

INTERIM MANAGERMENTS SERVICES

For Executives and Operationals



*International Finance & Treasury Consult*





*Interim management enables your company to act quickly:*

A brief project intake, based on your information input, is generally sufficient to determine the assignment of an interim manager, as well as his profile. With this information, a selection can be made from the database of available interim managers. Your interim manager can therefore start work often within a few days of the project intake.

When would you use a FINBRAIN-ITC Executives Interim Manager?

Project Work	Most assignments fall into this category. Organisations need to be lean regardless of the economic climate, so outside expertise is used on a short-term basis in times of change or to meet project requirements.
Local Assignments	To cover maternity leave, sabbaticals and sickness leave cover. Or simply as a care taker role whilst permanent recruitment is in hand. Maybe you want to defer a permanent appointment indefinitely as requirements change so fast. Using an Interim Manager will give you a degree of flexibility in management skills that will be the envy of your competitors.
Change and Crisis Management	It could be straightforward 'management disaster recovery' as when a key executive leaves suddenly at a vital moment. Or to temporarily adapt your business to meet the requirements of your key client.
Mergers, Acquisitions and Disposals	Experienced Interim Managers will implement strategies to optimise synergies, strengthen your business and manage desegregation.
Coaching and Mentoring	Many of our Interim Managers are at a stage in their careers when they want to 'give something back'. They are ideally suited to bringing on promising executives who have been nominated for a higher position.
How long does a typical assignment last?	Most assignments begin as three months or 60 working days. However, the assignment is frequently extended once the client appreciates the abilities and potential of the Interim Manager. It is rare for an assignment to be less than 20 working days, and for longer than one year. However, both are possible.
What disciplines are FINBRAIN-ITC able to supply?	We can supply all the generic core functions of a business such as Finance, Supply Chain and Logistics, Purchasing, Sales and Marketing, Manufacturing, Management and General Management. In addition to the above, FINBRAIN-ITC Executives and Operations levels has a wide range of experienced Interim Managers drawn from all walks of life. We ourselves are constantly surprised at the richness of talent and experience in the FINBRAIN-ITC Executives talent bank. Furthermore, in addition to their core disciplines, most Interim Managers will have already gained extensive change management and project management experience within their own working backgrounds.





Interim management is efficient:



Interim managers are professionals as they have extensive experience in their line of business. They are capable of working autonomously and are able to dialogue with clients and the people around them. They have experience in managing complex processes. Unlike consultants, interim managers are "hands-on". As interim managers are primarily motivated to meet the objectives of their assignment, they are not regarded as competitors by the existing executive staff. As their services are invoiced, they are not subject to existing compensation and benefit plans in a company. All of this enables interim managers to be extremely efficient.

“ Your  
Interim-Manager  
added


3 value above our

*expectations ”*



Interim managers fulfil assignments in:

- General management
- Finance and Administration management
- Logistic management
- Sales and marketing management
- Project management
- Change management
- Performance management
- Innovation management
- Crisis Management
- Treasury Management



Examples of assignments that are performed by interim managers are:

- The re-engineering of company processes
- The launch of new activities
- Start up of affiliated companies
- The closing down or reduction of activities
- Temporary management replacements
- Planning, steering, and execution of M&A
- Mentoring and coaching young executives

Our mission is to be a reference in generating results for our clients in Belgium, Luxembourg and France by supplying the best interim management services.

We obtain this by continuously nurturing and developing our own expertise and skills within our partnership.

You meet a team that aims to be a reference as interim managers:

We have chosen interim management as a profession.

We impose high quality standards on ourselves by means of our Code of Conduct.

An acceptance committee ensures that we impose the same standards during the selection of new partners.

