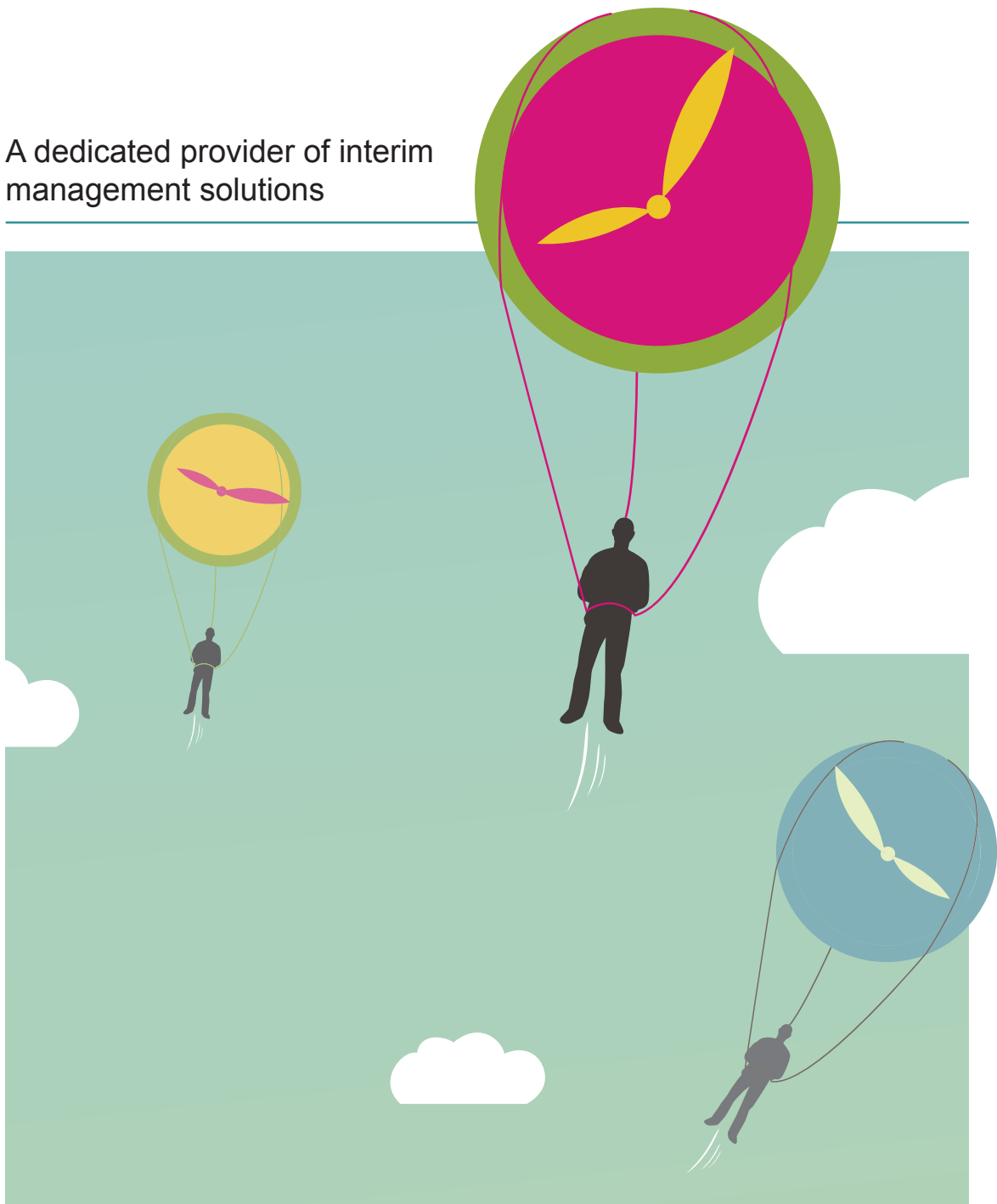




**INTERIM
PERFORMERS**

Leading Interim Specialists in HR, Change Management and Corporate Communications

A dedicated provider of interim
management solutions



About VMA Group

VMA Group is the leading resourcing specialist within corporate communications, HR and change management. For over 30 years VMA Group has built long-term and trusted relationships with its clients and interims ensuring we are delivering the highest quality of service.

Working in partnership with leading national and international businesses we can offer help and advice on recruiting at all levels of seniority.

