

# 8 Reasons to Hire Interim Operations Leaders



Manufacturers that need to quickly fill vacancies on their operational leadership team have two choices; rush a critical hiring decision and risk putting the wrong person in charge, or find a vetted, experienced interim leader ready to step in and get the job done. Here's why an interim leader might make the most sense.

**1**

## Interim Leaders Have Been There, Done That

Interim leaders are carefully vetted. As proven entities, they offer hands-on experience successfully handling the specific issues your company faces.

**Senior Leadership Background**  
They have previous experience in a vice president or director-level capacity in medium- to large-size organizations.


**2**

## They Can Start Yesterday

Interim leaders can be onsite, ready to roll up their sleeves, in days. You won't lose ground or risk major bottlenecks while you search for a permanent replacement.

Only **14%** of businesses are well prepared to handle a sudden loss in senior management<sup>1</sup>


**3**

## They Can Ease the Pain of Change

Unencumbered by staff issues or politics, interim leaders can act as change agents, ease painful transitions, and address issues that help permanent leaders start fresh.

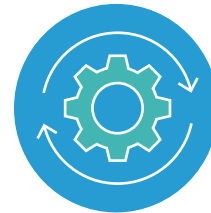
**35%** of interim workers are hired to handle special projects<sup>2</sup>


**4**

## Their Expertise Doesn't Leave With Them

Despite short tenure, interim leaders make a long-term impact by establishing processes that run smoothly on their own and imparting expertise to their teams.

**175 billable days**—average length of assignment for interim talent<sup>3</sup>


**5**

## They Take the Pressure Off to Hire Fast

Interim leaders keep your business on track, giving you time to find a permanent replacement who fits, technically and culturally, and is more likely to succeed.

**40%** of new executives fail within the first 18 months<sup>4</sup>


**6**

## They Stay Cool Under Pressure

Interim executives are used to intense situations, like mitigating change. They expect to be measured on results. They thrive under pressure.

**50%+** of interim talent fills top-level positions such as CEO, CFO, GM, or VP<sup>5</sup>


**7**

## They Roll Out the Welcome Mat

Interim leaders help onboard new executives. They are motivated to share knowledge and help new hires continue to advance any improvements they've launched.

**25%** of interim workers are hired to fill suddenly vacant positions<sup>6</sup>


**8**

## They can coach newly-promoted, high-potential leaders

An interim consultant can provide coaching and mentoring for high-potential, newly-promoted leaders to help them ramp up faster. We can provide guidance on behavior skills and instill the process rigor they need to succeed.

**50%** chance that a new executive will quit or be fired within the first 3 years<sup>7</sup>



<sup>1</sup>American Management Association <sup>2</sup>Ipsos <sup>3</sup>Business Grapevine <sup>4</sup>Center for Creative Leadership <sup>5</sup>Senior Management Worldwide <sup>6</sup>Human Capital Institute <sup>7</sup>AON Survey

Looking for a temporary leader to fill your operational and supply chain management vacancies? Address critical resource gaps and keep moving forward.

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