“ They brought a range and depth of  
**experience**  
we just don't have in house ”

*Our clients can expect results from us:*

Every assignment that we successfully complete proves the need for our professional existence. It is therefore our objective to meet and exceed the targets that we agree on with our clients:

- We pay careful attention to the project intake so as to obtain a good understanding of our clients' assignment description, the assignment targets and the manager's profile. For this purpose, we have developed our own business tools.
- When required, we use objective standards to determine the match between the required manager's profile and the profile of our available partners.
- We are able, when required, to analyse complex business situations, identify important business topics, and present an action plan within a time period of 3 to 4 weeks after the start of an assignment.
- When preferred, we agree on milestones with our clients during the project intake or the presentation of the action plan. During these milestones, project evaluation can take place with you, our partner, other experts within FINBRAIN-ITC, and/or with third parties, which enables us to adjust the project according to your requirements.
- We prefer to evaluate a project with you, in order to learn, and to evaluate the competencies of our partner, for which we use our own valuation tool.





## About our clients and services:

We supply our services to the larger consulting, accounting and auditing companies which have interim management services in their portfolio and therefore act as interim management providers (intermediaries between clients and interim managers).

In addition, we supply our services to a broad range of companies, including multinationals with divisions in Belgium, larger or medium-sized companies and government institutions.

FINBRAIN-ITC does not act as an interim management provider; we only accept assignments for which one of our available partners fully meets the required profile. In other situations, we will be happy to transfer request of clients to one of the renowned interim management providers in Belgium, which have extensive databases of available managers.

We can do this because we are often a supplier / subcontractor for interim management providers, and thus have a broad knowledge of the Belgian interim management market. We are pleased to do so, because in this way our clients will be able to find the best available interim manager and we shall be able to serve our clients, as well as our interim management providers.

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## Nurturing and developing competencies continuously:

Within our company, we have established an extensive, on-going competence development programme, which we call "Excellence in Practice".

An FINBRAIN-ITC "Excellence in Practice" team and discipline-related functional teams are improving the expertise of their team members by means of shared publications, organising and attending seminars and training courses, and organising discussion forums on specific topics.

We inform our partners about the latest developments by means of our Intranet site and regular meetings. We also encourage our partners to accept assessments and follow personal training.





“ Left  
a cultural legacy  
which showed

us we could be  
working more

*efficiently ”*

*FINBRAIN-ITC interim managers are as capable as our partnership:*

Services enable managers to find answers within our company body of knowledge, to enable them to reduce interim management administration and allow them to concentrate on their core business.

Confidence, integrity and international:

We believe that working together with confidence is a prime ingredient for a successful, modern business. Knowing that we are a one-stop intermediary, easy to work with and one that will add value to your own reputation will enhance your confidence in us. Our Interim Managers are confident, safe in the knowledge that we offer quality assignments with first class organisations and that they are rewarded both fairly and promptly. Our team are confident that we are innovators and we strive to be the best in the business. The integrity of our relationship with our client is vital to us. We do not believe in 'space fillers'. If we have only one suitable candidate that is all we will send to the business meeting with you. If we have none, we will advise you immediately. As well as operating nationally in Belgium, we are also well equipped to resource international assignments. Many of the Interim Managers in our talent bank have international business experience and diverse language skills.







“They completed an *effective handover* to the

**permanent**  
*team”*

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### *Why do people become Interim Managers with FINBRAIN-ITC Executives?*

Our Interim Managers appreciate the variety of working on several different assignments each year and being detached from internal corporate politics, which leaves them free to focus on the assignment.

Some are attracted by the flexibility this career choice provides for the work/life balance.

### *Who makes a good Interim Manager?*

Good Interim Managers need to demonstrate adaptability, flexibility, self-motivation, and the ability to manage their own learning curve. A willingness to work part-time or full-time is normal, as is the ability to work away from home for the period of the assignment. Interim Managers will accept tasks beneath their capability ceiling, as this is where they can use their mentoring skills, and share their knowledge from their previous career.

### *Where in the World do FINBRAIN-ITC Executives operate?*

We are a global operator. We have international business experience and language capabilities in our talent bank and our Interim Managers will relocate at short.



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## FINBRAIN-ITC Interim Management Services

is a young, unique partnership of experienced and professional interim managers.

We are based in Brussels South

Visit the Interim Executives website and meet the partners:  
<http://www.finbrain-itc.be>