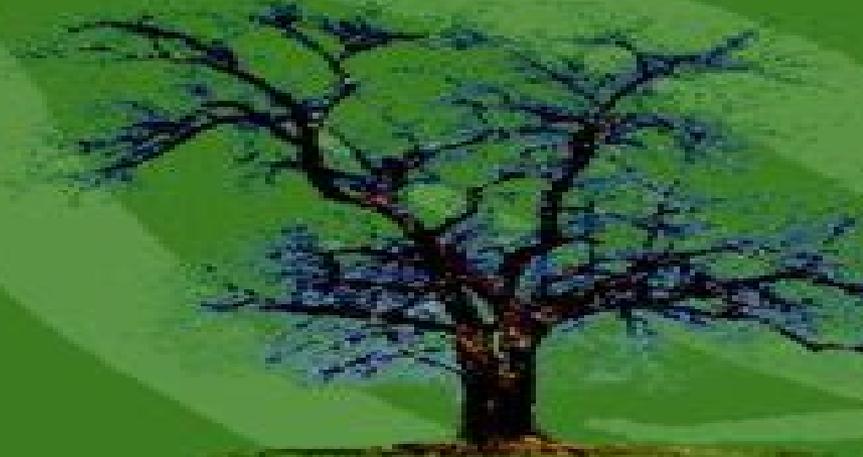


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Practical Guide *for Internal Consultants*

Using Your Expertise to Build Business Capacity



james d. showkeir



kevin herring

The Internal Consultants Guide

Janet Ruhl



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Consulting on the Inside Beverly Scott, 2000 Internal consulting describes the day to day work done by an increasing number of workplace learning and performance professionals Yet living and working as an internal consultant presents many challenges and obstacles not experienced by external consultants This book is designed to be a hands on practical guide for those professionals just assuming the role of internal consultant as well as a valuable toolkit and reference book for experienced practitioners who want to improve their existing skills These professionals include trainers career and organization development specialists and human performance improvement practitioners In addition to the book s comprehensive eight step consulting process guide Bev Scott has included 50 real life stories from current and former internal consultants who offer valuable tips and solutions for those who choose to consult on the inside Book jacket

High-performance Consulting Skills Mark Thomas, 2003 Annotation The concept of the internal consultant is now gaining considerable ground as managers in support functions seek to redefine their role and effectiveness The emphasis that it places on moving from a colleague to a client perspective within the business can bring major benefits to both adviser and organisation This book provides a practical understanding of the skills required to become a high performance internal consultant whatever your own area of expertise It will help you develop stronger more productive working relationships with

internal clients secure greater internal client commitment to initiatives and change projects work effectively in a less formal and hierarchical way on projects and initiatives market your services and build powerful internal networks enhance your own worth and value to the organisation Who should read this book All managers working in support functions such as HR audit training personnel and IT as well as areas such as finance and marketing **Consulting on the Inside** Beverly Scott,2012

Practical Guide for Internal Consultants James D. Showkeir, Kevin Herring, 2004 This book provides unique insights and tools to empower support functions such as Human Resources Finance Information Technology and Supply Chain to fully apply field specific expertise to solve business problems Readers will learn how to apply internal consulting skills to organization needs and become a critical value adding team instead of an overhead function The Internal Consultant's

