

Comparisons between Consultancy and Interim Management

	Traditional Management Consultants	Interim Executive Management	Stephen Warrilow Approach
Key skills	Sector analysis + competitive position, alternative strategies for improvement	Implementation of agreed strategy- planning, budgeting & delivery, leading the management team	Appropriate balance between diagnosis and delivery to satisfy sponsor's personal and organisational requirements
Methodology	Use standard in-house methodologies and will be keen to propose new "thought leadership" ideas	Will be based on tried and tested solutions & may include cross sector experience	Use a pragmatic combination of own methodologies + tried and tested solutions + whatever it takes to deliver the solution.
Response Speed	Multi-stage sequential process with split responsibility will slow the change process	Analysis/implementation are handled by one person thus speeding the change process	Analysis & implementation by full ownership of agreed tasks to provide delivery with structure + depth at the <u>required</u> speed
Cost	Day rates for senior consultants exceed £2k and for partners exceed £3k. £1k buys a graduate	A highly experienced senior interim executive will normally charge day rates ranging from £600 to £2,000	Charge day rates on a range of £850 to £2,500, also work on a success fee and/ or equity basis
Talent Pool	The consultancy will select from those employees who are "off-the-clock"	The specialist provider will hand-pick the best interim executive from the UK pool of c1k	Create a small project team comprising myself, selected internal staff + selected experts from our network as required
Resource	The senior consultant runs a team of more junior consultants	The interim executive undertakes the assignment in person	Own and deliver the assignment using appropriate mix of my own and/or client's and/or third party resource
Responsibility	The consultant advises on alternative courses of action; implementation is the client's responsibility	The interim is role / function specific and is given full executive or project responsibility	Advise on options. I am <u>situation specific</u> and accept full ownership of delivery of agreed solution
Reporting	Managed by their consulting firms	Part of client team reporting to the board – no conflict of interest	I am self managing, report to client sponsor and act as "guardian of his/her best interests"
Skills transfer	Staff seconded to work alongside consultants will gain consulting skills	The interim will act as coach / mentor and will offer objective advice if asked	I act within agreed terms of reference precisely as directed by the client sponsor
Profile	Professional consultants, MBA training, varied sector exposure	Experienced line manager, over 20 years' experience	I have over 20 years experience at all levels in many roles & environments with over 100 companies