



# 2023 Annual Survey

Women in Interim Management



# Agenda

- Women in Interim Management – what steps does the industry need to take
- Key insights from the Survey
- Discussion
- Q&A
- About IIM & Upcoming webinars



# The Panel

## Claire Lauder

- Managing Partner, Boyden UK Interim Management

## Deborah Stevenson

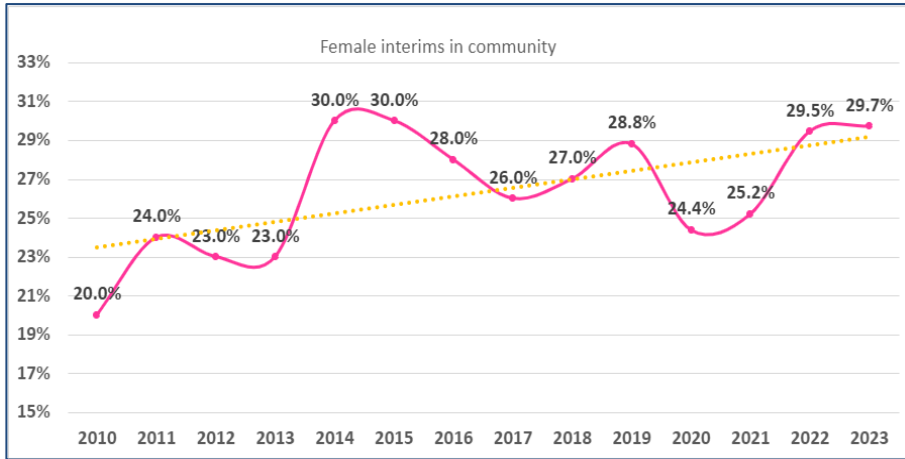
- Professional interim, has exceptional and successful leadership, project lead and strategic skills, proven to help businesses and their teams to grow, gain traction and thrive in the short and longer term.

## Jeanette Ives

- “Practiced in the art of getting stuff done”

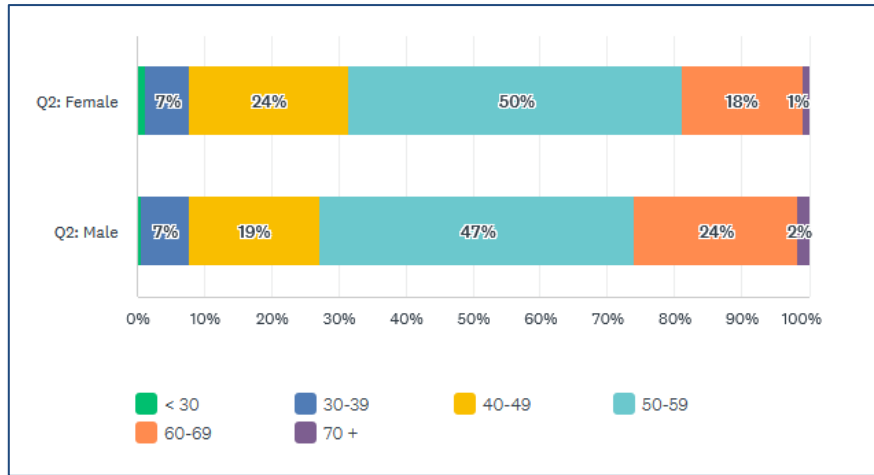
Tony Evans, IIM Chairman & Mark Walsh IIM Director - Facilitators

