

Finding top professionals for Turnarounds, MBIs, BIMBOs, MBOs and Non Executive Directors and Chairmen...

A unique, immediate and comprehensive resource for the Private Equity, Corporate Finance and M&A Community

Turnarounds



The Russam GMS Turnaround Group is the UK's most comprehensive resource of senior independent executives working in business turnarounds. It is an integral part of the Russam GMS Interim Manager Database – the most comprehensive working database of senior executives operating as Independents in the UK. Private Equity, Venture Capital and Corporate Finance clients need to ensure the quality of the Interims they hire is the best possible – ideally recruiting only people they know or get to know through personal recommendation from trusted contacts. What we, in Russam GMS, have started to see more frequently over the past few years is a growing number of clients who recognise that talking to at least two Providers works best and that a search-driven approach – as opposed to relying on one preferred supplier with their small cadre of favoured Interims – also works best in a changing and competitive market, particularly with Providers who know how to search and have powerful networking capabilities and a track record.

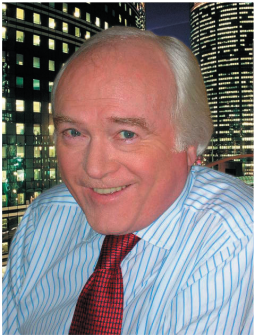
This is not a volume market and most of the elite turnaround specialists are well known to most of the mainstream users. What matters just as much in the current changing climate is the ability to also find those who have less visibility - the new turnaround practitioners or those with specialist sector or technical skills.

Most of the major players in the turnaround market have their own Turnaround Panels. The majority of the members of these Panels don't get work from them and are, in any case, on many other Panels including the Russam GMS Turnaround Group. In the end, it is simply a search for the best individual available.

The Russam Business Network



Russam GMS chairman, Charles Russam, says:- "As the longest established mainstream Interim Management provider in the UK, we found that we had created a huge constituency of top independent business people and all we were talking to them about were Interim Management assignments."



Charles Russam explains. "A combination of IT technology and common sense said why don't we talk to them about other business propositions that would appeal to their entrepreneurial instincts and why don't we offer them the opportunity to talk to us in return about their business needs, opportunities, aspirations and ideas – and those of their own clients and associates?"

Supporting our well-established search mechanisms, the **Russam GMS IND-EX Weekly** goes out every Thursday by email to about 8000 senior business people operating on an independent basis and reaches, through their own personal networks, several thousand more - mostly in a matter of hours.

Based on the ".... broadest reach" of Russam GMS Ltd, the Russam Business network is a unique interactive forum for all entrepreneurial needs, opportunities, aspirations and ideas. Through the Russam GMS IND-EX Weekly, businesses get bought and sold on behalf of clients, MBI and BIMBO teams get put together, NEDs and Chairmen get found and entrepreneurs can find the other end of transactions.

Non-Executive Directors for SMEs



Russam GMS is able to find and introduce non-executive Directors across the broad spectrum of SMEs and also senior executives doing similar work. Many businesses – principally owner-managed organisations – need a particular type of independent support. They need a professional, an outsider free from internal politics, someone they trust and can confide in, who has technical and/or trade knowledge and experience beyond that which currently exists in the organisation and who can work with the company on a continuing part-time, but certainly never full-time, basis. The need may be for a Statutory non-executive Director, a Consultant, a part-time Interim Manager, a Coach, a Mentor, a Business Angel or any mix of these. Finding the right person, quickly and with minimum fuss and at low cost is what nedWork offers.

Non-Exec Chairmen – plus



Some Private Equity houses who run their own registers of NEDs and Chairmen actually require their new Chairmen to make significant investment. Whilst not being required to do some executive work, the new Chairmen will almost certainly want some sort of hands-on involvement having put some of their own money into the venture. We are often asked by our Corporate Finance and Private Equity clients for non-executive Chairmen of some personal substance for their investee smaller businesses. What makes these appointments different is a small but discernible executive role together with an equity involvement that is negotiated alongside the core agreement.

The Russam GMS InterimsDirect Resourcing Service



Where we have partnering status with Private Equity/ Corporate Finance houses and who have multiple and continuing requirements, we offer our unique InterimsDirect Resourcing Service. Subject to an individual agreement in each case, all responses to our 8000+ direct contact emailshot are channelled directly to our client. With our help, our client can be talking with best-fit top Independents within hours of briefing us. We know of no other comparable service.

Our Fees

In all our work, there are no retainers, no up-front fees - all fees are agreed in advance and are all success-based unless special arrangements are agreed at the beginning. Generally, we operate to a gross margin target of 20%. No hidden charges. No surprises. Seriously competitive.

Reliable, Innovative, Open and Thorough

Charles Russam says:- "The needs of the Private Equity community drive the work we do. Asking for immediate introductions of top executives for the businesses they own or have invested in are decisions that have to be got right – these are make or break issues. It is a question of who is out there with the right skills and are also available immediately. Finding them calls for the broadest range of suitable profile executives who can be contacted and introduced fast and – important but always slightly secondary - at the most effective cost of hire. Russam GMS seeks to be pre-eminent in this market space."



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