

InterimLeder AS

Company Presentation

14.05.13

We Pioneered Interim Management in Norway

- InterimLeder AS is the first and only company in Norway specializing in Interim Management.
- Since 2001 we have been leasing Interim Managers, with an increasing number of contracts every year.
- Our company's reputation has made it possible for us to build a database of more than 1,400 Interim Managers.
- Additionally, we have access to our Nordic Partners' 4,500 executives through a cooperative agreement.

***In 2013, we are still THE ONLY VIABLE PARTNER
for anyone serious about hiring an Interim Manager in Norway.***

Our Areas of Focus – In Short:



Gap Management

The need: Additional expertise or temporary capacity when key employees become ill, change jobs, go on leave or during change processes.

The tool: An interim leader who has considerable expertise in the relevant field and quickly obtains an overview and ensures the daily operations.

The result: Momentum and stability of operation is ensured. The organization gains a fresh perspective.



Turnaround Management

The need: Heavy management control, e.g. in connection with business restructuring, acquisitions, mergers and crisis.

The tool: A well over-qualified interim manager who has previously completed similar turnarounds with proven results and no ties to the organization.

The result: An effectively implemented change process with optimal results and great organizational buy-in.



Project Management

The need: Resource personnel for fast and efficient project implementation in or outside of the organization.

The tool: An interim manager with proven management experience and expertise in the required field, often with project management training.

The result: The development of the organization accelerates. Outcomes of the project are harvested faster.

9 out of 10 companies that need to employ a top executive quickly get caught in one of these traps



"The Network Trap"

Recruiting a leader from your own network might be tempting, but may be undesirable for two reasons. Firstly, our private networks are limited in size, which gives us a limited basis from which to select the right person. Secondly, we are often less critical of people we know and have a relationship with, and our blinders to their possible shortcomings or limitations can at worst result in the wrong person being chosen for the job. And IF things should go wrong, we have also created a problem in an existing relationship.

"The Appointed CFO Trap"

A convenient and unfortunately a very common practice is to appoint the CFO to the role of CEO. The danger is that you are left with two positions that are not properly covered; a junior moves into the position that the CFO leaves, and a financial specialist occupies the space that the CEO filled. This solution is rarely successful, and one must also take into account the "noise" that occurs when the appointed manager goes back to his old position.



"The Consultant Trap"

In the CEO chair the company needs a "doer" who can roll up his or her sleeves and make the right things happen. A dangerous trap to get caught in here is to hire a consultant. You will then often get an analytic number cruncher or a process expert who is a master of defining what should be done and how, but who is not necessarily a good implementer.

2 questions all new clients ask...

Do you have access to the best-qualified candidates?

Yes.

How fast can you deliver?

Faster than you thought possible.

Qualified Interim Managers

- More than 1,400 experienced leaders
 - 1,100 leaders with higher education (i.e. Master's degree)
 - 800 top executives
 - 650 mid-level leaders
 - 500 leaders with international experience

Project Managers

- We have **170 project managers** with long experience
- From various industries:
 - **IT & Telecoms**
 - **Offshore / Oil & Gas**
 - **Manufacturing**
 - **Energy**
 - **Transport**
 - **Building & Construction**
 - **Other areas**

Nordic Interim Partners (NIP)

- NIP is a partnership between leading Interim Management companies in the Nordic and Baltic countries
 - InterimLeder AS is one of the founding partners
 - NIP is the first cross-border Nordic cooperation in this area
 - Established in 2006 due to the increasing need for temporary managers in Norwegian companies with subsidiaries in other Nordic countries, and for international corporations that regard the Nordic region as one, single market.
- The largest database of Interim Managers in the Nordic region
 - More than 4,000 highly qualified professional Interim Managers
 - Covering all levels of management and also project management

Our Value Proposition is Simple:

The Solution To Your Acute Management Needs

Norway's largest
database of interim
managers



The fastest
matching process



Norway's best
interim expertise



10 day delivery
guarantee




We provide the best interim managers in Norway in 10 days - guaranteed. In 12 years we have built Norway's largest interim manager database. Our unrivalled expertise and unique matching process ensure that our formula yields the best results - every time.



www.interimleder.com

Interim Manager vs. Consultant...

what is the difference?



Is an implementer!

