

## **BM: IS THERE ANYTHING MORE AGENCIES OR EMPLOYEES COULD BE DOING TO SUPPORT INTERIM MANAGERS FACING THEIR OWN HEALTH STRUGGLES?**

For recruitment companies I'd say interim care is the most important thing. Stay in touch with people during the good times and the bad times, while they're on assignment or between assignments. You want to feel as though that business has your back and there's something really powerful about staying in touch.

My advice to employers would be you won't get the most out of interims if you think of them and refer to them as "the interim". Create an environment where interims can thrive, be included and feel part of the set up and team dynamic. You have a responsibility to them to, this works both ways. You may not be able to give them the same benefits as your permanent members of staff but you can afford them the same courtesy.

## **BM: WHAT'S BEEN YOUR CAREER HIGHLIGHT?**

I'd have to say my interim role at Royal Hospital Chelsea. Living and working in an esteemed national organisation that allowed me to work alongside the Chelsea pensioners daily had a real impact on me, it was fulfilling and amazingly good fun. It gave me an understanding of army life and military culture which I knew nothing about. You never stop learning as an interim!