



Tradewind Solutions LLC

Executive Search

Executive Temping: an Attractive Staffing Solution

Companies are facing a multitude of challenges in today's market, and many have a shortage of viable solutions for those challenges. However, there's a hot new trend that's quickly growing in popularity, one that helps companies meet these challenges. This phenomenon is called "executive temping," a contract staffing solution that's gaining momentum with companies spanning a wide range of industries.

Why is high-level executive temping so popular? There are many reasons, but they all boil down to one thing: **change**. These days, it's the speed with which things change that can wreak havoc on a company's productivity (and profitability). Hiring executives on a contract basis is an excellent way to combat that change in a pro-active fashion, effectively turning what could be a potentially negative situation into a positive one.

Benefits for the company

With executive temping, companies have access to the talent they need, and it also provides them with badly needed leverage and resources in what could otherwise be a very problematic situation. Below are some of the challenges that companies are facing, along with the corresponding solution that executive temping provides.

- The Baby Boomer Generation is beginning to retire. (While it's true they might retire more slowly than originally anticipated, with 77 million members, even their partial absence from the workforce will be felt.) By hiring executives on a contract basis, companies can buy time until they find a direct-hire replacement. You might be interested to know that according to a recent *Wall Street Journal* article, the executive temp becomes the replacement approximately **25%** of the time.
- In some cases, the company is not given adequate notice that an employee is going to leave, either because of retirement, health issues, a new opportunity, or other reasons. And let's face it, even when companies receive a notice, two weeks at the executive level is really not sufficient. With the position vacant and company officials looking at what might be a lengthy recruiting and interviewing process, an executive temp can provide a lot of value.
- The housing market is continuing its downward spiral, and it's definitely having an effect on the employment landscape. Companies are hiring high-level executives from across the country, only to wait as those new employees struggle to sell their house, pushing their relocation back, possibly by as much as months. An executive temp can hold down the fort and help to ensure higher productivity levels in the interim and a smoother transition when the direct hire finally arrives.

As an added benefit, since there's such a short amount of time involved with the duration of an executive temp's contract, the temp is working under a deadline of sorts. As a result, there's a shift in emphasis away from planning to **execution**.



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You might say that these contract positions are *results-oriented* in nature. The company needs something to get done, and they need the executive temp to do it. Consequently, the executive temp is fully immersed into the company's culture, operating "in the trenches" with the other members of management and tackling the company's problems together. That type of cohesion and teamwork leads to a much more expedient solutions to those problems. Achieving results is the name of the game, and results are what companies want quickly when they hire a high-level executive on contract.

Benefits for the executive

Although it might not seem like candidates would be interested in working on a contract basis at the executive level, they most certainly are. Below are some of the reasons why high-level executives enjoy contracting.

- They have more flexibility with their schedules. If they want to work for three months or six months and then take time off, they can. In addition, some executive temps aren't required to work a full workweek, and in some cases, they're not even required to work on-site. In other cases, they might have to work on-site a couple of days a week.
- In terms of compensation, the money that an executive temp earns is as much as they would make in a full-time position, and in many instances, it's more because they get paid for every hour they work during the contract assignment.
- The executive temp can have access to benefits during their assignment, especially if they're placed by a recruiter who uses a full-service back-office provider like Top Echelon Contracting.
- Executive temps may also have the opportunity to travel. However, this can be perceived as both a positive and a negative. A person with a free spirit and no family ties might jump at the chance to work at a company in a different state. On the other hand, a homebody with an ailing spouse or small children might consider that much travel to be a hardship.
- Candidates, including high-level executives, often prefer a contract assignment for the challenge it brings. Plus, contracting provides an opportunity to continually build their portfolio of skills.

Challenging times call for creative staffing solutions, and hiring high-level executives (or any executives) on a contract basis can help you to formulate the solutions you need to maximize your resources . . . as well as your results.

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