

# Interim.

Quick resolution of your  
company problems



# Introduction

We are living in fast and constantly changing times. If companies want to survive in this world, they must be able to adapt quickly and respond promptly to challenges. Of course, this does not always go smoothly. There can be several reasons for this: namely a badly setup internal processes, inexperienced employees in management positions, or just a lack of an outside view. Interim can help you to overcome these and other challenges. Because many people are unfamiliar with this concept, we have decided to write a comprehensive e-book that will explain all benefits of having an interim expert to you.

**Enjoy the read from the team  
at GQ interim solutions**

# CONTENT

Who are interim experts?	4
Which problems can interims solve within a company?	6
How quickly can an interim expert be placed?	7
What types of interim experts can GQ provide?	8
What is the process for the provision of experts?	10
Advantages of cooperation with GQ interim	11
Which countries do we operate in?	14
A case study: How our interim team met company challenges	15
GQ interim solutions in brief	17
Contact us	18

# 1

## WHO ARE INTERIM EXPERTS?

**Has your company been hit by a crisis? Do you need an executive with extensive experience for dealing with it? In that case, you are looking for an interim expert.**

Interim experts have specific professional experience in certain areas, or in the management of companies, operate for a precisely agreed upon time period and resolve specific problems. They can be project managers who not only advise, but also implement proposed solutions.

At first glance, it might seem to some that they are consultants, however unlike consultants, interim experts are active members of the team. They meet your specific needs, are motivated to take meetings for you, actively engage from beginning to end in searching for solutions and achieving goals and they work with your own people and report directly to you.

The word „quality“ is of particular importance in this case. Quality is one of the factors that enables a company to gain and maintain a competitive advantage. Customers appreciate high level products and services, but this can only be provided by a quality team of people under experienced leadership.

Interim placement is enjoying increasing popularity and new trends suggest this form of work will be dominant in the future as companies are increasingly specializing and need solutions much faster than ever before.

## GQ interim fact 1:

**The past year has brought many companies unexpected complications and has significantly impacted business. Interest in interim services management and interim experts during the COVID-19 pandemic has increased radically and this trend is still evident today.**

# 2

## WHICH PROBLEMS CAN INTERIMS SOLVE WITHIN A COMPANY?

Even in your company, a situation may occur for which, although you have a solution to the problem, you may not be able to implement it. You may be blocked by money, management, lack of time or human resources. In this case in particular, it is important to choose the right person who will provide the knowledge, tools and guidance to help everyone else play their part in achieving goals.

An interim expert can help even when a company does not know how to solve a problem. They will first propose a strategy on how to achieve the desired result and are subsequently part of the team that implements the strategy. Interims often take the client to a whole new level of functioning. With a task such as this it is very important to precisely define the competencies and ensure the support of company management. Great success is always born only from cooperation. Cooperation with the interim should bring the greatest possible long-term benefit to all involved, i.e. management, customers and employees and colleagues.

Despite only being with you for a short time, an interim will help you create and bring new perspectives to your company on problem solving as well as measurable results from which the company will prosper for a long time after their departure.

# 3

## HOW QUICKLY CAN AN INTERIM EXPERT BE PLACED?

In today's hectic times, when everyone wants everything quickly and immediately, we can say with certainty that you can't find quality people quickly enough. In addition, the demand for qualified managers and experts still significantly exceeds supply. Positions occupied in companies change so often that it becomes a saga that doesn't always have a happy ending. Time is money and in these cases this is doubly true.

In order to achieve the highest possible flexibility of work, personnel departments need strong partners in the field of human resources. Our company can flexibly meet all the requirements of professionals in the field.

**Thanks to our many years of experience and a wide database of specialists, we can provide you with the required qualified person within 72 hours of your request.**

# 4

## WHAT TYPES OF INTERIM EXPERTS CAN GQ PROVIDE?

Technology, industry, and management trends are changing very quickly and human resources need to be adapted accordingly. However, finding quality experts (as mentioned in the previous chapter) is not at all simple. To make the company grow and be competitive, it is necessary to have skilled people. But how to choose the right ones that care about what they do and the result of their work, and all within a short period of time?

