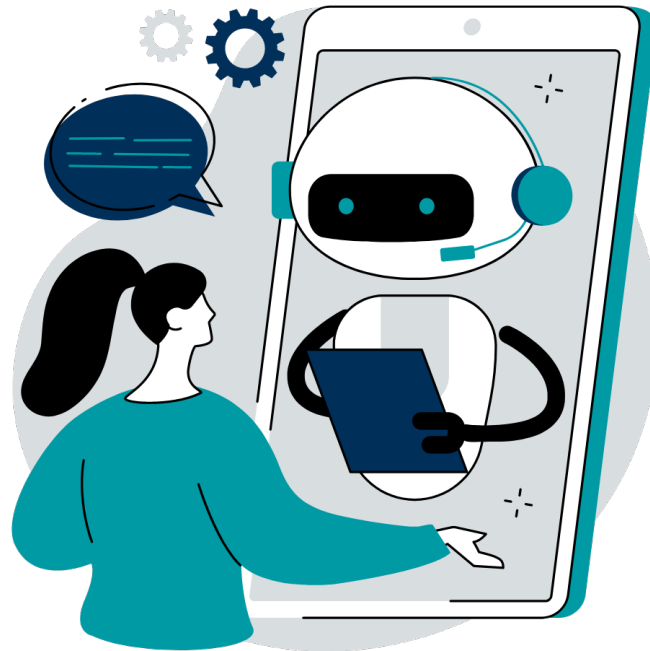


Looking to the future: how the role of the interim manager could develop



The traditional role of the interim manager as a firefighter who solves temporary bottlenecks is evolving into a strategic partnership for a limited period of time. Interim managers are increasingly being used as change agents that can guide companies through transformative phases. Their flexibility, broad expertise and ability to implement change quickly make them valuable resources for companies that are in a constant process of adaptation.

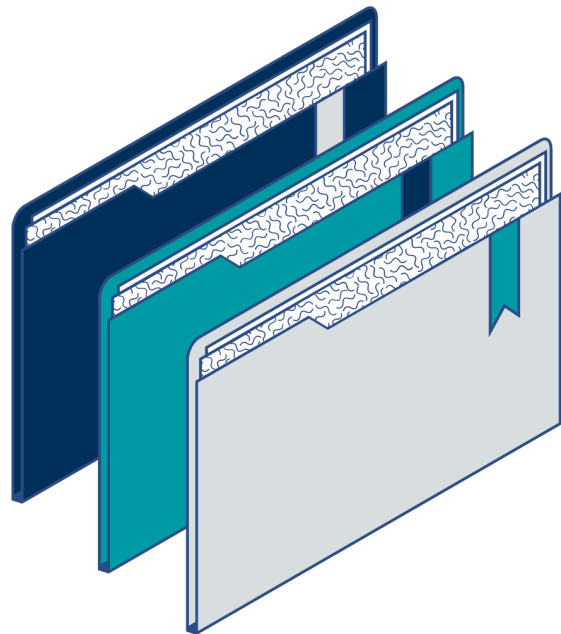
The changing role of the interim manager

In the coming years, the role of the interim manager could evolve and become more important as companies increasingly rely on flexible and highly specialized managers to adapt in a rapidly changing business world. Here are some possible developments that could shape these changes:

International assignments: With the **globalization** of the economy, interim managers can increasingly be involved in international projects. They must have **intercultural skills** and be able to work successfully in different cultural contexts.

Change Agents: The role of the interim manager will continue to develop in the direction of a change agent. Companies need **external managers** to lead **transformations**, be it the introduction of new technologies, the restructuring of business models or integration following a merger.

Technology: The use of technology, especially artificial intelligence (**AI**) and data-driven tools, will revolutionize the work of interim managers. These tools can help to analyze business data, support well-founded decisions and increase the **efficiency** of projects. Interim managers must also have knowledge of the latest technologies in order to be successful in their projects.



Flexibility and customization: Interim managers are known for their flexibility and adaptability, and these qualities will become even more important in the future. In view of the rapid changes in the business world, companies will increasingly rely on **short-term, project-based managers** to react quickly to new challenges.

Value orientation and sustainability: Companies are placing increasing emphasis on sustainability and **social responsibility**. Interim managers will therefore be asked to develop and implement sustainability strategies or support companies in integrating **ESG** (Environmental, Social, Governance) criteria into their business practices.

Increased specialization: Interim managers will concentrate even more on specific specialist areas or sectors. Companies are looking for experts in **digital transformation, sustainability, crisis management** or other specific areas to lead short-term projects or change initiatives.

The role of the interim manager in mechanical and plant engineering is like a rollercoaster ride: sometimes fast, sometimes winding, but always exciting! From the introduction of agile organizational structures to the search for the best minds in the skills shortage - interim managers are the superheroes who navigate companies through the turmoil of change.

If you would like to find out more about how an interim manager can put your company on the road to success, then get on board and let's take the next looping ride together!

Conclusions

- **Shift from firefighter to strategic partner:** The traditional role of the interim manager as a short-term solution for bottlenecks is evolving into a strategic partnership for a limited period of time, in which interim managers are seen as change agents who can lead companies through transformative phases.
- **Increased specialization:** Interim managers are expected to focus more on specific areas of expertise or industries to support companies with short-term projects or change initiatives, particularly in areas such as digital transformation, sustainability and crisis management.
- **Emphasis on flexibility and adaptability:** Given the rapid changes in the business world, the flexibility and adaptability of interim managers is becoming increasingly important as companies need short-term, project-based managers to respond quickly to new challenges.
- **Integration of technology:** The use of technology, especially artificial intelligence and data-driven tools, will revolutionize the work of interim managers by helping to analyze business data, support informed decisions and increase the efficiency of projects.
- **International deployment options and value orientation:** With the globalization of the economy, interim managers could be increasingly involved in international projects. At the same time, they are also asked to develop and implement sustainability strategies and support companies in integrating ESG criteria into their business practices.



Richard Porstmann

Ich bin Interim Manager durch und durch. In jedem meiner Mandate steckt ein Teil an Beratung, Know-how, das ich mitbringe und an meine Auftraggeber transferiere. Als Global Citizen verstehe ich Zusammenhänge länder- und kulturübergreifend und versuche, unseren Planeten durch meine Entscheidungen nicht nur gerechter, sondern auch sicherer und nachhaltiger zu machen. Sicherlich ist es dabei vorteilhaft, dass ich selbst in Brasilien geboren und als Deutsch-Brasilianer in einem internationalen Umfeld, darunter Asien, Südamerika und Osteuropa, gelebt sowie auch an mehreren Produktionsstandorten gearbeitet habe.