



Interim Management:

a new HR solution for projects in Russia

What is Interim Management?



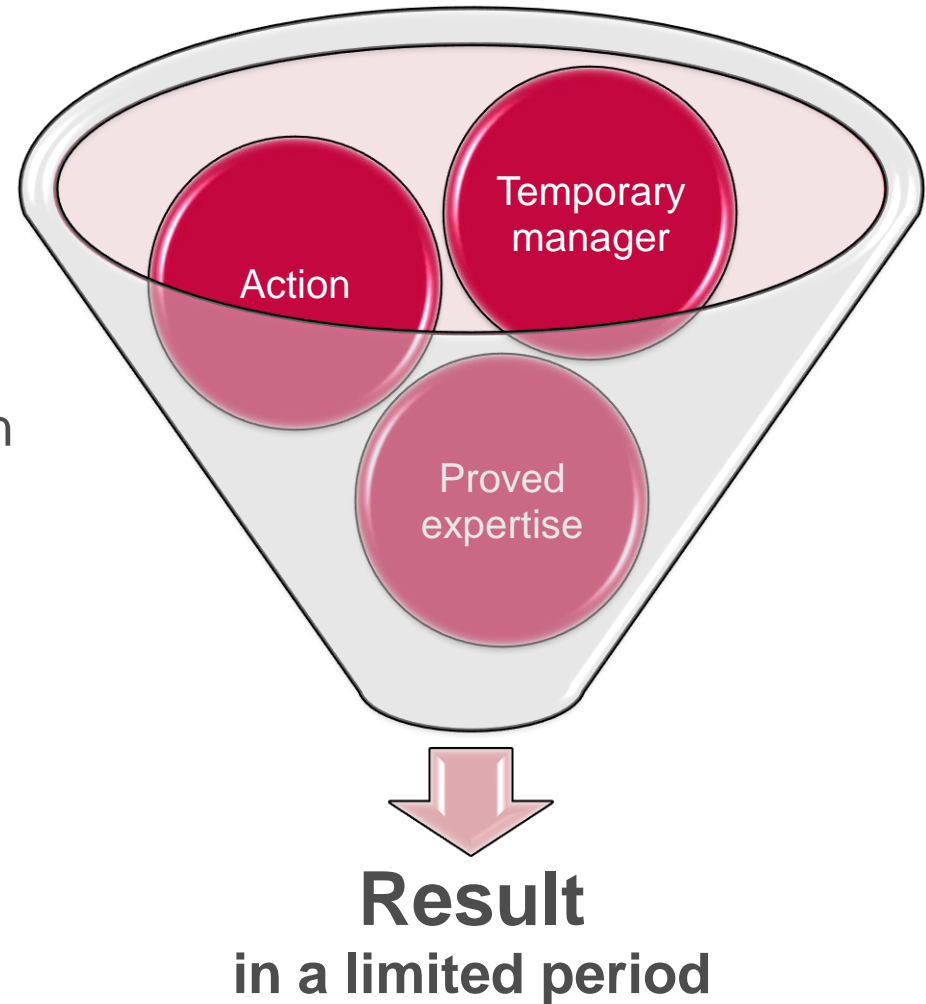
Interim management – is a rapid hands-on resolution of business problems by **highly experienced senior executives**

Key criteria of interim managers:

- ✓ **Outsourced executive, integrated in Client's organization on a temporary basis**
 - Typically from 6 to 18 months
- ✓ **Successful track record**
- ✓ **Immediately available**
 - Interim manager search is max.10 days
- ✓ **Immediately operational**
 - No induction period = used to run business within few days



- **NOT consulting !**
 - Action, not Recommendation
 - Assigned results within the project's limited timeframe



1. Development or transformation projects

» integration of an acquisition, Brown Field & Green Field, launching a new business activity, international expansion

2. Optimization of performances

» in Finance, IT, HR, Sales, Purchasing, Supply Chain...

3. Emergency recruitment

» on-the-spot recruitment of CEO, CFO...