# Survey insight



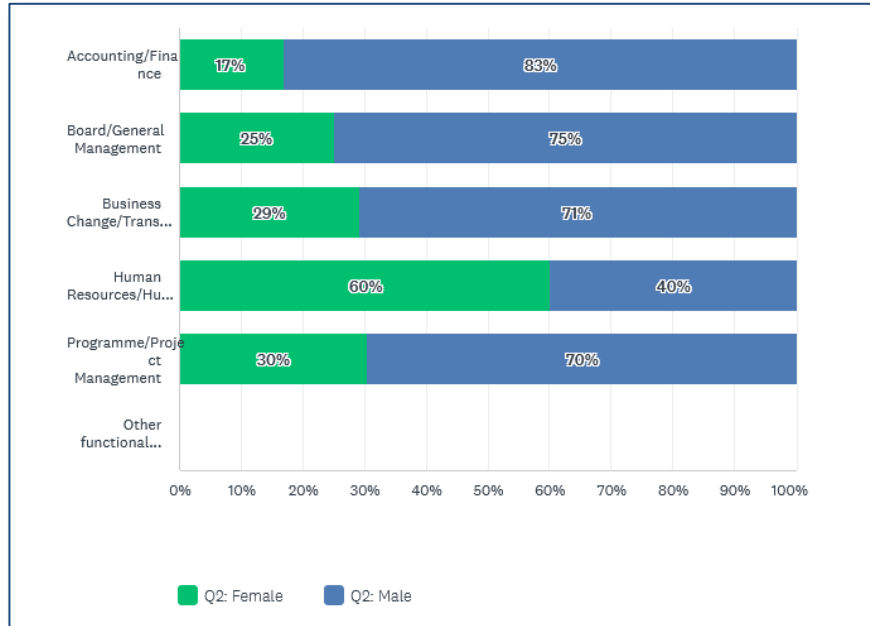
- A gradual upwards trend since the early days of the Survey when just 20% of respondents were Female, we may have plateaued at about 30%

# Survey insight



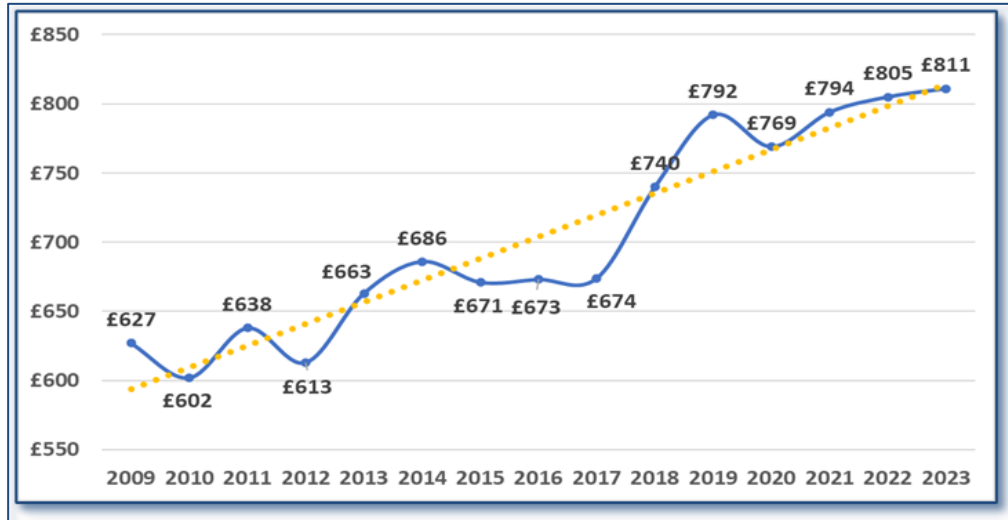
- The age profile for female interims is noticeably younger than that of males
- **74%** of women in the 40-59 bracket, **66%** for men
- **42%** of women have been interims less than 5 years, **32%** for men

# Survey insight



- In the Survey's 5 leading functional disciplines, 3 broadly follow the 70%/30% male/female gender split
- Finance is 83%/17%
- HR is reversed with 40%/60%

# Survey Insight



- The all-in average day rate is **£811**
- By Gender: **Male £855, Female £709**
- By Sector: **Private £910, Public £680, 3<sup>rd</sup> £623**
- Males are **65%** Private/**31%** Public
- Females are **42%** Private/**51%** Public
- Respondents identifying their primary role as CEO/CFO/CIO
- **30%** of Males
- **15%** of Females
- Inside IR35 assignments
- **65%** of Males had none, **51%** of Females



# Q&A



# About the IIM



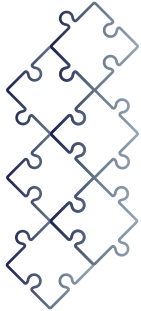
The **Institute of Interim Management (IIM)** is the UK's **only professional body dedicated to independent interim practitioners.**

Members operate in business on their own account as Interims working at board or near-board level.

