



# FAST CHANGE

How interim and contract talent  
enables business transformation





**Sometimes you need to  
change quickly. Sometimes,  
you need to change deeply.  
Sometimes it's both.**

Other times, change happens that you didn't plan. Some shocks are opportunities. There's always a chance to take stock, re-think, and re-group.

Contract and interim opportunities are ways to quickly get the talent and experience you need, or give yourself time to work out what that is. [Here's how to use contract and interim talent to transform your business.](#)





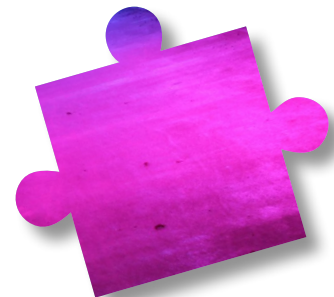
# 1. Large, high-stakes, or sudden projects



Sometimes on a journey, you reach a canyon. To cross, it's easier to build a bridge than to fill the crevasse. Because major initiatives need intense work, they often require more skills or greater numbers than the business has. However, not all those skills are needed once the project is up and running. Contract talent is the bridge.

Contractors offer a radically quicker and more efficient way of staffing a project team.

- ✓ If there's no more work, you can part ways post-project. If you need them still, you can offer another contract
- ✓ You can get talented people in quicker when neither side has to establish if there's a long-term fit, and you don't need to wait for them to work a notice period
- ✓ You're paying only for their work, talent and experience, rather than spending money on additional costs like pension contributions

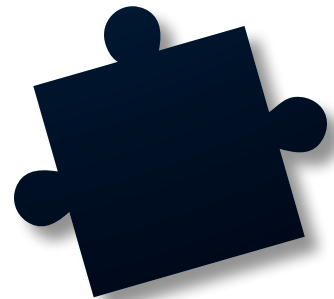


## 2. Business Transformation



Why was Mary Poppins so special? She had an entirely new way of looking at things, transformed her employers' lives, and left when her work was done. That is exactly what you want from your interim leaders. If you want to transform a department or a company, an interim hire is often the best choice.

- ✓ You get a fresh outlook from anyone new to a business, but those who take interim roles often bring more variety. They will almost certainly have held many similar roles, so they bring a greater range of experience and perspective
- ✓ Interim hires are there to make an impact, so they make things happen more quickly than a permanent executive, who might prefer to lay the foundations for longer-term change
- ✓ Permanent executives have to think about long-term working relationships. Tough questions and difficult conversations can be easier for those who don't intend to stick around



### 3. Taking stock

Sudden departures are a shock to the business's system. Many businesses and departments feel inextricable from the people at the top, and should they resign, it feels like a disaster.

Yes, you'll probably have three or even six months' notice to find a successor, but even that might not be enough. Plus, you may have to put the outgoing executive on garden leave.

Appointing an interim not only takes the pressure off the search, but it also offers a lot of breathing room for the business to consider what it wants and needs. Do you want a continuity candidate to pick up where their predecessor left off, or is it time for a new strategy and a change of direction?





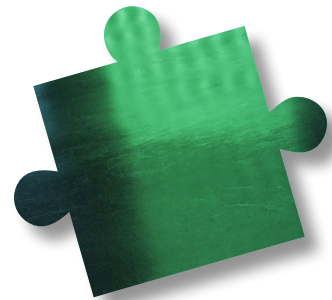
## 4. Market Conditions



Perhaps you're feeling experimental, or you've seen some of your competitors make interesting moves that you might like to try. Exploration requires agility – you need to experiment, not commit.

Contract talent brings in the skills and experience that can change course without binding you to a path. If you're testing the waters in a new market, or bringing something new to your sector, you need to be able to pursue a proposition or abandon it. That's far easier when the people working on it are available should you need them, but not promised a long-term position.

Whether it's a leader overseeing an initiative, an injection of skill into a department, or a combination of both, contract talent keeps you safe in the knowledge that should the experiment fail, you can easily move on.



# How to source transformative talent

When you need fast change and commercial agility, you need your talent ready in a timely fashion, without compromising on skills and experience. That's where **you need an expert partner who can source the right people at the right time.**

RPI's network means we can source the contract and interim talent you need, when you need it. To secure the people to transform your business, contact [people@rpint.com](mailto:people@rpint.com)

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