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As need for executive outsourcing grows, a local company offers experienced pros for short-term jobs

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As Baby Boomers retire in droves, companies are losing crucial experience, and some have been turning to executive outsourcing to fill the void. That's why Core Catalysts LLC launched a new service earlier this year called Executive on Demand.

The service places experienced executives into companies on a short-term or flexible basis to provide interim leadership, manage specific projects, mentor younger executives or complete a number of other tasks.

"We've seen all situations," Core Catalysts founder [Jim Wadella](#) said. "We've had people who released an executive and needed someone to fill in on a short-term basis. We've had people who needed to turn around their business and wanted a full executive team to come in and provide a fresh perspective. We've had situations where they were growing a startup and needed someone experienced to be the face of the company in the money markets, to prepare the financial models and support that kind of a dialog.



GARY ROHMAN

Jim Wadella, founder of Core Catalyst, launched a new service called Executive on Demand to fill temporary leadership needs.

"So we've seen a pretty good mixture of needs. Some are two days a week for the next three months. Some are full time for the next two months. Some are on a retainer basis."

The Overland Park management consulting firm currently has a team of 10 executives who can fill in as a temporary CEO, CFO, CIO, chief marketing officer, human resources officer or any other leadership positions. In addition to Wadella, they are:

Wes Dittmer, former CFO and chief supply chain officer for Parnell Veterinary Pharmaceuticals in Kansas City and former vice president of corporate development for Embarq

Jo Anne Gabbert, founder and former president of Adams-Gabbert & Associates
Steven Ham, who has 30 years of leadership experience at Peterson Manufacturing in Grandview and last served as vice president of manufacturing and automation

James Heney, former COO for Overland Park-based construction materials supplier Carter-Waters LLC

Joe Mandacina, former vice president of corporate communications and public relations for Sprint Corp.

Tom Morefield, owner of AdvantaClean of Kansas City, an Overland Park-based water restoration and mold remediation franchisee, and former president of the financial services segment at Deluxe Corp.

Susan Spaulding, founder of Recalibrate Strategies, a management consulting firm, and former CEO and owner of brand and business strategy consultant Market Directions Inc.

Dan Stifter, principal at a software developer called Stratex Solutions and former vice president of mass channel commercialization for Hallmark Cards

JoLinda Vega, a former account executive for IBM's Watson Health who also served for 23 years in leadership positions at Sprint

"There are a lot of executives retiring or spinning out of large employers, yet they still have energy, time and passion to operate in some kind of flexible manner," Wadella said. "So we've collected a lot of people who want to work on a part-time basis. They want to put their experience to work."

According to Wadella, Executive on Demand was met with such high demand that he's in the process of adding 10 more experienced executives to the fold.

The executives are backed by the full team at Core Catalysts, making them more effective than they'd be alone.

"We have resources to pull from, so if we don't know something, there is someone else at Core Catalysts who does," added Gabbert, who also is executive vice president of corporate development at Core Catalysts. "We all still have value and want to help others. For me, it's not a matter of needing to work. I just really enjoy helping other organizations succeed, whether that is through executive coaching or temporarily stepping in as a vice president. I get satisfaction from leaving things better than when I first arrived and seeing that difference I made."

James Dornbrook

Reporter

Kansas City Business Journal

