



# The Role of the Interim Leader

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# Agenda

- Market Overview
- Why Contract Work?
- Is Contract Work Right for You?
- Characteristics of Successful Interim Leaders
- Experienced Resources
- Q & A

- By 2016, one-third of the total U.S. workforce will be age 50 or older, up from 28 percent in 2007

*Source: AARP*

- Nearly 70% of baby boomers reported they intend to work past the traditional retirement age of 65

*Source: AARP*

- Average retirement age is increasing

- Mid- 1990s = age 60
- Mid- 2000s = age 63
- Today = 67

*Source: Annual Economy and Personal Finance Gallup survey*

- Average life expectancy has increased

- From 1980 to 2008, life expectancy at birth in the U.S. increased from 70 yrs to 76 yrs for males and from 77 yrs to 81 yrs for females.

*Source: National Vital Statistics*

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# What does this mean for you?

## “The Best Executive and Professional Jobs May No Longer Be Full-Time Gigs”

By Jody Greenstone Miller and Matt Miller

*Harvard Business Review*

*May 2012*

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“Supertemps are top managers and professionals - from lawyers to CFOs to consultants - who have been trained at top schools and companies and choose to pursue project-based careers independent of any major organization.”



*Harvard Business Review May 2012*

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- McKinsey research in 2011 found that 58% of U.S. companies expect to use more temporary arrangements at all levels in the years ahead.
- 16 million Americans are working independently today and that figure is expected to rise to 20 million over the next two years. *Source: MBO Partners*

# Why Contract Work?

## Employee Perspective

- Flexibility...work/life balance
- Challenging work-choose your work
- Ability to choose “who to work with”
- Downfall of job security and plush benefits

## Employer Perspective

- “The New Normal”
- Flexibility
- Budget Constraints/FTE Overhead



# Is Contract Work Right for You?

- How well do you know yourself?
- Independent model vs. agency model
  - Marketing yourself/finding the work
  - Networking
  - Support and Resources
  - Risk
  - Benefits/Financial expenses
  - Shiny Object



# Characteristics of Successful Interim Leaders

- At the top of their “game”
- Tactical and Strategic
- Breadth of Experience and Specific Expertise
- Flexible
- Confident
- Trusted
- Controlled Egos
- Strong Leadership Skills
- Ability to adapt/assimilate into different cultures and environments
- Life Long Learner

# Experienced Resources

Experienced Resources provides health care organizations immediate leadership support to accomplish mission critical work. We achieve this by carefully matching the client's needs to our team of experienced leaders and supporting the engagement from start to finish.

## The FlexGeneration® Management Model



# Q & A

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