**At GQ, we keep to a few basic points when choosing suitable candidates for our clients:**

1. When choosing a suitable interim expert, we rely mainly on time availability in relation to the current needs of our clients.
2. The choice of a suitable interim expert also depends on their language capabilities for a specific project.
3. It is important to focus on the correct orientation of the interim, but also to specific customers and suppliers they already have experience with.

4. In the profiles of interim experts you can choose on the basis of detailed abilities or skills of candidates - e.g. by materials or process experience you need them to have.
5. Interim profiles are very detailed, and each candidate is duly verified by our company - we also present a wide range of tools and the methodologies it controls to enable you to establish in advance whether candidates have the knowledge you require.
6. We work with verified people for whom we have positive references from successfully managed projects.

However, even the best and most experienced interim cannot do everything alone. Without the support of the company and the team, they may not succeed. This is why intensive communication with management as well as managers of individual departments is key. The upcoming chapters will explain how the entire process goes and how to facilitate the adaptation of an interim to your company.

**The last year has seen mainly project managers, C-level managers and crisis managers being sought by companies.**

**The busiest interim experts last year were from the areas of quality (33%), logistics (21%), development and design (18%) and HR (9%).**

**According to our statistics, almost 60% of our projects lasted 6 to 12 months.**

# 5

## WHAT IS THE PROCESS FOR THE PROVISION OF EXPERTS?

Our team of experts will take care of the design, creation and delivery of solutions, tailored precisely to the needs of your business. The entire process is fast and efficient and compiles a few short steps:

### 1. Getting acquainted with the client and their requirements

In the first step, we carry out a very detailed and in-depth interview with the client. We then get acquainted with the company, primarily with the specific department where they will work.

### 2. Searching for suitable candidates in our database

We have an extensive database of experienced interims for a wide range of industries. We only recommend candidates we would choose for ourselves.

### 3. Selection of specific interim experts following consultation with the client

The client will receive only the minimum number of filtered candidates that meet their requirements with a very detailed profile of each interim. We do not overwhelm client with unnecessary profiles. We often only send only one or two candidates, because we are always 100% sure of our choice. Following the final selection, we provide an expert within a short period of 72 hours.

#### 4. Deployment of a suitable interim expert in a specific position

The basic criteria for the success of an interim expert is their ability to adjust quickly in an environment. Our people do not require training. They only need to find out the specifics of the company, get to know the team, do a brief analysis and can then get to work.

# 6

## ADVANTAGES OF COOPERATING WITH GQ INTERIM

In terms of specific benefits and values that the company can achieve through cooperation with GQ interim solutions, we can include the following:

- ✓ **Return on investment** – early deployment of the interim multiplies their cost-effectiveness. It often prevents future damage that could permanently scar the company,

- ✓ **Save time, resources and finances** – thanks to their specialization, interims can effectively deal with complex situations that would normally require the attention of multiple people and last a long time,
- ✓ **Expertise** – sufficient experience and distance from problems ensure increased productivity and have a motivational effect on company employees, thus in turn increasing their performance,
- ✓ **Objectivity** – interims are an “outside” person i.e. they are independent of the company culture and existing processes, bringing a whole perspective on problems and their perception and focus on the resolution of crises,
- ✓ **Responsibility** – interims are aware of their full responsibility and are more motivated to achieve results than your regular employees,
- ✓ **Engagement** – their goal is to deliver maximum performance since evaluation of their work effects their further functioning and potential cooperation with other companies.

