

Consulting For Results

Anthony F. Buono

Consulting For Results:

Serious Performance Consulting According to Rummler Geary A. Rummler, 2007-03-20 Learn what Geary Rummler means by Serious Performance Consulting SPC as you follow an extensive case study that shows what SPC engagement looks like and what a serious performance consultant does In this examination you ll see how to use SPC to Find a viable critical business issue and establish how a project s success will be evaluated Use a conceptual performance analysis framework to generate hypotheses for gaps in results Establish the difference between is and should performance and the find the cause behind it Specify a solution set that addresses all significant factors that affect the gap in results The idea behind Serious Performance Consulting According to Rummler is as simple as it is brilliant Take a successful project and let the reader follow the performance consultant through the project Geary Rummler tops it off with a play by play commentary in which he explains the consultant's reasoning and offers the reader the benefit of his experience Klaus Wittkuhn certified performance technologist and management consultant Germany and South Africa No smoke no mirrors no double talk This is much more than a how to book it s a professional development plan for any performance consultant who wants to master the craft John Con former chief learning officer Dell Computer and consultant in organizational learning Maximizing the Value of Consulting Jack J. Phillips, William D. Trotter, Patricia Pulliam Phillips, 2015-06-15 Provide organized efficient relevant consulting with lasting value Maximizing the Value of Consulting is an indispensable practical guide for managing measuring and delivering the results that make internal and external consulting a lasting value to clients and the company Sponsored by the ROI Institute and the Association of Internal Management Consultants this book provides a roadmap to relevance for consultants operating in the increasingly fast paced changing dynamic environment Readers will learn how to use resources properly and manage the investment efficiently while truly connecting to the business securing appropriate levels of commitment and providing adequate levels of support Detailed coverage includes guidance toward calculating the value of consulting in terms that executives understand including business impact and ROI and using the appropriate tools to show how things are working throughout the process Whether organizations are using internal or external consultants or both consultants can provide better value to the company Consultants are needed to provide advice support and insight into the processes undertaken to improve the business and integrate the input of different functional units into a more streamlined strategy This book is designed to help consultants provide the utmost value to clients by maximizing organization efficiency and ultimately ROI Manage for value with better organization and cost control Set objectives at multiple levels to deliver useful results Measure implementation impact ROI and intangibles Use final results to drive appropriate actions creating lasting value The skyrocketing need for internal and external consultants will continue in almost every functional area ranging from HR and technology to auditing and risk management Maximizing the Value of Consulting provides a manual for relevant value driven consulting with world renowned expert insight Building A Successful Consulting Practice (In Action

Case Study Series) Patricia Pulliam Phillips, 2023-05-26 Consulting is one of the fastest growing occupational groups in business today For many talented individuals around the world starting a consulting practice offers great opportunity for income growth and job satisfaction Yet consulting does have its unique set of challenges including lack of professional respect from potential clients and a high business failure rate This book Building a Successful Consulting Practice will be helpful to anyone starting down this exciting and challenging road It presents 12 case studies that analyze the success of consulting organizations This book focuses particularly on small consulting practices and specifically on those consulting practices closely related to the field of human resource development You will find value in this book no matter where you are in the process of starting or running a consulting practice No matter how you plan to use this book the impressive group of contributors represented in this collection of case studies will be invaluable as you work to achieve your own level of success in the consulting business When to Hire or Not Hire a Consultant Linda M. Orr, Dave J. Orr, 2014-03-01 When to Hire or Not Hire a Consultant Getting Your Money's Worth from Consulting Relationships is a hands on practical guide for anyone thinking about hiring a consultant to set strategy solve problems increase profits or revenue develop new products open new markets or improve efficiency Consulting is one of the fastest growing professions in the United States According to the U S government there were 719 000 consultants in the U S in 2010 and you can expect an additional 274 000 by 2020 Cloaked in expert status consultants might seem to be the answer to many business problems You call someone in to solve a particular problem or develop new markets then send them away once the job is done while reaping the benefits of their expertise Consultants sometimes do work miracles but once in a while they wreck a healthy business And far too often the benefits gained by calling in consultants disappear far too soon after they leave Yet as return on investment ROI and accountability for results become bigger and bigger issues business professionals in search of answers to performance or strategy challenges are turning more and more to outside guidance for help Indeed few businesses do not use some kind of consultant at some point in their existence But how can you leverage the skills consultants can bring to the table without adding undue risk to your operations How can you effectively manage the consultant relationship to get the greatest benefit for the least cost What metrics can support your decision to hire or not hire a consultant When should you use home grown talent to solve problems instead That's what this book is all about While there are a multitude of books on how to be a consultant this is the first to help an executive determine when to hire one You will learn strategies to decide when a consultant is needed and how to support that decision with hard evidence how to select the right consultant how to set clear expectations and how to know when a consultant is either a valuable resource or a hindrance to the company s success The authors of this book bring together two opposing perspectives Linda Orr has served as a consultant in many companies and situations while Dave Orr has hired consultants many times Together they can help you make the most strategically and financially sound business decisions This books shows you how to Work through ROI and other issues to support a decision to hire a consultant

