

Interim Heads Ltd

Client-Centred Interim Management: a framework for clients to determine appropriate levels and forms of engagement

Levels of Interim Package	Expected Duration of Assignment	Typical Circumstances	Client Outcomes	Interim Leadership Style
Bronze: Stability Focus	Short term: 1–2 terms	Sudden Headteacher resignation or absence in an effective school which requires sensitive handling but minimal change.	Stable operational management Continuity of strategic direction	Supportive leadership style sensitive to the emotional issues around the headteacher's absence. Building on school strengths and delivering on existing school improvement plan
Silver: Capacity Building Focus	Medium term: 2–3 terms	Sudden Headteacher resignation or absence in an improving school which wants to use the absence as an opportunity to build its capacity with the help of an experienced interim manager's consulting portfolio.	Stable operational management Continuity of strategic direction Capacity building in relation to agreed developmental projects.	All the above plus: Empowering leadership style. Maximising opportunities for professional development and organisational learning drawing on the Interim Head's particular strengths & skillset.
Gold: Turnaround Focus	Fixed term: 1–3 years	Sudden Headteacher resignation or absence in an underperforming school with significant issues or problems to address, possibly in special measures and probably in challenging circumstances.	Stable operational management. Renewed strategic direction. Capacity building in relation to agreed developmental projects. Significant targeted improvements in performance. Succession management to secure the interim legacy.	All the above plus: Transformational leadership style. Positive change management approaches including: building morale, building internal accountability linked to external accountability, strengthening cohesive identity and cooperative relationships, building public confidence etc