

ROUTLEDGE REVIVALS

Managerial Consulting Skills

A Practical Guide

Second Edition

Charles J. Margerison



Managerial Consulting Skills A Practical Guide

Colin Beard



Managerial Consulting Skills A Practical Guide:

Managerial Consulting Skills Charles J. Margerison, 2001 The advisory role in organizations is more important today than it has ever been To perform effectively managers and professionals need the skills of the consultant This manual is designed to provide practical help for all advisers whether working within or outside the organization It covers every aspect of the process from interpersonal skills to organizational context from planning to follow up This second edition reflects developments which have taken place since the publication of the first edition and now includes ten chapters on the impact that action learning has on change processes and the way that the Web is likely to influence consulting Each chapter concludes with guidelines summarizing the content and questions designed to help the reader to apply the material to his or her own activities Real life cases from Dr Margerison's own experience are included as well as examples drawn from the work of many well known consultants

Managerial Consulting Skills Charles Margerison, 2017-11-28 This title was first published in 2001 The advisory role in organizations is more important today than it has ever been To perform effectively managers and professionals need the skills of the consultant This manual is designed to provide practical help for all advisers whether working within or outside the organization It covers every aspect of the process from interpersonal skills to organizational context from planning to follow up This second edition reflects developments which have taken place since the publication of the first edition and now includes ten chapters on the impact that action learning has on change processes and the way that the Web is likely to influence consulting Each chapter concludes with guidelines summarizing the content and questions designed to help the reader to apply the material to his or her own activities Real life cases from Dr Margerison's own experience are included as well as examples drawn from the work of many well known consultants

Consultancy Skills for Mission and Ministry David Dadswell, 2013-01-08 Consultancy is increasingly being used to support mission and to help church leaders and workers in the challenges they face in their work Helping churches and workers understand their situation and develop effective strategies demands skilful consultants who can handle issues of context and theology the characteristics of voluntary sector organisations and mission in a post modern world This guide to being a church consultant offers rigorous practical consultancy theory and tools as well as pointing to a rich range of methods and models for further investigation By integrating the insights of practical theory organizational studies the social sciences and a range of helping skills consultants will be able to support those who are leading change in churches in processes which are more explicit and carefully thought through than is often the case This book encourages consultants to develop their own model and practice built on a healthy cycle of sound theory evaluated practice and thoughtful feedback

The Feminine in Management Consulting S. Marsh, 2008-11-28 Through live material from consulting practice and an historical review of advice giving to pre modern leaders this book uncovers a distinctive feminine discourse of management consulting This new lens challenges current literature on management consulting that relies on established masculine images

Business Research Projects

Jimme Keizer,Piet Kempen,2006-08-11 Almost all higher educational institutions have built some kind of fieldwork project into the advanced stages of their programmes and the research project should integrate theory practice knowledge and skills Students should be able to apply their acquired knowledge and understanding in a manner that indicates a professional approach to their work or vocation and have the ability to integrate knowledge and handle complexity and formulate judgements with incomplete or limited information It is important that they can communicate their conclusions and the knowledge and rationale underpinning these to specialist and non specialist audiences clearly and unambiguously Business Research Projects offers the reader a comprehensive framework for going through the successive process steps of the fieldwork project There is a logbook which provides for each of the ten steps a checklist enabling students to document the progress of their projects and communicate about the project with their coaches and supervisors Successful projects require specific process knowledge and skills Recognition and description of an organisational problem Design and organisation of a research project Communication with people on different levels within the organisation Interviewing listening negotiating giving presentations persuading people Project management Developing solutions in collaboration with people in the organisation Implementation of accepted solutions **Management Consultancy for Innovation** Christopher

Williams,2019-08-05 This book provides a new perspective on innovation in consultancy firms Focusing on how consultancy firms can innovate in the modern era it exposes and discusses key drivers for innovation in the industry These are broken down into 5 dimensions or Poles relating to forms of capital human capital social capital and three types of organizational capital that consultancy firms can use in order to innovate both for themselves and for their clients Readers of this book will not only gain insight into the innovative consultancy from the perspective of each of these Poles They will also discover how consultancy firms need to find the right way of connecting these Poles together in order to produce the desired innovation Readers will learn about the dangers of misaligning the Poles as well as implications of innovative consultancy for ethics academic research in the field of consultancy and for careers In addition to the academic literature the book draws from real world examples cases and practice insights from various parts of the world This book will be of great use to those interested in pursuing a career in the consultancy industry whether they are undergraduate and postgraduate Business Management students students not necessarily studying in Business Schools or others seeking a career move into consultancy It will also be valuable to seasoned consultants and managers of consultancy firms seeking new ideas on how to develop innovative capabilities in an increasingly competitive industry **Critical Management Studies at Work** Julie Wolfram Cox,Tony G.