VMA Group comprises:

VMA Search

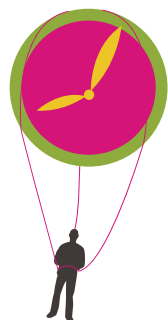
Leading the global search for talent in corporate communications, PR and investor relations

VMA Enhance

Professional development for corporate communicators, HR and change managers

VMA Interim Performers

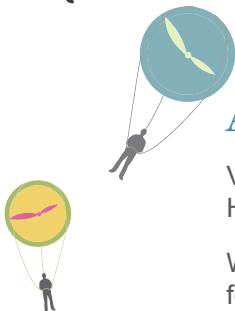
Leading interim specialists in HR, change management and corporate communications



About VMA Interim Performers

Established in 1999, VMA Interim Performers is our dedicated interim management practice. It established the HR interim management market for several years before expanding into the public sector to provide interim managers to government organisations across the UK.

In 2008, VMA Interim Performers merged with VMA Group which enabled VMA Interim Performers to extend its offering to provide interim managers within the corporate communications and change communications market.



About VMA Enhance

VMA Enhance provides professional development for the corporate communications and HR community.

With a range of services including professional development programmes, tailored courses for in-house teams and best practice sharing, VMA Enhance aims to support and develop communications and HR professionals throughout their careers.

For full course details visit www.vmagroup.com/developmentprogrammes

“ I found VMA Interim Performers extremely professional and easy to work with. They understood exactly the type of candidate I was looking for, enabling me to fill a short-term vacancy at short notice. I would have no hesitation in calling VMA Interim Performers in the future. ”

Ian Fussey

Head of Membership Communications
Royal Institution of Chartered Surveyors

A Tailored Service

VMA Interim Performers works with SMEs through to the largest international corporates on interim assignments, on both a full and part time basis, from a few days to several months.

- ▶ We aim to meet our clients wherever possible to help shape the best solution. Working together, we build a brief which focuses on key objectives and delivery timelines
- ▶ We confirm the assignment brief, timetable and costs
- ▶ Using our database and supporting network we build a fully briefed shortlist of interim managers for the requirement
- ▶ We deliver the shortlist to our client in as little as 24 hours if required
- ▶ Working with our client and interim manager we agree the details of the interim engagement and the start date
- ▶ We provide support throughout the assignment to ensure on track and on time completion

Our People

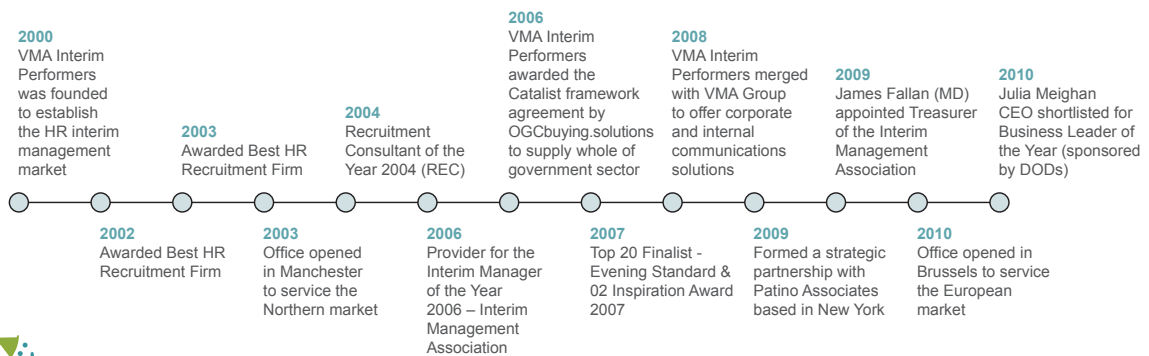
At VMA Interim Performers our consultants possess a wealth of experience and a deep understanding of interim management within corporate communications, HR and change management. Many of the team possess hands-on experience in their specialist fields and, therefore, have a thorough understanding of your requirements.

Our focus is working in partnership with our network, ensuring we build long-term and sustainable relationships. Our repeat business rate is testimony to our success in working with, and understanding, our clients and interim managers.

Visit our website to find out more about our people www.vmagroup.com/ourpeople

Our History:

VMA Interim Performers has over 10 years' experience in the HR, change management and corporate communications marketplace.



Our Service Offering: we are experts in interim management solutions across the following specialisms:

Human Resources

- ▶ Change Management including Organisational Development and Design, M&A, Restructures, Redundancy
- ▶ Generalist HR including HR Directors, Heads of HR, HR Business Partners
- ▶ Employee Relations
- ▶ Reward/Compensation & Benefits
- ▶ Learning and Development, Management Development, Executive Coaching and Training
- ▶ Recruitment & Resourcing, Resource Planning, Outplacement
- ▶ Talent Management
- ▶ Employer Branding
- ▶ HRIS Project Management
- ▶ Shared Service Design and Implementation
- ▶ HR International Assignments