At GQ interim solutions, we not only connect you with the best experts in automotive. We have an extensive database of experienced consultants for a wide range of industries:

- ✓ Quality
- ✓ Logistics
- ✓ Maintenance
- ✓ Crisis management
- ✓ Production
- ✓ Project management
- ✓ Engineering
- ✓ Design

- ✓ IT/PLC
- ✓ R&D
- ✓ Metrology
- ✓ Laboratory
- ✓ Automatization
- ✓ Manufacturing
- ✓ Management
- ✓ C-Level management

### GQ interim fact 3:

Two years in a row, in 2018 and 2019, the automotive industry recovered from declining economic activity, growing competition, the slowdown in the BRIC economies and the tightening credit standards that have dampened global demand. Then came a knockout strike that caused shutdowns amid a pandemic COVID-19 in the first half of 2020, bringing car sales to fall to an all-time low.

It was therefore no surprise that the largest companies which relied on interim employees were companies manufacturing equipment (11%) and the automotive industry (10%). The main corporate challenges that led to the appointment of interim managers, were change management (14%), operational transformation (8%) and project management, including business development (7%).

# 7

## WHICH COUNTRIES DO WE OPERATE IN?

We have been gaining experience at GQ interim solutions for more than 10 years on the domestic and foreign markets. We have over 200 satisfied clients in our portfolio, 1,500 successfully completed projects, 7,500 specialists in the database and branches in 4 countries, making us a leading provider of interim specialists in the CEE region.

GQ interim fact 4:

Several large European corporations as well as small businesses rely on interim managers. In 2020, the services of interim managers were opted for mainly in Germany (73%), Switzerland (65%), the UK (45%) as well as Spain (46%).

If you decide to cooperate with us, we can also provide you with foreign specialists or to install interims in your branches abroad. In addition to Slovakia, we also operate in the Czech Republic, Austria, Hungary and France.

With our candidates, we achieve up to 96% success at the first meeting with the client.

# 8

## CASE STUDY: HOW OUR INTERIM TEAM MET COMPANY CHALLENGES

### Background:

The customer in question was running several new projects simultaneously and needed temporary assistance in managing all APQP processes and obtaining PPAP approval on time.

### Projects:

Audi Q7, Audi Q8, Porsche Cayenne, Porsche Cayenne Coupe, Volkswagen Touareg.

### Challenge:

1 customer introduced 5 different new products simultaneously, in various combinations thereby increasing the pressure to start production.

### Resolution:

A team of 5 highly qualified APQP interim engineers resolved the project to obtain consent from the final customer to start series production.

This led to completion of the project on schedule per the original 17-month timeframe without delays and unexpected complications.

## Advantages:

There was no need to employ internal staff for limited project tasks,

- ✓ time and resources were saved,
- ✓ delivery was timely and reliable,
- ✓ high satisfaction for a premium OEM manufacturer.

## Result:

Precisely completed work by APQP interim engineers who drove the project through all milestones up to successful PPAP and handover to series production.

# 9

## GQ INTERIM SOLUTIONS IN BRIEF

We have been operating on the market since 2011 and throughout that time we have built a quality team of experts, suitable for our clients as interim solutions. If we could describe ourselves in one sentence, we would say that we provide „Experts for Hire“.

Our company, GQ interim solutions, will connect you with the best experts on the market, thanks to which you will save yourself and your company costs, time and energy. We will provide you with experienced and high-performance professionals to drive changes and transformation in your company.

### GQ interim fact 5:

**According to interim managers, you have to be a visionary in difficult times. You have to find a new perspective, but often you don't have the energy for this. The pandemic period is associated with increased stress and exhaustion. It is therefore not surprising that in 2020 and 2021, there have generally been more restrictions that require the services of interim experts and managers to overcome difficult times.**

# CONTACT US

We sincerely hope that you liked our e-book and found inspiration to motivate you to make the right decisions. If our tips and advice were beneficial to you, we will be happy if you pass it on to anyone else who can benefit from it.

If you have any questions or are interested in possible cooperation, do not hesitate to contact us. Together we will find a quick solution to your business problem.



