

LEGAL INTERIM MANAGEMENT

Interim Management is the modern answer of the service sector to the challenges which companies are facing in their search for highly qualified management staff in Germany: high cost of search and and compensation, long periods of job onboarding, a German labor law which is mostly employer-unfriendly... – these are just a few of the disadvantages of permanent hiring of staff that can be avoided by interim management. Hiring managers on a temporary or project basis is often the better solution for companies in demand for highly qualified staff, especially if timing is critical: Get fast support for a defined period. Also for Legal.



With legal interim management, your company works

- flexibly and tailored to its needs: You determine how much legal support you really want, when and where.
- cost-efficiently: You save the cost of long-term commitments to highly paid employees.
- at low risk: Working as a legal interim manager, a German Rechtsanwalt is responsible by law for providing quality work.

INTERIMlegal®: filling staffing gaps in the management of legal affairs

ORGANIZATIONAL DEVELOPMENT



Expansion, merger, modernization: company development requires controlling. When the company goes through an evolutionary process, the Legal Dept. has to actively engage in this change, too.

This is by no means a phenomenon of young, growing companies, exclusively: Well-established companies, in particular, often have problems putting their long-lasting and well-proven processes and structures to the test without restriction when the company changes.

In both cases, there is no alternative to a due change management process which involves all stakeholders in the company. In such a phase of change, getting „outside“ support from a qualified consultant is often the most viable solution. However, everyone knows that mere conceptual advice is rarely sufficient to address major management challenges. Sustainable success of change processes largely depends on a diligent implementation. Roughly half of all mergers and many other change processes fail in lack of an adequately controlled implementation process.

Make change in your company a success story, also for Legal! **INTERIMlegal®** will support you.

INTERIMlegal® : managing organizational change for Legal Departments

INTERCULTURAL CONSULTING

Extending their business footprint to Germany is a great entrepreneurial opportunity for companies from foreign countries. At the same time, the success of such an expansion largely depends on a due understanding not only of the economic but also of the political, social and legal characteristics of the country of choice. Controlling legal affairs of an internationally active company requires surefootedness in different legal cultures.

Managing globalization also takes place within your company: Successful people management of multiethnic staff requires particular cultural sensitivity and expertise – even more if parent company and subsidiaries are separated from one another by an ocean.

And where distinct social and legal cultures come together in the work of the Legal Dept., solid intercultural expertise in a dual sense is a must. Especially, when companies change.



BizLegal® supports your business in Germany in managing cultural and legal diversity.

INTERIMlegal®: managing diversity for Legal Departments



INTERIM.legal

Legal Interim Management
-- for Companies in Motion --

ABOUT INTERIM.LEGAL

INTERIM.legal®, based in Germany's capital Berlin, specializes in legal interim management and organizational development consulting for legal departments in companies. Setting up an inhouse legal department, modernizing the existing one and filling a temporary staffing gap in Legal – all of this requires legal affairs management expertise matured through on-the-job experience. Mere knowledge of consulting theories just isn't good enough.

INTERIM.legal® consolidates more than 20 years of professional experience in establishing and leading legal departments as well as managing restructuring and change management processes in the areas of law, leadership and organization in legal departments and general management of companies and industry associations in Germany and abroad.

Please feel free to contact us. We will be happy to advise.

CONTACT

Dr. Matthias Leonardy, Rechtsanwalt*
Nieplitzsteig 5 | 14089 Berlin | Germany
E: Leonardy@interim.legal
W: www.interim.legal
T: +49.1603.522.659
F: +49.30.5482.2338

*Fully qualified Attorney at Law, Germany;
registered with the Berlin Chamber of Legal Attorneys (Rechtsanwaltskammer Berlin; Littenstraße 9, 10179 Berlin, Germany, T.:+49.30.3069.310; info@rak-berlin.org; www.rak-berlin.de); admitted to the Bar since Dec.31, 1995 (District Court (Landgericht) of Saarbrücken); registered with the Federal Legal Attorneys Register operated under the auspices of the German Federal Chamber of Legal Attorneys (Bundesweites Amtliches Anwaltsverzeichnis der Bundesrechtsanwaltskammer (BRAK); www.bea-brak.de/bravsearch/search.brak)