

Interim Managers Network

www.interim-network.co.uk <http://uk.groups.yahoo.com/group/interim>

Forum Information and Rules: V4.0 Issued 24/5/04

Reason for change: Item (A) (iii) added.

(A) TOP LINE RULES (for full details see below)

- (i) Topics must relate to interim management or subjects that are of interest to interim managers.
- (ii) No postings allowed which blatantly advertise your services or your availability.
- (iii) Postings that feature requests for interim managers to fill specific assignments are permitted. These may only be posted with a view to helping other interims find work and not for financial gain. Mention of finder's fees, commissions etc are not permitted.
- (iv) A one-off introduction message is allowed for all new members.
- (v) For guidance on appropriate forum behaviour and posting etiquette - see section 7 below.

(B) DETAILED RULES

1. Purpose

The forum exists to facilitate the discussion of interim management related issues. There are obviously various sub categories within these broad headings, but we do not wish to be too prescriptive about topicality at this time.

2. Subscribe/Unsubscribe

To subscribe to the forum send an email to <mailto:interim-subscribe@yahoogroups.com>

To leave the forum send email to <mailto:interim-unsubscribe@yahoogroups.com>

3. Posting Policy

All messages must relate, to the general topic of interim management. We interpret this rather broadly, but messages that are clearly off-topic will not be tolerated.

Advertisements are not appropriate. However, a simple statement that offers a way to follow-up for more information on a service or product is tolerated if it accompanies a substantive message discussing a subject appropriate to the forum. Announcements of conferences, workshops, new publications, and position openings appropriate to the topic of the forum are allowed.

Messages stating availability of interim managers are not permitted however on joining you are allowed to post a one-off message introducing yourself to the group.

Postings that feature requests for interim managers to fill specific assignments are permitted. These may only be posted with a view to helping other interims find work and not for financial gain. Mention of finder's fees, commissions etc are not permitted.

Virus warnings are strongly discouraged.

Personal attacks or comments that are intended only to enrage the recipient rather than contribute to thoughtful discussion are prohibited.

All postings must be free of copyright restrictions that limit distribution. For example, posting a significant amount of a copyrighted work verbatim requires the permission of the copyright holder. To verify that such permission was obtained, all postings of this nature must include a statement that this is the case.

The total size of any message should not exceed 10k

4. Posting Policy: CV Profiles/Credentials

We have a special area within the group to allow members to post 'CV profiles'.

This is a summary of your key skills and experience.

Please do not post your entire CV.

Maximum file size is 40kb, please check before uploading and please minimise formatting where possible.

In the event of us running low on storage space we reserve the right to delete the oldest files however we will give advance notice of this to all members.

When you upload your file you will be asked for a description. Please follow the format Job Title: Name, eg. "Interim Finance Director: John Smith". This will help other members to find you.

For a template go to

http://uk.groups.yahoo.com/group/interim/files/profiles/0_profile_template

To see existing profiles go to <http://uk.groups.yahoo.com/group/interim/files/profiles>

5. Posting Policy: Other Files

There is the facility to upload other files as well as CV profiles.

Members are asked to use this sparingly and if there is a need to refer to external material to advise a web link instead. This is because we have a storage restriction of 20Mb.

You may upload files if there is no alternative to quoting a web link.

6. Posting Policy: Bookmarks

There is a facility to add useful web links in the Bookmarks section.

These links must be directly related to interim management issues although you can also add links for useful services (eg. accountancy).

Adding a web link for your own company is not allowed.

7. Guidelines for Appropriate Forum Behaviour

The following guidelines are offered as advice for how to best participate in this discussion in a manner that will both contribute to the experience of all readers and also reflect well on you.

Say something substantial. Simply saying "I agree" or "I disagree" does not meet this guideline. Specific technical questions are, however, quite appropriate, as are brief answers to such questions.

Say something new. Merely repeating points already covered is not good use of the forum.

Take "conversations" off the forum. When forum interaction becomes two-sided (two individuals trading comments or arguments) it is a sign that you should take the discussion off the forum and correspond with that person directly. If the discussion was of interest to the general membership you will see others posting on the topic as well.

Remember that you are being judged by the quality of your contributions. You can create a good professional reputation by how you contribute to a large electronic discussion. On the other hand, you can ruin your reputation even faster and easier.

NEVER send email in anger. Go ahead and compose a message in anger, since that may help you work through what you're angry about, but don't send it. Sleep on it. You will nearly always decide to not send it or to recompose it. There's a reason for that.

Respect the rights of others. Your right to post ends at the right of others to not be insulted, badgered, or to have their time needlessly wasted.

No blatant ads. Using the discussion forum as a means of drumming up business will not be tolerated.

Trim Quotations - Please make an effort to trim the quotes you take from other messages.

Think before replying to the whole forum. Only reply to the whole forum if it is relevant. Reply to the individual concerned if the message is only of interest to them. Private correspondence does not belong on this forum. You can do this by clicking on their e-mail address hyperlink.

8. Response Time

Some of our subscribers will have chosen to receive messages as a daily digest or to view on the web. This will therefore affect the number of people who read your message after you send it. Please keep this in mind when partaking in discussions.

9. Signature Files and Disclaimers

Simple signature files of up to five lines are allowed. Disclaimers are not allowed.

These clutter up message threads particularly if one is scrolling through several replies to an original posting. "Disclaimer" means text at the foot of an email, which usually starts "If you are not the intended recipient...."

10. Forum Privacy

It is acceptable for members to contact each other individually.

The harvesting of members' email addresses and subsequent mass mailing (spamming) outside the forum is not permitted.

11. Important Pages

You can change your options about how you want to receive this forum at:

<http://yahogroups.com/group/interim>

12. Sundry

This forum is operated by Julian Wellings on a voluntary basis on behalf of Interim Managers Network. If you have any problems please email jcw4@blueyonder.co.uk

Any opinions expressed on Interim Managers Network belong to the respective message senders. The views expressed in any post are not necessarily those of the Forum Owner, the Moderator, or their companies.

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<http://uk.docs.yahoo.com/info/terms.html>

For Yahoo privacy policy click here: <http://privacy.yahoo.com/privacy/uk/>