LeTrent-Jones,Maxim Voronov,David Weir,2009-01-01 This is an excellent text It covers an impressive range of salient topics Moreover it provides a nuanced considered and balanced treatment of both conceptual and practical aspects of critical management studies Cliff Oswick Queen Mary University of London UK This book is the first of its kind to reflect on what it means to actually perform critical management studies CMS how consultants researchers teachers and managers negotiate

the tensions they experience in their everyday practice Critical management studies seeks to expose the hidden workings of power as well as to identify and reform the mundane and frequently unnoticed practices that privilege some groups and individuals at the expense of others creating injustices in organizations and in the society at large The authors show how CMS draws on a variety of approaches to translate its insights into practice Combining rich theoretical and empirical contributions with reflections on CMS practice in various forms this unique book is essential reading for critical researchers educators and graduate students in business and management fields

The Knowledge Creation Potential of Management Consulting Francesco Ciampi, 2008-06-02 The Knowledge Creation Potential of Management Consulting interprets management consulting from a knowledge perspective and proposes a general conceptual framework for investigating and interpreting that potential To begin with the main dynamics of change that characterize today's demand for management consulting is outlined and it is suggested that firms are becoming increasingly aware of the real cognitive rather than only the economic value generation potential that can be activated through the consulting relationship Also the possible pathways for evolutionary transformation of consulting practices models and roles that consulting firms could follow if they want to take advantage of the important changes that are taking place are looked at Next a definition of management consulting is proposed which aims to identify the distinctive ontological real essential and relatively stable features of this particular service and emphasizes the mainly cognitive nature of its value creation potential Furthermore two approaches to interpreting management consulting are discussed the diachronic approach and the synchronic approach To conclude the theories interpreting knowledge creation processes as knowledge conversion processes are explained and applied to the specific context of management consulting relationships

A Manual of Organizational Development Clare Huffington, 2018-03-26 A practical guide to the essentials of organisational change which makes complex concepts accessible to managers consultants human resources professionals and others Includes a directory of further sources of information and assistance

The Chameleon Consultant Andrew Holmes, 2018-02-05 This title was first published in 2002 How do you add value to your clients Is it the process you use or the technical skills you deploy Or perhaps it's your ability to adjust the way you sell and deliver your services based upon your tacit understanding of your client's culture the way we do things round here Such chameleon like behaviour is fundamental to successful consulting and yet it is neither widely understood nor practised within the profession Until now This book describes a powerful way to improve the consultancy process from selling the service to delivering the engagement through a concept called cultural intelligence the missing dimension of effective consultancy By revisiting the consultancy process using a simple model of organizational culture this text creates a potent technique for tailoring the principal consultancy processes of selling relationship management account management and engagement management Such tailoring that ensures the consultant and consultancy firm can blend into their clients organizations more effectively and as a result add immediate and lasting value

International Guide to Management

Consultancy Barry Curnow,Jonathan Reuvid,2005-12-03 Now in its second edition this unique and authoritative guide provides a description of the management consultancy profession worldwide together with advice on how to choose and use its services effectively With contributions from leading practitioners the guide is essential reading for all purchasers of management consultancy services Part One identifies the parameters and definitions of management consultancy It presents overviews of the industry s origins and evolution the present status of the leading multinational management consultancies and some of the global forces shaping the development of management consultancy Part Two is devoted to ethics and best practice in management consultancy from a number of perspectives Central to these discussions is the international development of the Certified Management Consultant CMC qualification Part Three scrutinises the life of the client consultant relationship focusing on what clients can do to make the consultant s role effective and their working relationship productive Part Four comprises snapshots by leading practitioners of thirteen key consultancy fields ranging from strategy and marketing through change management and process re engineering to the newer disciplines of information and knowledge management m commerce ERP and e business Part Five consists of a general account of consulting in developing countries followed by profiles of 26 country by country management consultancy markets

Managing Web Projects John Rodney Turner,2004 The cost of unsuccessful web projects runs into many millions intranets that don t deliver websites that customers won t use Sometimes the problem is technological but at other times the project team has failed to understand some of the basic human dynamics involved or have used processes that are inappropriate *Managing Web Projects* describes how to manage a successful web delivery project Running throughout is a case study based on a real occurrence that is developed chapter by chapter to demonstrate project management concepts in the context of a web delivery project The book is illustrated throughout by examples also drawn from actual cases of web delivery projects An appendix provides essential planning forms described in the book as well as the forms for the case study project running throughout

Managing Communications in a Crisis Peter Ruff,Khalid Aziz,2003 A comprehensive practical handbook outlining how to prepare for a crisis in terms of media and stakeholder relations and what to do if and when one hits

Education in a Changing Environment: Conference Book, Volume 4 Eamon O'Doherty,2008

