

Managing Transitions With Interim Leadership



Don't Leave Critical Areas Untended

With the right interim leader you can be assured of continuity, employee retention, and smooth transition. Use this opportunity to access expertise to help move your organization forward. Look for your interim leader to help with change management and to onboard the full-time leader.

Representative Engagements

EDF Trading

Ms. Ryan led the trading and marketing activities in EDF Trading's western power trading office until operations were consolidated in the home office.

First Choice Power

Ms. Ryan served as the interim Director of Risk Management for a retail electric marketer. She developed policy and risk reports, then onboarded of the full time person.

PNM Resources

Ms. Ryan served as the interim Director of Risk Management, leading energy risk management, credit risk management and enterprise risk management for the utility holding company. She trained the full-time director that took over department responsibilities.

Interim Leader

Characteristics:

- ◇ Prior interim leadership experience
- ◇ Quick study
- ◇ Industry knowledge
- ◇ Strong interpersonal skills
- ◇ Leadership qualities
- ◇ Collaborative and consultative style
- ◇ Great reputation



Strategy | Risk Management | Leadership