This is particularly true among business owners surveyed in Europe and Oceania.



### Obstacles to outsourcing Interim Management services

According to 55.10% of the business owners surveyed, a lack of knowledge of the characteristics and conditions of outsourcing is the main obstacle to companies contracting Interim Management services. Some 20.41% indicated cost as the main obstacle and another 18.37% mentioned outsourcing being done through HR and not general management. As concerns the main motivation, 71.43% of the survey takers think it is the lack of internal resources for resolving critical situations. Finally, the fact that such services are recommended by other companies who have already outsourced them is not thought to be a relevant reason.

## Increase/decrease in Interim Managers.

As far as the number of Interim Managers, 71.43% of the business owners surveyed believe there has been heavy growth in the last few years (22.44%) or at least some growth (48.98%).

## Impact of the pandemic caused by SAR-Cov2.

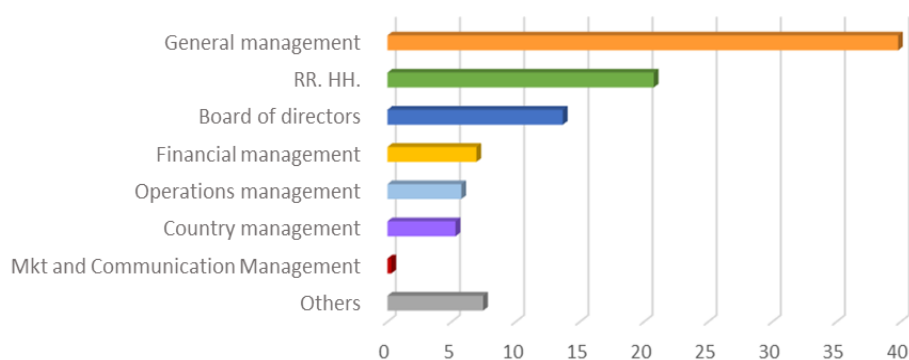
61.22% of the survey takers stated the pandemic caused by SARS-CoV-2 (COVID-19) had a positive impact on the business of Interim Management services versus some 14.29% who said it had a negative impact and 24.49% who believe it had no impact.

## 2022 business outlook.

More than 8 out of 10 Interim Management business owners surveyed (83.67%) believe that the Interim Management business is growing in 2022 and will continue along these lines until the end of the year. Their expectations are based on an estimated business growth potential of 18.37%. 36.73% of the survey takers indicated that they expect an increase in sales prices associated with Interim Management for 2022. On the contrary, 55.10% think the prices for Interim Management are holding steady in 2022.

## Type of Interim Management clients: the size of contracting companies and the position of the person who handles the outsourcing process.

Of every 100 contracts, 32.63 are requested by companies with 501 to 1,000 employees; 28.82 by companies with more than 1,000 employees; 26.41 by companies with 100 to 500 employees and 12.14 by companies with less than 100 employees.



60.56% of all contracts are handled by general management (39.80%) or HR (20.76%). These are followed by the board of directors (13.67%), directors of finance (6.94%), directors of operations (5.76%) and country managers (5.31%). Only 0.30% of all IM contracts are handled by directors of marketing and communication. 7.46% are handled by other departments or related agents.

## Client opinion of Interim Management. Common situations when outsourcing and the positions most highly in demand. The request for Interim Management services annually.

95.92% of the business owners surveyed indicated that change management and general management or specific role-related management are the main reasons for outsourcing Interim Management services. This is followed by 93.88% who say they are business or business division restructuring or rescue, supply chain management and procurement. Some also mentioned the temporary replacement of an executive to manage special projects (91.84%) in addition to cost review and reduction (91.84%). The least common reasons for outsourcing Interim Management are executive monitoring (51.02%) and the launch or reinforcement of new products and services (55.10%).

As concerns the annual average for outsourcing Interim Management services, it is 65 (64.51) for each company surveyed with the most common demand at between 1 and 100 services a year (79.59%).

[Download the full study](#)