The Handbook of Work Based Learning Ben Bennett,Graham Dawes,Mr Ian Cunningham,2012-10-01 Organizational leaders governments and trade unions all agree that learning is fundamental to organizational and economic success The question is how it should best be supported The Handbook of Work Based Learning delivers a compelling answer to this question Learning needs to be based in the realities of organizational life This unique groundbreaking handbook provides a definitive guide to the set of strategies tactics and methods for supporting work based learning The three main parts of the Handbook which focus in turn on strategies tactics and methods are written for both the learner and the professional developer alike Each includes a description of the process strategy tactic or method provides examples of what it looks like in action explains the benefits and the likely limitations and

provides a set of operating hints for applying the process Nothing has been neglected so alongside detailed descriptions of what to do and how to do it the authors have included the Declaration on Learning created by thirteen of the major figures in the field of organizational learning a section guiding you towards routes for gaining qualifications along with a well researched set of references and further reading

The Experiential Learning Toolkit Colin Beard, 2010-07-03 The Experiential Learning Toolkit presents a diverse range of practical exercises based on the theory of experiential learning which is concerned with learning through direct experience to create more effective engaging and embedded learning Author Colin Beard has compiled more than thirty internationally tried and tested learning experiences which cover corporate training individual and organizational development and education Each experiential activity includes the essential practical information required to deliver the exercise As well as design tips and further reading there are clear titles for each activity that highlight the underpinning core theoretical concepts The Experiential Learning Toolkit includes a wide range of training needs and topics including effective customer service training and telephone skills outdoor learning including service learning negotiating and assertiveness skills strategic and higher level thinking effective presentation skills developing innovative and creative minds Trainers will find this an invaluable resource with fresh approaches that will engage and inspire learners The Experiential Learning Toolkit is a companion text to the internationally best selling Experiential Learning by Colin Beard and John Wilson also published by Kogan Page

The Multi-Disciplinary Instructional Designer Chris Gamrat, Megan Kohler, 2023-04-11 The Multi Disciplinary Instructional Designer explores how the instructional design and development process can be energized and deepened through principles gleaned from other fields of academic study Despite their shared academic preparation and theoretical foundations many instructional designers come to the profession also bearing formative knowledge from a diverse range of other subject areas career tracks creative practices or intellectual pursuits Their training however typically does not prepare them to leverage these specializations into the creation of more effective educational experiences and materials This first of its kind book guides instructional designers to apply key concepts strategies and lessons learned from a variety of disciplines spanning the social sciences arts and humanities and STEM to their practice Chapters replete with example scenarios reflection activities and field tested strategies provide an expansive yet actionable reframing of the profession s potential By seeking inspiration across disciplines and from the world at large instructional designers will emerge with robust and revitalized toolkits ready to enrich their approach to teaching and learning

Legendary Away Days Ms Karen Cooley, Ms Kirsty McEwan, 2012-10-01 Building strong responsive teams is one of the key factors in putting your organisation ahead of its competitors So why do many teams fail to deliver to their true potential The answer is that even when the commitment and the will to succeed exist hidden pitfalls lay in wait to foil the best intentions of managers and team leaders This book will enable you to avoid tripping up and so produce teams able to take effective action before problems arise Legendary Away Days is a complete and invaluable guide to planning and

delivering team events suited to a wide range of circumstances including problem solving teambuilding boosting morale and making decisions Concise and practical it covers choosing an appropriate event organising and running the day keeping control using external experts and evaluating your event afterwards Focused on best practice throughout the book also provides help on ensuring your event is legally protected If you want your teams to look back on their Away Days as legendary then this is the book you need *How to Measure and Manage Your Corporate Reputation* Mr Terry Hannington,2012-09-28 The issue of brand has overshadowed that of reputation It has been fashionable to re brand spend a lot of money on advertising and hope that you can leave your negative baggage behind This strategy doesn t always work witness Monday or Consignia both victims of their infectious history Terry Hannington provides a blueprint for effectively measuring and managing your reputation That means understanding the difference between brand and reputation the significance of the latter and how you get your reputation in the first place This book shows you how to measure and understand stakeholder influence via reputation assessment research techniques and once you have done that how to build and manage a reputation management plan **Making Strategy** Colin Eden,Fran Ackermann,2013-04-04 This book approaches strategy making in a way that is designed to assist most organizations develop strategy appropriate to their size purpose and resources It provides a much needed guide to the strategy making process by elaborating the key concepts and theories of strategic management by illustrating through case vignettes the issues inherent in the process of strategy making and by providing extensive and detailed practical guidelines on the methods techniques and tools employed in the case vignettes Key themes explored are the crucial significance of political feasibility the role of participation emphasis on stakeholder management thinking about alternative futures within the overall process of stra

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