Change Management

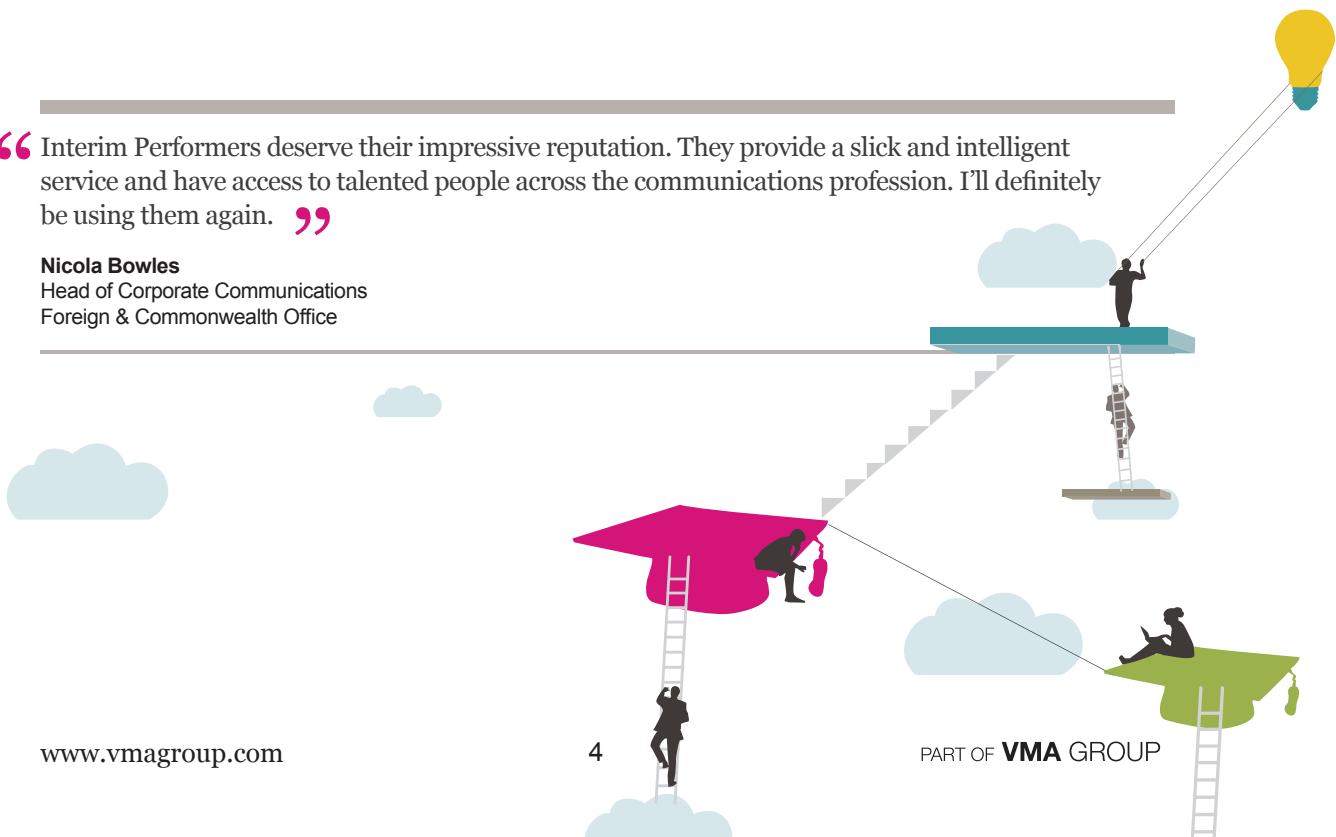
- ▶ Programme Management
- ▶ Turnaround and Restructuring
- ▶ Culture Change
- ▶ M&A
- ▶ Project Management Office
- ▶ Financial Direction and Control
- ▶ Systems Implementation

Corporate Communications

- ▶ Corporate Affairs
- ▶ Internal Communications
- ▶ Public Relations
- ▶ Media Relations
- ▶ Employee Engagement
- ▶ Change Communications
- ▶ Stakeholder Relations
- ▶ Public Affairs
- ▶ Investor Relations
- ▶ Marketing Communications
- ▶ Crisis Communications
- ▶ Corporate Social Responsibility
- ▶ Community Relations

“ Interim Performers deserve their impressive reputation. They provide a slick and intelligent service and have access to talented people across the communications profession. I’ll definitely be using them again. ”

Nicola Bowles
Head of Corporate Communications
Foreign & Commonwealth Office



Why VMA Interim Performers?

Our Interim Managers

Our interim managers are sourced via our network and a bespoke database combined with our expert knowledge of the interim market. We look for people who have excelled in their profession. Interim management is a demanding job requiring a special mix of leadership, technical expertise and personality which not everyone possesses. Each interim manager receives the personal guidance they need to help them provide the most effective support to our clients.

VMA Interim Performers' Client Advisory Panel

We have identified and selected a key number of industry figures to form our client advisory panel. The panel meets on a quarterly basis to talk about interim market issues, helping us build on our success within the HR and communications profession and enabling us to achieve continued growth.

