



## 9. Operational Management

Coalesce Consulting can offer interim management capability at all levels of an organisation. Circumstances where our skills are often called upon include:

- Organisational restructuring - which can sometimes reduce readily available in-house expertise to competently oversee change activities.
- Temporarily vacant senior positions.
- Strategic change.
- The role may either be as a:
  - Stop gap measure to provide continuity (for example as a short-term replacement for a senior executive who is either absent from work or else working elsewhere in the organisation).
  - Temporary appointment, following the departure of a senior executive, until the permanent post is filled.
  - A more strategic placement to help develop the business (for example leading a major change programme such as a reorganisation or restructuring, or elements of an acquisition or disposal – where our operational skills would be valuable, or in helping to resolve a crisis.
  - A project placement to achieve a defined aim within a specific period of time - for example running a short term or one-off project, or a new launch which requires expertise not available in house.

Using our interim capabilities and operational management skills and experience you can:

- Improve the speed of recruitment - which gives you the flexibility to respond to market forces and to implement key decisions rapidly.
- Prevent other management from being diverted.
- Gain a breathing space to make a well-considered permanent appointment and reduce the risk of making an expensive hiring mistake.
- Be assured of a commitment to delivering results, with considerable expertise able to transfer both specialised knowledge and ideas on best practice.
- Introduce best practices and experience from an industry expert.
- Gain the ability to receive coaching in various skills.
- See benefits from objectivity and loyalty and in having no political baggage nor personal agenda.

