

INTERIM MANAGER

Jérémy CHASSAGNE

HR & Business Unit Management

I deliver interim leadership assignments to secure your operations, structure your organisation and produce measurable results – from the very first weeks.

15+ years in HR · 10 years in management · 6 years as Managing Director
PRINCE2® Foundation certified · Prosci® Practitioner (ADKAR)



MGMT EXECUTIVE

Commitment to Excellence



When to call on me?

I step in during high-stakes situations where speed of execution and executive leadership make the difference.



Crisis & turnaround

Deteriorating situations, sudden leadership departure, HR or operational dysfunction.
Rapid takeover, stabilising teams and securing critical processes.



Transformation & restructuring

Major reorganisation, merger, outsourcing or operating model redesign.
Change delivery with stakeholder alignment and buy-in.



Growth & structuring

Rapid growth, scaling teams, Business Unit launches.
Putting in place the right HR, management and governance structures.



Interim cover & continuity

Unexpected departure, interim leadership, recruitment periods.
Ensuring continuity with no loss of performance or critical know-how.



Strategic & special projects

Asset sales and disposals, insolvency contexts, and critical strategic projects.
Evaluating competing offers, running continuity plans and delivering high-impact projects to tight deadlines.

Tangible outcomes — not just promises

-80%

Payroll cycle time

End-to-end redesign of payroll and HR administration processes.

+39%

Revenue

Three-year growth delivered under Business Unit leadership.

+465%

Operating profit

Operational turnaround and margin restructuring in 12 months.

6

COVID business continuity plans

Leadership through a major crisis.

x3

Employee retention

Average employee tenure tripled.

- ☐ **Court-supervised restructuring management:** Asset divestment including sourcing and strategic arbitration among 3 competing bids — negotiation, valuation, and legal structuring of the transaction.

Jérémy CHASSAGNE

1 — 15+ years | HR leadership

HR Director roles, payroll and HR administration, professional services – public and private sectors.

2 — 10 years | Operational management

Leading cross-functional teams, operational delivery and change execution.

3 — 6 years | Managing Director

Full P&L accountability, commercial strategy, restructuring and business growth.

4 — PRINCE2® Foundation

Delivering complex projects to tight deadlines and budget constraints.

5 — Prosci® Practitioner – ADKAR

International change management certification – stakeholder engagement and embedding lasting change.



THE FIRST 30 DAYS: A STRUCTURED APPROACH

The effectiveness of an interim assignment is set from day one.

My entry plan ensures a rapid ramp-up without destabilising the organisation.



Day 1–10 • Assessment & risk control

Operational immersion. Rapid mapping of immediate risks. Identifying HR, financial and leadership urgencies. Securing critical processes.



Day 11–20 • Stabilisation & quick wins

Fast, visible impact actions. Rebuilding trust across teams and stakeholders. Delivering the first measurable results.



Day 21–30 • Roadmap & governance

A formal roadmap with milestones, KPIs and deliverables. Governance in place. Alignment with executive leadership and partners.

 **Operational from Day 1.** No passive observation phase — every day is results-driven.

HR Expertise & Business Leadership

HR expertise & people operations

- HR leadership
- HR administration & payroll
- HR Shared Services (HRSS)
- Absence & disability management
- Learning & development
- CSR, disability and inclusion policies

General management & Business Unit leadership

- Strategic & operational steering
- Outsourcing & professional services management
- Transformation & change delivery
- Restructuring & asset disposals
- Crisis management & business continuity planning
- Time-critical strategic projects

PRINCE2® Foundation and Prosci® Practitioner (ADKAR) certified – I lead complex transformations, ensuring business continuity, stakeholder buy-in and operational delivery.

CONTACT

Let's discuss your assignment

Facing a situation that requires rapid takeover, restructuring or reinforced leadership?

Available within 48 hours.

Engagement options : independent · umbrella employment (portage salarial) · direct employment.

Immediate responsiveness, high standards, tangible results – with one simple conviction: an organisation performs sustainably when its teams understand, are aligned and fully engage.

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Book a scoping call



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