



Executive Interim Manager – An Interview Balanced Scorecard*

1. How long have you been established as an Executive Interim Manager?
2. How would you define an Executive Interim Manager?
3. In a few words please summarize how you match your own definition of an Executive Interim Manager?
4. What makes a successful Executive Interim Manager?
5. Why are you an Executive Interim Manager?
6. Do you have your own Executive Interim Manager web site? If not, why not?
7. Please summarize your relevant commercial experience prior to becoming an Executive Interim Manager?
8. Please identify three Executive Interim Manager projects successfully completed in the last five years that are directly relevant to the current Executive Interim Manager project?
9. What did you personally learn from each of these three Executive Interim Manager projects that would be directly transferable to our requirements?
10. How would you approach the current Executive Interim Manager project?
11. Do you bring to the current Executive Interim Manager project a clear methodology, like for example typically deployed by the major consulting firms? If not, why not?
12. As an Executive Interim Manager, how do you address quality assurance?
13. How can you demonstrate that you are sufficiently "hands-on" to handle the current Executive Interim Manager project?
14. How can you demonstrate that you have sufficient energy to handle the current Executive Interim Manager project?
15. Tell me about your analytical skills in the context of the current Executive Interim Manager project?
16. Are your analytical skills based upon "gut feeling" or structured methodology, like in a major consulting practice? Please clarify.
17. Do you have proven group facilitation skills? Where did you learn them? Please give an example that would be relevant to this Executive Interim Manager project.
18. Please clarify your experience of Stakeholder Management. Give me a clear example relevant to this Executive Interim Manager project, where your intervention in Stakeholder Management rescued a high risk situation.
19. Give me three good reasons why I should choose you over the other candidates for the current Executive Interim Manager project?
20. What do you want from us exactly?

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The purpose of this document is to clarify and enhance public awareness of the term **Executive Interim Manager**. It also seeks to enhance professional standards but most of all to help potential clients reduce time and risk. Ultimately, the question potential clients must pose to themselves is "Can we afford to fail?"