[office@gqinterim.com](mailto:office@gqinterim.com)

---



+421 903 401 550

---



[www.gqinterim.com](http://www.gqinterim.com)

## Wait we're not finished!

In conclusion, we have prepared something special for you. There's an extra attachment **GQ 4x4**, in which we asked 4 of our interim specialists 4 questions. Continue reading and enjoy the funny stories of our specialists and find out which managerial approach they prefer to take.

# GQ 4X4

Get to know four of our quality engineers from the automotive industry. We put 4 questions to each of them. Read on and find out which approach to quality and leadership of people they prefer as well as about the funniest situations they experienced throughout their careers.

# MICHAL S.

## Quality manager

Which is your preferred approach, Lean six sigma or Kaizen?

Kaizen - is more general, focused on all processes, easier to understand and use for most people. 6 Sigma is like firing a beautiful big cannon. Filling it takes a lot of work, but the resulting boom makes it worth the effort.

Which philosophy do you most identify with, Deming or Juran?

I like Deming as it speaks to me in the philosophical sense, but its approach is practical and pretty uncompromising, just facts and figures. For me, Deming would be the end station. Juran is more „user friendly“ and I like its focus directly on production and people at machines. So, I would take the quality train from Juran and get off at Deming.

Which is your favourite, Ishikawa or 5 Whys?

I don't have a favourite and what makes me personally a little angry is that they're both instruments or tools. But sometimes we forget this and armed with training and requirements, we want to see every aspect applied to the full extent everywhere and all the time, even when the cause is completely clear and obvious.

What was the funniest situation you have ever had with a client?

An auditor from a premium English carmaker stopped at a shopping centre after an audit. On his return from shopping, he found that his car wasn't there anymore, so he reported the theft. After a few months, he returned for a follow-up audit. He stopped again at the same centre and on his return he noticed his stolen company car in the parking lot. The car had been there the whole time, only the auditor originally left the centre through another exit and failed to see it.

## **PETER P.** Quality manager

Which is your preferred approach, Lean six sigma or Kaizen?

Kaizen has a more human approach.

Which philosophy do you most identify with, Deming or Juran?

I would probably prefer Deming, but my approach to quality is through leadership of people, so I prefer Erich Petlák, because quality begins in childhood and with parents...

Which is your favourite, Ishikawa or 5 Whys?

5 Why no one likes, because the question of why, forces people to think.

What's the funniest incident you've ever had with your boss?

One of my former bosses got fired from his own company. That was really rough. As the saying goes: Dance with wolves and you'll eventually get bitten...

# JAROSLAV T.

## Plant HSE Quality Manager

Which is your preferred approach, Lean six sigma or Kaizen?

Lean six sigma. Having this training is great on your CV.

Which is your favourite, Ishikawa or 5 Whys?

The adored phases of all 8D meetings ... most people would like to use both... :)

What was your biggest embarrassment at work?

When I first used acronyms in an interview but then didn't know exactly what they meant

What advice would you give to future quality workers?

Quality is a lifestyle, finding context, learning, a sense of justice and humility.

## JAROMIL G.

Quality manager

Which is your preferred approach, Lean six sigma or Kaizen?

Lean six sigma.

What was the worst complaint you received?

Faulty sensor in Elton John's car, because of which he couldn't even start the car at the garage.

What was your biggest embarrassment at work?

I once attended a training course with my boss, but they had no more rooms at the hotel, so we slept in one together. Unfortunately, it wasn't even possible to separate the double bed in the room, so we slept together in the one. My colleagues got no end of enjoyment from this.

What advice would you give to future quality workers?

Not to take things as seriously as I took them when I started. But on the other hand, never to sacrifice on quality.

**GQ interim solutions** will connect you with the best experts in the manufacturing sector and in the automotive industry. Contact us and we will also find a specialist for your specific problem.

[office@gqinterim.com](mailto:office@gqinterim.com)

---

+421 903 401 550

---

[www.gqinterim.com](http://www.gqinterim.com)

