

# THE OSBORNE OBSERVER

March 2016

## UK Survey Shows Interim Managers Make Businesses More Competitive

Our UK partners, Alium, recently surveyed 100 senior business figures on a range of topics, including how and why they have worked with Interims. Although the practice of using Interims is more established in the UK and throughout Europe, the views expressed are the same we have been hearing at Osborne in recent years as this concept has become more commonplace in the Canadian business milieu. Seventy-five percent of leaders interviewed believed that Interim Managers made their business more competitive. They pointed to five basic advantages:

**(1) Flexibility and Scalability:** Organizations that have been forced to cut-back on staffing levels find an agile business model is much more effective in a volatile economic climate. To cover management gaps, promoting internally is not always an option, when the responsibilities taken on are beyond an individual's competency or when that person's plate is already over-flowing. They may say yes hoping for a career advancement but in many cases are being set up or setting themselves up to fail. To go outside and hire full time in today's climate would be like timing the stock market. Is the business priming itself for a correction that may still be many months away? Conversely, if expertise is needed for a specific project, a top quality candidate might not be interested knowing that while on contract they could miss the employment opportunity they've been waiting for. Sixty-one percent of business leaders cite "lacking internal capacity" as the main reason for hiring interims.

To read the remainder of the article, [click here](#).

## Featured OIM Principals



Gordon Forbes is a senior executive with an extensive record of achievement directing business operations. He has spearheaded large scale management initiatives, and realigned existing infrastructures to facilitate organizational consistency, including increased productivity and cost savings.



David Innes leverages his leadership expertise as a veteran public sector executive at the CEO and Deputy Minister level to offer a client-focused, results-oriented, collaborative approach in developing solutions to management and policy changes.

To learn more about other members of the OIM team, [click here](#).

## Featured OBA Advisors



Siedo Tzogeoff has a demonstrated ability to effectively lead teams in developing and implementing human resource management initiatives across a wide range of manufacturing and service industries, the public sector and NGO's.



An award-winning marketer with an ability to develop and implement marketing plans that meet corporate objectives, Karen Hope offers a depth of knowledge gained from consulting with a wide range of business types ranging from retail to real estate.

To learn more about other members of the OBA team, [click here](#).

## What's New

### New Mandate - Simon House Residence Society

We are pleased to announce that Osborne Business Advisors will be providing services to Simon House Residence Society. Simon House is one of the highest performing addiction treatment programs in North America. OBA's Senior Advisor will create and complete HR Policies to ready Simon House for an audit by Accreditations Canada. Simon House is an existing client where Osborne has thus far provided interim CEO and strategic planning support.



## Case Study

A human resources industry sector council needed research, analysis and recommendations to generate revenue. [Read More](#)

## TED Talks

[How to Make a Profit While Making a Difference: Audrey Choi](#)

[My Year of Saying Yes to Everything: Shonda Rhimes](#)

[Economic Growth Has Stalled: Let's Fix It: Dambisa Moyo](#)

## Reading Corner

[The Best Leaders Allow Themselves to be Persuaded](#)

[Are Entrepreneurs Born or Made?](#)

[The Only Strategy That Will Keep Bricks and Mortar Retail Alive](#)

## Newsletter Archives

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