1. To secure the **continuity** of implemented **Best Practices**

2. To pave the way of a **successful recruitment** :
 - » Capitalizing on interim managers' expertise to facilitate the recruitment process

 - » Coaching selected candidates

Examples of missions addressed to X-PM in Russia



- **Interim Supply Chain Manager for implementing SC & Logistics processes at a Russian plant**
(Consumer Packed Goods)
 - > 2 local managers recruited
at the end of the mission
- **Feasibility study & Green Field industrial site project manager**
(Household appliances local production B2B and B2C)
- **Brown Field industrial site project manager**
(Car equipment manufacturer)
- **General Manager for restoring clients' portfolio & profitability**
(Russian subsidiary of a Western group – IT & Telecom)

X-PM in Russia



X-PM created a joint-venture **OOO «X-PM CIFAL»** in partnership with **CIFAL Group**, a long-standing provider of B2B services to Western companies in Russia and Eurasia (industrial and business services in the energy and infrastructure).



X-PM team in Russia:



Laurent WYART

General Manager of X-PM CIFAL Russia
Agriculture & Food industry (Purchasing Manager, Nestlé)



Evgeniya PUZIKOVA

Assistant to General Manager of X-PM CIFAL Russia
Commercial & administrative issues

What makes X-PM different?



X-PM personalized approach in interim management relies on:

16
managing
partners in Paris

- assuring sector-specific insight and regular mentoring

Top quality pool
of over **900**
interim managers

- immediately available and committed to work full time for the client

An international
network with a
local reach

- through branches in **China, Singapore, India, North America, Brazil and Russia...**