Our Clients

We work with a number of national and international organisations. Our goal is to create a long-term relationship based on success and trust.

Our People

The professionals who work at VMA Interim Performers are experts in their field. Their passion for and in-depth knowledge of interim management consistently bring the right interim managers and clients together. They are guided and supported by the key industry leaders on our advisory panel.

Tailored Solutions

Unlike others, we understand the difference between contract assignments and interim management. Because every interim assignment is different, our interim sourcing campaigns and solutions are designed specifically for each client. We don't believe in a 'one size fits all' approach.

Professional Development

We are committed to the constant development of our HR, change management and corporate communications professionals and pride ourselves on providing excellent personal development programmes through VMA Enhance as well as regular networking events.

“ Thank you for your support throughout the HR Manager recruitment process. As ever, whether candidate or client, I get great service from VMA Interim Performers. ”

Sally Learoyd
HR Director
Hammerson plc



Interim Management - a compelling alternative

Organisations today are experiencing continuous transformation, resulting in an increased demand for specialist skills and experience on an interim or fixed-term basis.

Interim management is increasingly recognised as one of the most cost-effective methods of bringing in additional expertise or resources to meet both operational and strategic objectives. Interim managers bring relevant sector experience, a fresh insight, commitment and a proven track record of delivering key projects and initiatives to client organisations.

Interim Manager or Management Consultant?

Interim managers are seen as a viable alternative to the use of management consultants. Working to an agreed budget and timetable, they deliver as part of your management team, providing practical solutions to your business issues.

Interim Manager

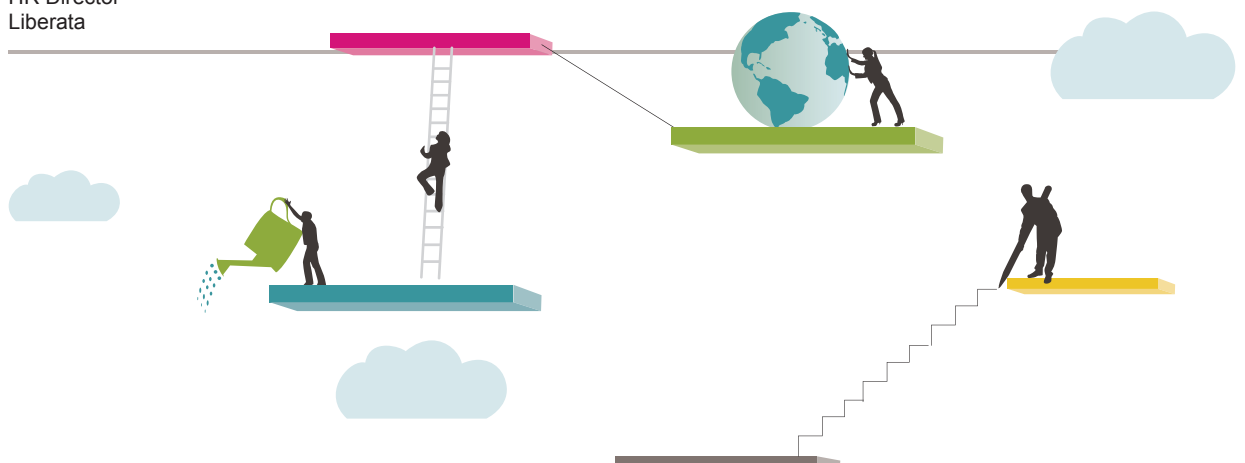
- ▶ Reports directly to, and only to, you the client
- ▶ An experienced interim manager scopes the project AND implements a solution
- ▶ An interim manager is more cost-effective, with fees often half that of a management consultant
- ▶ Prior experience and proven track record delivering results, with expertise tailored to your needs
- ▶ You buy the specific expertise needed for your business ensuring focused, fast delivery
- ▶ Your company's interests and profitability are an interim's 100 per cent priority

Management Consultant

- ▶ A team will provide a report, giving a strategic overview and some recommendations for action
- ▶ Can be expensive to scope and then extra cost is incurred for implementation
- ▶ Consultancies provide the next available consultant, who may not be the best qualified for the job
- ▶ Slower delivery due to reporting process and the use of standard in-house methods
- ▶ A management consultant may have several clients at one time

“ Interim Performers has repeatedly provided me with a first rate interim management service. I have asked them to source interim managers across many disciplines in the HR profession and in entirely different commercial environments. On each occasion they have taken a clear and accurate brief and presented a strong field of interim managers. I view Interim Performers as a resourcing partner who has helped me secure the most successful candidates for my roles. ”

Melanie Whitfield
HR Director
Liberata



Contact VMA Interim Performers

Please contact us at one of our local offices below or visit www.vmagroup.com/interimperformers

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