



# Elevating Business Success: Why Interim and Fractional Executives Are Your Optimal Solution Over Hiring Traditional Consultants

**This article marks the fourth installment in our series exploring the transformative potential of interim and fractional executives. In our previous discussions, we defined these roles, debunked misconceptions surrounding them, and made a compelling case for hiring external interim executives over internal options. Now, [Christian Buhagiar](#) turns our focus to the distinct advantages of engaging interim and fractional executives compared to traditional consulting firms.**

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In today's complex business environment, organizations are constantly faced with evolving challenges, including technological disruption, global trade upheaval, tariffs, post-merger integrations, and the demands of increasingly complex consumer behavior. To navigate these complexities effectively, strategic leadership and specialized expertise are essential.

Historically, when faced with pressing challenges, companies have often turned to one of two approaches: they either do nothing – primarily because they lack the internal resources or expertise to address these issues – or they hire consultants to leverage external insights.

The implications of doing nothing are obvious and, unfortunately, many organizations find that the value derived from consulting engagements frequently falls short of expectations.

The shortcomings of consulting can be attributed to several critical factors. First, consultants typically operate outside the organizational ecosystem, which means they often lack a robust

understanding of internal dynamics, culture, and politics influencing decision-making. Moreover, while consultants may provide strategic recommendations, they usually do not remain involved in execution or integration, leaving companies without the necessary guidance and horsepower to turn plans into actionable outcomes.

This is where interim and fractional executives present a significant advantage. These seasoned professionals deliver not only strategic – as well as practical – insights and solutions but also a strong commitment to execution and implementation. Their extensive experience lends itself to not just crafting the strategy, but also actively ensuring its success.

## Deep Integration for Immediate Impact

One of the most compelling advantages of hiring seasoned interim and fractional executives is their ability to seamlessly embed themselves within an organization. Unlike consultants, who maintain a degree of detachment, these executives become part of the internal team, gaining firsthand knowledge of the company's culture, people, and operational nuances. This deep integration enables informed decisions that resonate with the company's goals and values, ultimately driving meaningful change.

## Cost-Effectiveness and Flexible Engagement

Hiring interim and fractional executives can also be a more cost-effective solution compared to engaging consulting firms. Consulting relationships often come with high fees for short-term projects, usually lacking accountability for long-term outcomes. In contrast, interim and fractional executives offer flexible engagement models tailored to meet specific budget requirements, providing access to high-caliber executive talent without the long-term financial commitment of full-time salaries and benefits.

## Accountability and Ownership

Interim and fractional executives take ownership of their roles, creating a culture of accountability towards the outcomes of their initiatives. This commitment fosters a sense of responsibility that is often lacking in consultant engagements, where the focus may be more on

delivering reports than on implementing actionable changes. These professionals are not just advisors; they are decision-makers who actively drive the execution of strategies and lead teams toward tangible results.

## Strategic Expertise with Industry Insights

Interim and fractional executives bring specialized skills and a wealth of industry insights that are critical for navigating growth and transformation. With extensive experience in specific sectors and/or situations, they provide expert guidance that enhances strategic direction – essential for businesses looking to adapt to global trade disruptions, manage tariffs, launch new products, or integrate post-merger entities successfully. Their practical experience ensures that strategies are not only well-conceived but also executable and aligned with the company's long-term vision.

## Cultural Integration Drives Sustainable Change

The cultural integration that interim and fractional executives achieve allows for the implementation of changes that resonate more deeply within the organization. Their understanding of the internal landscape helps foster buy-in for initiatives, contrasting with the external perspective that consultants may lack. This buy-in is essential for ensuring the sustainability of any change effort.

## Long-Term Vision Coupled with Execution Capability

While consultants may primarily emphasize short-term deliverables, interim and fractional executives maintain a focus on the long-term vision of the organization. They are actively involved in executing strategies, ensuring alignment with the company's evolving needs. This sustained involvement helps secure alignment with long-term objectives and guarantees that strategic initiatives are both effective and sustainable.

## Stability in Leadership Transitions

During periods of leadership change or organizational restructuring, interim and fractional

executives provide essential stability and continuity. Their presence helps maintain momentum and reassure stakeholders, which is crucial during transformative periods. While consultants may provide valuable insights, they might not offer a consistent leadership presence that can be pivotal during these times.

## Mentorship and Team Development

Another critical advantage of interim and fractional executives is their role in mentoring and developing internal talent. By sharing their knowledge and expertise, they help build the capabilities of future leaders within the organization, fostering a culture of growth and continuous improvement that lasts beyond their engagement.

## Driving Sustainable Growth

Ultimately, the core value of interim and fractional executives lies in their ability to drive sustainable, long-term growth. Their approach goes beyond quick fixes, focusing on building a solid foundation for future success. By embedding themselves within the organization, they enhance existing capabilities and ensure knowledge transfer, empowering internal teams to thrive independently beyond their tenure.

## Conclusion

As businesses navigate the complexities of the modern market, the demand for adaptive and impactful leadership becomes increasingly clear. Interim and fractional executives offer a compelling alternative to traditional consultants, providing deep integration, strategic expertise, accountability, and mentorship. For companies seeking to unlock new growth opportunities and ensure sustained outcomes, these roles represent a strategic investment in the future of their organizations.

At GlassRatner, we excel in connecting organizations across Canada and the U.S. with exceptional interim and fractional executives who can drive meaningful transformation and growth. Our tailored executive search services help you find the right leader to meet your unique needs.

**Contact us today** to discover how we can support your organization in capitalizing on the strategic advantages of interim and fractional executives to propel your company forward.

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## Discover More

Explore the other articles in our *Dynamic Leadership: Interim & Fractional Insights* series:

- [Embracing Flexible Leadership: Navigating the Future of Executive Talent](#)
  - [Demystifying Interim and Fractional Executives: Embracing Change for Strategic Advantage](#)
  - [The Pitfalls of Internal Interim Executives: Why Hiring Externally Yields Better Results](#)
  - [Elevating Business Success: Why Interim and Fractional Executives Are Your Optimal Solution Over Hiring Traditional Consultants](#)
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