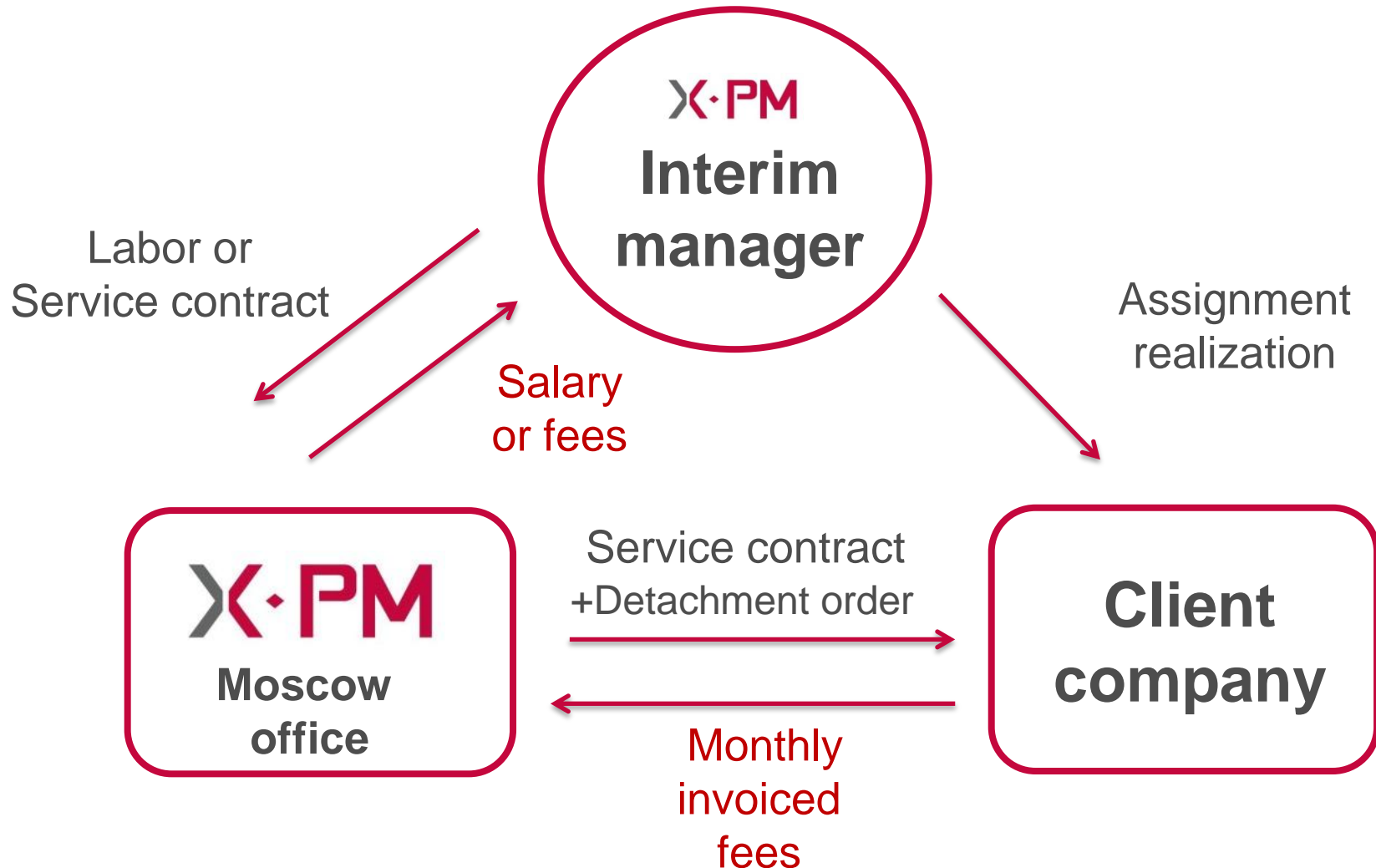
Functions

- General Management (CEO, GM)
- Finance & Controls (CFO)
- Supply Chain & Logistics
- Procurement
- Human Resources
- Information Systems
- Project Management
- Business Development
- Marketing
- Sales...

Sectors

- Automotive industry
- Machinery/ Equipment production
- Aerospace / Defense
- Construction & Energy
- Food processing
- High Tech & Telecom
- Transport and Logistics
- Retail
- Banking
- Non-Financial Services...

Interim Management: Who does it work?



**X-PM has won the confidence of major groups,
mid-sized firms and investment funds, including...**



... Large Groups & SMEs

Abbott - Acome - ADP - Algeco - Alstom - Arcelor
Mittal - Areva - Arjowiggins - Bel - Biomérieux -
Bluestar - Bombardier - Bouygues - Bull - ETDE -
Cegelec - CFAO - CNP - DCNS - EADS - Eramet -
Etam - Europcar - Eurotunnel - Eutelsat - Faurecia -
FCI - Fives Lille - Geodis - Go Voyages - Groupama -
Groupe Hospitalier St Joseph - Heraeus - Ingenico -
Imerys - Kraft - AG2R La Mondiale - Lagardère -
La Poste - LVMH - Mac Auto - Materis - MMA -
Mondial Assistance - Natixis - Nexans - Nordon -
Nutricia - Oberthur - Onduline - Orange - RFF -
Société Générale - Safran - Sanofi - Sodexo - SNCM -
Sofema - Suez - Tour Eiffel - Thales - Technicolor -
Tecnopali - Tessengerlo - Thermo Fischer - Tokheim
- Veriplast - Valeo - Vallourec - Veolia - Virgin -
Wheelabrator, ...

... Investment funds

Activa Capital - Apax Partners - Axa PE -
Banque de Vizille - Equistone Partners
Europe (ex Barclays PE) - Butler Capital
Partners - CDC Capital Investissement -
Chequers Capital - Eurazeo - Fortis PE -
Fonds Partenaires - Industrie & Finance -
GIMV - Natexis Private Equity -
Macquarie - Pechel - Perfectis - Société
Générale Capital Europe - Sun Capital -
TCR - Truffle Capital - Wendel
Investissement, ...

X-PM

A X-PM C I F A L Venture

implement
your ambition. *Now!*

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RUSSIA

INDIA

CHINA

SINGAPORE



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