Is 100% focused on the mission, and is the «company's man».

Delivers ROI.

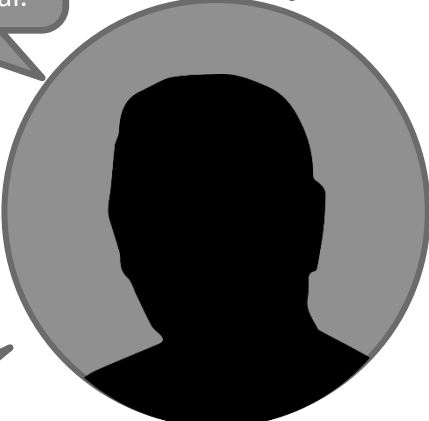
Has management experience and has walked this way before.

Is focused on delivering results.

Can start in 10 days from now, and be fully dedicated during the entire assignment.

Selected from a database with more than 1,400 Interim Managers.

The Interim Manager



Often works with several customers, and has additional sales as a goal.

Is focused on analytics and processes.

Delivers analyses and «recipes».

Is a number cruncher who can point in the right direction.

Is focused on billable hours.

There is no database where you can choose a consultant based on your own criteria.

Can start on short notice, but will also be occupied with other projects.

The Consultant

Other Benefits of Interim Management

- Experienced managers who are productive quickly
- "Positively overqualified"
- No need for career manoeuvring
- No historical bonds that could be a hindrance
- Only agreed costs, no severance
- Virtually risk-free



How We Work

A: Project Requirements

1. Preliminary meeting with the client, where we describe the position, the necessary qualifications, the objectives of the assignment and the time period.
2. The client and InterimLeder AS write a letter of intent.

B: Candidate Selection

3. We announce the assignment to our entire database of Interim Managers, and if necessary, to our Nordic partners.
4. Qualified Interim Managers submit their applications to us.
5. We evaluate the applications and select those who best match the requirements in the job description, and forward these to the client in a neutral format.

C: Interviews

6. We arrange the interviews.
7. Prior to the interview, we conduct quality assurance meetings with each Interim Manager.
8. We participate in the interviews.
9. We summarize the interviews, both to the client and the Interim Managers.

D: Contract and Assignment

10. The client identifies the best candidate for the assignment
11. We obtain the chosen Interim Manager's references, which we review with the client.
12. When the final decision is made and the Interim Manager is chosen, we undertake the contract negotiations with regard to contract length, price and general terms of agreement.

E: Up and Running

13. The Interim Manager starts the assignment on the agreed date.

F: Follow-up

14. We follow up both the client and the Interim Manager throughout the entire assignment period in order to ensure quality.
15. We are available for assistance for both parties.

More About Our Way of Working

- We work closely with our clients in all the different phases of the assignment
- Our interim managers are positively overqualified, providing value for the customer from day 1
- The Interim Manager ensures anchoring in the organization and ongoing transfer of competence
- It is our goal that the result remains with the client
- The client gets the Interim Manager they have been offered – no surprises
- InterimLeder AS' advisors have extensive management experience and many years of experience in personnel selection to senior positions
- Same contact person at InterimLeder AS in all phases of the assignment
- The Interim Manager ensures a good transition to relevant key personnel in the company at the end of the assignment

What Does An Interim Manager Cost?

- We have delivered Interim Managers from NOK 100' to 400' per month.
- To put this into perspective, a CFO in the private sector would cost the employer at least NOK 100' per month when salary, holiday allowance tax, insurance contribution and social expenses are included.
- When you hire an Interim Manager it's "All-Inclusive" :
 - 1 week termination agreement
 - You only pay for the days the Interim Manager works
 - Short training period – has solved similar assignments before
 - No recruitment costs
 - No insurance contribution
 - No severance or parachute payments
 - No bonuses
 - No holiday allowance tax
 - No payment in the case of sickness absence
 - No retirement plan fees

Key Facts About InterimLeder AS

- Established in 2001
- We have delivered several hundred Interim Managers for top and mid-level positions to both Norwegian and international businesses
- Turnover in 2013 approx. 35 MNOK
- 6 employees
- Received the Gazelle Award in 2008, 2009, 2010
- www.interimleder.no | www.linkedin.com/company/interimleder-as