- ✓ Founded in 2001 is a fully independent professional Institute incorporated as a company limited by guarantee.
- ✓ Run on a voluntary basis by Interims & is committed to supporting & promoting professional Interim Practitioners working in the UK & internationally.
- ✓ Members accept & are held to a code of conduct ensuring that they work at or above, an ethical level expected by clients.
- ✓ The IIM is a collaborative organisation working with leading Affiliate and Partner organisations who service independent professionals in general & Interim Practitioners in particular.



# WHY the IIM?



## Run by Interims. Solely dedicated to the interests of Interim practitioners.

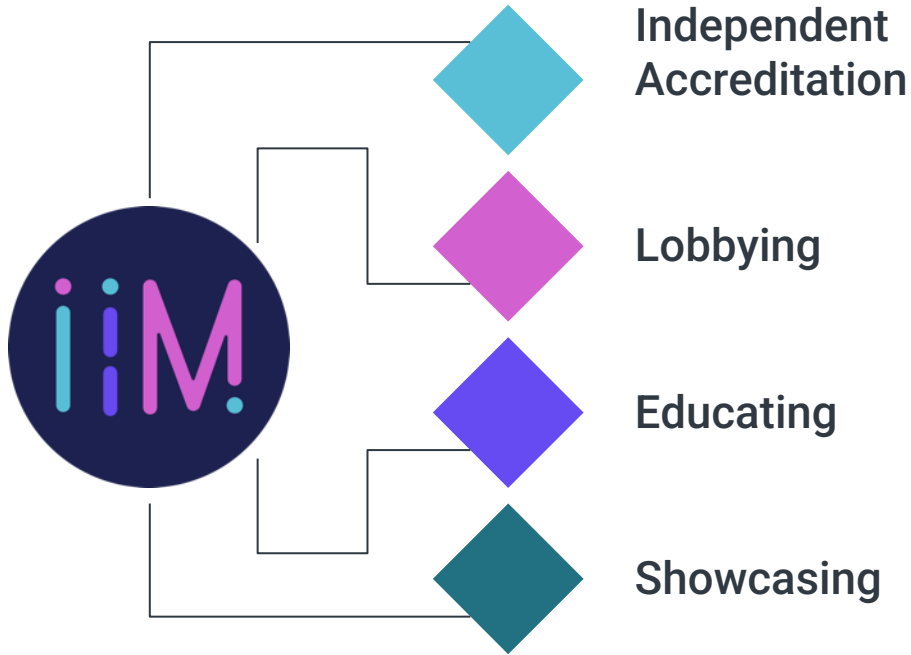
- ✓ A support network
- ✓ Resource platform
- ✓ Webinars
- ✓ WhatsApp group
- ✓ International membership
- ✓ Relationships with ISPs
- ✓ Annual survey and directory

## Access to and experience in dealing with:

- ✓ CV writing
- ✓ Coaching
- ✓ Assignment winning
- ✓ IR 35
- ✓ PI Insurance
- ✓ Dedicated small business accountants
- ✓ Contractual advice
- ✓ Legal
- ✓ Debt Collection



The UK's only **exclusive professional body** dedicated to the promotion of the individual Interim Practitioner and the industry as a whole.



## Membership

**£160/year**

plus initial £40 application fee

\*\* fee waiver in place until July 15th when using coupon **survey23** \*\*



[memberservices@iim.org.uk](mailto:memberservices@iim.org.uk)

+44 203 989 7000 /

+44 799 917 2289

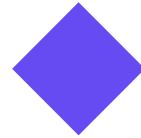


# Upcoming webinars



## Wednesday September 6th

- Introduction to the Interim Profession
- Panel of experts discuss the profession and what is needed to enter
- [Details & How to book](#)



## Wednesday September 13th

- Self-Worth Academy – John Niland
- John discusses how best to promote and value your business



## Other Dates & Topics for IIM Webinars

- Please see [Events - Institute of Interim Management \(iim.org.uk\)](https://iim.org.uk/Events)



# Thank you!

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Any questions?

[memberservices@iim.org.uk](mailto:memberservices@iim.org.uk)

+44 203 989 7000 / +44 799 917 2289