Guide Tom Akins, Jennifer Howard, Annemarie Kern, Susan Shaw, 1996-04-01 The Internal Consultant's Guide Miller Howard Consulting Group, Inc, 1996 *High Performance Consulting Skills* Mark A. Thomas, The concept of the internal consultant is now gaining considerable ground as managers in support functions seek to redefine their role and effectiveness The emphasis that it places on moving from a colleague to a client perspective within the business can bring major benefits to both adviser and organisation This book provides a practical understanding of the skills required to become a high performance internal consultant whatever your own area of expertise It will help you Develop stronger more productive working relationships with internal clients Secure greater internal client commitment to initiatives and change projects Work effectively in a less formal and hierarchical way on projects and initiatives Market your services and build powerful internal networks Enhance your own worth and value to the organisation Who should read this book All managers working in support functions such as HR audit training personnel and IT as well as areas such as finance and marketing **Maximizing the Value of Consulting** Jack J. Phillips, William D. Trotter, Patricia Pulliam Phillips, 2015-05-19 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 Internal Consultants Vanessa Hills,2026-02-09 Internal Consultants The Driving Force Behind Innovation and Success in Organizations spotlights a powerful yet often underrecognized force in modern business the internal consultant **ASTD Handbook for Workplace Learning Professionals** Elaine Biech,2008-05-01 Here s the must have reference book for anyone involved in training human resources development and workplace learning Published by the most trusted name in the industry The ASTD Handbook for Workplace Learning Professionals is a required tool for all learning professionals This practical go to resource is a new contribution to the field comprising 50 chapters each authored by renowned industry practitioners The handbook offers the most up to date methodologies and practices covering the entire range of the training and development profession and also includes valuable worksheets and tools on a companion CD ROM **ATD's Handbook for Training and Talent Development** Elaine Biech,2022-05-24 Start Build and Navigate Your Training and TD Career ATD s Handbook for Training and Talent Development is the premier resource and compendium of everything a training and talent development TD professional needs to know to start build and navigate a thriving career Now in its third edition and grounded by the Talent Development Capability Model this is more than a revised volume This edition offers an up to date view of the growing roles of talent development professionals our changing world of work and the critical need for business alignment Edited by Elaine Biech the third edition is divided into eight sections comprising 57 chapters authored by 100 expert practitioners the brightest thinkers in the field who share foundational and advanced perspectives and information The Handbook dives deeply into growing professional expertise and personal skills virtual learning and remote work trends affecting TD managing organizational and career change growing roles in TD and understanding organizational impact and business alignment Fifty online tools are available to download and there is also a glossary and references TD professionals keep this practical companionable volume close by it s the reference you will always turn to **Organizational Consulting** Alan Weiss,2003-02-24 The expert guide to effective internal consulting This book guides internal consultants through the steps necessary to bolster their credibility build relationships within the organization develop internal marketing abilities and apply proper methodologies to their work Alan Weiss an experienced consultant provides practical techniques the internal consultant internal human resources practitioner and any other internal change agent can use to excel at work advance their careers and become valued assets to their organizations Some of the major subjects covered include setting up the proper environment for success and establishing peer level interactions Alan Weiss PhD East Greenwich CT has consulted with

hundreds of organizations around the world including Mercedes Benz Hewlett Packard Merck and Chase He lectures widely and appears regularly on radio and television to discuss productivity and performance He is the author of twelve books including *Getting Started in Consulting* Wiley 0 471 38455 0 *The Ultimate Consultant* Jossey Bass 0 7879 5508 6 *How to Acquire Clients* Jossey Bass 0 7879 5514 0 and *Process Consulting* Jossey Bass 0 7879 5512 4 **Management Consulting** Milan Kubr,1996 Widely recognized as a key reference work on the practice of consulting this guide offers an extensive introduction to professional consulting its nature methods organizational principles behavioral rules and training and development practices **Internal Consulting for HRD Professionals** Jerry W. Gilley,Amy J. Coffern,1994 One of the many roles of the HRD professional is that of the internal consultant Its recent increase in importance and value has brought with it increased challenges The book is a how to guide that shows how to make the transition to the often unfamiliar turf of internal consultant It covers the knowledge skills and attitudes required and expected of internal consultants how to build positive client employee relationships and how to make the transition to non traditional or non classroom training

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 **The Computer Consultant's Guide** Janet Ruhl,1994 If you re serious about striking out on your own as a computer consultant you don t need a pep talk You need reliable authoritative information that will prepare you for the realities of independent consulting **AMA Research Study** ,1960 *Proceedings of the Annual Meeting* American Society for Information Science,1980

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