Maximize the benefits consultants can provide Explore options other than hiring a consultant Management Consulting International Labour Office, 2002 New topics covered in this edition include e business consulting consulting in knowledge management total quality management corporate governance social role and responsibility of business company transformation and renewal and public administration Killer Consulting Resumes WetFeet.com (Firm), 2008

Consulting For Dummies Bob Nelson, Peter Economy, 2011-01-31 A clear concise resource for entering this lucrative career field Consulting For Dummies 2nd Edition includes a reorganization and narrower focus of the topic with new or updated information that delves into the specifics of running your own consulting business. There is greater emphasis on the business of consulting along with financial and legal issues involved in setting up a consulting business deepening coverage of consulting proposals and entirely new chapters on higher level consulting issues that more established consultants are demanding The California School of Organizational Studies Handbook of Organizational Consulting Psychology Rodney L. Lowman, California School of Organizational Studies at Alliant International University, 2003-02-17 Discover a wealth of issues in the field of consulting psychologywith this landmark book Explore key topics in assessment andevaluation building teams executive coaching career counseling interpersonal conflicts and relationships benefit design personality testing and much more Learn to delineate and betterunderstand the wide array of information you are faced with andbecome more adept and knowledgeable in the field of consultingpsychology. This comprehensive volume has expert contributors recruited by the volume s editor himself an eminent educator and practitioner in the field You will get Special issues in consulting to specific types of organizations including industry schools government non profit and international Informative guidelines for professional practice procedures Organized sections on individual group and organizationalissues. And much more

Plunkett's Consulting Industry Almanac 2007: Consulting Industry Market Research, Statistics, Trends & Leading Companies Jack W. Plunkett, Plunkett Research Ltd, 2007-06 Covers trends in consulting in such fields as marketing information technology management logistics supply chain manufacturing and health care This guide contains contacts for business and industry leaders industry associations Internet sites and other resources It also includes statistical tables an industry glossary and indexes The Oxford Handbook of Management Consulting Matthias Kipping, Timothy Clark, 2012-03-29 Management consultants of various kinds play an important role in the world of business and other organizations This Handbook provides a comprehensive overview of research and thinking on the role history and function of management consultants Cognitive Computing for Risk Management Sasmita Rani Samanta, Pradeep Kumar Mallick, Prasant Kumar Pattnaik, Jnyana Ranjan Mohanty, Zdzislaw Polkowski, 2021-10-14 This book presents applications of cognitive management and cognitive computing in the fields of risk management cognitive fraud detection and in business decision making The book provides insights on how cognitive management and cognitive computing enable businesses to quickly augment human intelligence and help humans perform tasks better For example the authors describe how by

