

Although not exhaustive, a Chiumento interim manager could provide a competent and flexible resource in areas such as the below:

| HR interim managers | Finance interim managers |
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| <p>Outsourcing work & the transfer of people to a new employer (TUPE)</p> <p>Compensation & benefits, job evaluation, benchmarking, pensions, incentive schemes</p> <p>Resourcing volume & specialist vacancies</p> <p>Organisation transformation & change programmes</p> <p>Mergers & acquisitions, due diligence, business integration</p> <p>Managing redundancy & outplacement programmes</p> <p>Employee development & performance management</p> <p>Training needs analysis, design, delivery & evaluation</p> <p>Employment law, employee relations, negotiations, consultation & tribunals</p> <p>Establishing a new HR function and processes</p> <p>HR systems & databases, specification, selection & implementation</p> | <p>Change management and business process re-engineering</p> <p>Business turnarounds, start ups, funding and financing</p> <p>Mergers & acquisitions, flotations, IPO's, MBO's</p> <p>Finance strategies – performance improvements, budget control, P&L Analysis</p> <p>Financial direction & control – management and financial accounting</p> <p>Group Finance, International & EMEA</p> <p>Creation of shared services</p> <p>Bid tenders, PFI's and cost management</p> <p>Financial system implementations and upgrades</p> <p>Regulatory projects (IFRS, IAS, SOX, Basel & Solvency II)</p> <p>Credit management, Treasury, Tax and Forensics</p> |