

2009 ANNUAL EXECUTIVE SUMMARY IPSOS

INTERIM MANAGEMENT ASSOCIATION

Ipsos MORI Market Audit 2009 – 4th Annual IMA Market Audit

Here is a summary of findings from the Interim Management Association's 4th Annual Market Audit.

Data used in this report relates to the whole of 2009. Quarterly studies have been an integral part of the IMA's analysis and ownership of the market since 2006, forming the basis of annual market audits.

The 29 IMA members that completed data participated in an on-line survey; entering data for each assignment completed between 1st January and 31st December 2009.

KEY FINDINGS

The gap between male and female presence has continued to close during the course of the past three years. In 2007 just a quarter of the interim executives placed by IMA members were female, whereas in 2009 women represented a third of the IMA executives on assignment.

The private sector has led the way in previous years. In 2009 however, the public sector exceeded private sector completed assignments in two of the four quarters. The annual split reached almost 50:50.

Banking and Finance (28%) continues to dominate the private sector jobs market. Local Government and Health sectors each make up around a quarter of interim assignments within the public sector. This is closely followed by Central Government assignments (generic) at 14%.

In 2006, HR was listed as the most requested job function. Since 2007, Special Project assignments have become the most frequently requested job function and now account for over a quarter (26%) of all assignments performed in 2009, while HR assignments have now dropped to an all time low of 16%.

Unchanged since 2007, Programme/Project Management is cited as this year's most popular reason for hiring an interim executive, accounting for a third (32%) of all IMA assignments in 2009.

The number of new assignments started in each quarter increased in the first three quarters of 2009, reaching an all time high in Q3. However, the number of assignments started to reduce in Q4 to its lowest recorded figure to date.

PRIVATE SECTOR

BASE: 925 Completed Assignments

As anticipated, Banking & Finance continued to lead the sector with an average annual share of assignments (26%). IT and Telecommunications (10%) and Chemical/Pharma/Biotech (10%) interim assignments were the next most popular industries.

Retail and Business Services continued to recruit interim managers but at more conservative levels (7%). Interims were assigned posts within Manufacturing (5%), Utilities (5%), Professional Services (4%), Media (4%) and Transport (3%) to a lesser degree.

PUBLIC SECTOR

BASE: 904 Completed Assignments

The leading industry within the public sector remains Local Government (28%) however it has lost share to both Health (25%) and Central Government (14%) departments. The Health sector peaked in Q3 of 2009 and is currently the second most popular public sector assignment for interim managers. Central Government assignments have increased from Q2 2009 but it appears to be a rather volatile market for interims generally. However, it remains a top 3 interim management assignment.

Non-departmental Government Bodies (12%), Education (7%), Charity (5%), Not-for-profit (4%), Police and Crime (3%) all remain at the lower end of the assignment spectrum.

JOB FUNCTION PERFORMED

BASE: 1,829 Completed Assignments

In 2006, HR led the charge in terms of interim manager job functions performed. Since 2007, Special Projects took the majority share of assignments leaving HR and then Finance to follow. This year, Special Projects took over a quarter (26%) of assignments. Whereas, HR (16%) and Finance (14%) hold a more similar share of the interim market. CEO/MD/General Manager appointments increased by three percentage points compared to annual figures for 2008.

IT and Marketing were consistent at the lower end of the table with an average share of 6% and 4% of interim assignments respectively.

REASONS FOR ASSIGNMENTS

BASE: 1,829 Completed Assignments

The most common reasons for assignments remain Programme/Project Management (32%), Gap Management (26%) and Business Improvement (20%) with Change/Transition Management (11%) and Rapid Growth both sitting low on the table (2%).

LENGTH OF ASSIGNMENT

BASE: 1,829 Completed Assignments

The average length of assignments in 2009 was 142 billable days, with 31% charging for between 61 and 120 days, 19% between 121 and 180 days, 10% between 181 and 240 days and 6% between 241 and 300 days, and over 360 days. Only 3% were contracted between 301 and 360 days. However, almost a quarter (24%) of assignments lasted up to 60 days or less.