analyzing patterns in big data small data and dark data cognitive technologies can detect human behavior and suggest options for personalizing of products and services The book studies companies in industries such as automotive airline health care retail wealth management and litigation who have adopted these approaches Presents applications of cognitive computing and cognitive management used in augmenting and empowering business decisions Shows how to employ the Internet of Things in businesses using a cognitive management framework Discusses technical aspects and alternatives to traditional tools algorithms and methodologies in cognitive computing Capacity Development in Practice Jan Ubels, Naa-Aku Acquaye-Baddoo, Alan Fowler, 2010 First Published in 2010 Routledge is an imprint of Taylor Francis an informa company **Performance Consulting** William J. Rothwell, 2013-12-16 Performance Consulting If organizations are to be successful they must improve individual and organizational performance in order to establish and maintain a high performance workplace develop intellectual capital promote productivity and ultimately enhance profitability Performance Consulting reveals how to distinguish between the signs and symptoms of productivity problems from the underlying root causes and find the most ethical and cost effective solutions to solve those problems The book is written for performance consultants HR professionals and any leader who want to fulfill the role of a performance consultant in order to develop more productive workers and create a globally competitive organization Filled with illustrative examples from giants in the field of human performance technology the book describes the skills needed in order to become an effective performance consultant Step by step the author clearly shows how to uncover and deal with challenges and opportunities to improve human performance of organizations by analyzing their present and envisioning their future. The book offers vital information for examining an organization s present conditions that are associated with data collection and analysis methods It also describes how to foresee future conditions of an organization associated with relevant sources in order to determine their future course Performance Consulting includes guidelines for implementing performance improvement solutions which are often identified as performance improvement interventions. The book explains which approaches can offer the solutions that are likely to be most cost effective timely ethical and socially responsible No matter what size your organization or your current job responsibilities Performance Consulting offers the strategies and information needed to become a dynamic How to Succeed as an Independent Consultant Herman Holtz, David Zahn, 2004-03-22 Publisher performance consultant Digital Transformation of the Consulting Industry Volker Nissen, 2017-12-28 This book discusses the Description opportunities and conditions that digital technology provides to extend innovate and differentiate the services offered by consulting companies It introduces suitable artefacts like web based consulting platforms consulting applications semantic technologies and tools for data mining and collaboration Furthermore it examines concepts to evaluate the virtualization of consulting processes and showcases how solutions can be developed to blend traditional and digital consulting models Presenting state of the art research and providing a comprehensive overview of the methods and techniques needed for

digital transformation in the consulting industry the book serves as both a guide and a roadmap for innovative consulting Creative Consulting Anthony F. Buono, 2006-08-01 **Human Resource Management in Consulting** companies Firms Michel E. Domsch, Elena Hristozova, 2006-04-22 Human resources are one of the most central strategic assets in the consultancy industry ensuring competitive advantage and organizational success Due to this important issue access to hr related information is relatively restricted This book presents insider reports from high profile international consultancies which allow practitioners scholars and graduates to gain an authentic insight into the people management in business consulting Additionally to the overview of existing hr systems the book provides details of practices dealing with issues such as value oriented corporate culture gender diversity management employability leadership development knowledge management and employer branding **Principles and Practices of Professional Consulting Steven C.** Stryker, 2011-01-16 Although consultants influence the outcome of major endeavors in the fields of management finance government and engineering few attempts have been made to establish the tenets and techniques of consulting In Principles and Practices of Professional Consulting author Steven C Stryker outlines the basic tools required of this critical skill In doing so he looks into the history of consulting the consulting process itself and the key practical skills and techniques that are needed for successful consulting Case examples based on real life situations aptly demonstrate the applicability of the material to current consulting activities After introducing the topic and presenting some background information this book goes through the process of consulting from meeting and securing clients to planning and implementing a proper strategy to terminating and evaluating assignments It provides techniques and principles at each stage of the process which are sure to improve one's consulting practice This book presents much crucial information that can be immediately used by professionals and students in various disciplines It is both comprehensive covering all the essential aspects of professional consulting by uniting theory and practice into a single resource and accessible presenting this information in a clear cut manner that allows it to be easily used by anyone wishing to learn more about the important art of professional consulting Plannina and Conducting Management Audits and Studies United States. Army. Management Engineering Training Activity, 1980

Humble Consulting Edgar H. Schein,2016-04-04 Organizations face problems today that are too messy and complicated for consultants to simply play doctor run a few tests offer a neat diagnosis of the problem and recommend a solution With the pace of change accelerating and globalization and specialization adding new layers of complexity there is no time for diagnoses Canned answers from outsiders have become useless Well meaning consultants often end up working on the wrong problem misunderstanding the client organization s culture or ignoring the fact that constant change makes today s solutions obsolete tomorrow In Humble Consulting Edgar Schein outlines the basics of a new approach He argues that consultants and coaches have to jettison the old idea of professional distance and work with their clients in a more personal way emphasizing authentic openness curiosity and humility Schein shows how to create an atmosphere of genuine trust and caring so that

clients can share what s really on their minds Consultants and clients can then jointly discover what needs to be done Working together from the outset like this speeds things up as it obviates the need for elaborate diagnostic tests and avoids solutions that might look good on paper but don t fit an organization s on the ground reality Schein draws deeply on his own decades of experience offering over two dozen case studies that illuminate each stage of the humble consulting process Just as he did with Process Consultation nearly fifty years ago Schein has once again revolutionized the field enabling consultants to be more genuinely helpful and vastly more effective

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