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russam gms
the interim specialists

ASSIGNMENTS WE HAVE HANDLED & CASE STUDIES

A specialist service from Russam GMS

- Russam Business introduced Kevin Stibbards to GTI Corporation, a specialist automotive products manufacturing company. The owner-managers were struggling to control manufacturing and halt losses in a volatile market, and recognised that they needed a new approach to the business that demanded skills they saw outsiders having in greater abundance than they did. They also wanted to do other things - but not sell the company - at least not until it was worth much more! Kevin was interim Manufacturing Director for six months and was then appointed Managing Director and has led the Company to a position of sustained profitability.

- Graphite Capital have used Russam GMS to fill three top Finance Director jobs in investee companies. Mostly, sector knowledge was key - in one assignment the ability to act also as CEO in due course was a requirement.

- When Terra Firma bought Waste Recycling Group, there was clearly a need to move quickly. Part of this included the introduction through Russam Business of Interim Manager, Peter Cooke. After four months interim, Peter went onto the permanent headcount. Peter's great strength at that time was his flexibility in moving around WRG's locations in addition to his experience of the financial control aspects of change management.

- Russam GMS had a call from the Group Finance Director of an independent south-east based brewer and pub operator - we were quite well known to them as we had introduced a senior finance interim manager to them about four years previously and had kept in touch ever since. This specific requirement was shrouded in mystery and the way we defined the assignment in contacting suitable interim managers was this: "This confidential M&A modelling/number-crunching/what if "analyst" type role calls for a senior, M&A-experienced FD for a short assignment for this south-east based leisure organisation. It needs hands-on skills and big-picture capability". Not knowing the precise details of the assignment was obviously a disadvantage but the above internal advert summed up the key requirements. The project turned out to be an acquisition. The interim assignment was started on a week-by-week basis and, in the event, lasted four weeks with an additional week to clear up.

- Robin Alvarez built Utility Billing and Metering from scratch. Within eight years he found himself with a great business and started to look for an exit. He needed a Finance Director, able to offer a flexible time input and with an expertise in working with business exits in play - including soft skills. Martin Warren was introduced by Russam GMS. The arrangement worked well. Robin Alvarez sold the business to an acquisitive AIM-listed plc. All parties were happy with the outcome. Martin Warren moved on to another assignment for another client. Martin Warren is now an Entrepreneur and runs his own business - see www.hairpod.co.uk

- Russam Business works through large Corporates. This is how top Interim FD Mary Day finished up doing a key turnaround. Kouros Mehrabani, Principal with Deloitte Corporate Finance in Manchester, was advising HgCapital on a leveraged acquisition and the Finance Director of the company - who was also CEO Designate - had just advised that he needed immediate sick leave for an indefinite period. Seeing a looming dearth of top Management - and the deal looking in jeopardy - Mehrabani turned to John Wilson at Russam GMS in Manchester. Within three days Russam GMS submitted their shortlist for the interim Finance Director and Mary Day was the ideal candidate for this urgent task. This successful assignment lasted for 12 months. The deal went through and all parties reported a job well done. Mary Day is a top interim Finance Director specialising in business performance improvement, business planning, implementation of solid corporate governance practices and development of key stakeholder relationships.

- Hill Hofstetter Midlands Managing Partner and corporate lawyer, Chris Hill was asked to solve a complex issue presented to him by his family engineering business client. The Chairman had died suddenly leaving his widow with the task of running and managing the £12m specialist engineering business in difficult circumstances. Chris's answer was to bring in an Interim Manager through the Russam Business Specialist Sector of Russam GMS, who have a good knowledge of this sector and extensive experience in turnarounds. They chose Graham Wood. The family shareholders were delighted with the excellent outcome.

