



MANAGERS INTERVIEW IN IMP December 2015

**Interim Management Projects** is the easiest way to hire Interim Managers, find new missions and get known by companies

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## Welcome to Mr Jossart!

### Our guest speaker expert in Finance and International Treasury Management

**IMP:** *Who are you?*

**Jean Claude:** Here is a short video to introduce myself: <https://youtu.be/DbjQbtWYVZY>

**IMP:** *Are you an Interim-Manager?*

**Jean Claude:** Indeed! I am operating in Europe, USA, Middle-East and Africa I have held senior managerial/business line positions and engaged in advisory and consulting assignments most for corporations and firms with world footprints. My sectors of comfort include industry, energies, transport, aeronautic, logistics, bank industry, infrastructures and services. Leadership of multi-cultural teams and effective participative leadership. Experienced executive interim-manager results oriented. Coaching approach setup with in-house developed patterns.

Business change leader developing strategy, business transformation adapting policies, processes, systems and team management. Focus set on revenue, efficiency, and risk management. Set up and led shared services, supply chain and finance globally. Build reporting to Board level and stakeholders. Confirmed experience in Finance, 6 Sigma and Lead Manufacturing. Many years of experience in various branches of industry covering all the aspects of Corporate finance, treasury, change management, governance, strategy, crisis and risk management.EndFragment

**IMP:** *What's your vision of Interim-Management in Belgium?*

**Jean Claude:** Belgium is a relatively mature market with twice as much interim-managers since the crisis in 2008. This important increase is primarily due to recruitment agencies which are now offering interim management services to compensate a sharp decrease in executive search. The dominant type of assignment has been shifting over the years from "crisis management" towards cross-functional operational improvement, development of complex projects and executive mandates. In Belgium, companies that used interim management so far are fully convinced and they will use it again; they concluded that they are getting value for their money and these companies will recommend interim

management to third parties. However, arguments against using interim management tend to be more of an emotional nature than the result of a negative perception. The most frequent reason given for not using interim management is “not having a tradition to use external people in management positions.”

There is still a lot educating of the market required, to improve the familiarity with interim management and to reduce the confusion with “temps”. Besides a healthy economic growth and continued efforts to raise awareness of interim management, these drivers could have a positive impact: easing of the legal constraints to procure interim services in the public sector, significant uptake in M&A activity, loss of expertise through baby-boomers taking retirement, and any increased tendency to replace fixed costs by variable costs.

**IMP:** *What would you like to do with Interim Management projects?*

**Jean Claude:** Being since a while an IMP Premium final user, I do exchange with IMP and other professionals some tools to boost my IM career and to find quickly some new projects or executive mandates in order to stand out of the crowd. There are a number of different business situations that could result in the need for an interim-manager. Typically these could be situations such as crisis management, a sudden departure, illness, death, need for change management, business continuity management in a post merge situation, improving performances, manage LBOs, MBOs and IPOs, mergers and acquisitions operations, risk management, treasury management, due diligence, corporate finance and project management.