Flawless Consulting Enhanced Edition A Guide To Getting Your Expertise Used

The ultimate guide for those using or planning to use business consultants - and for consultants themselves In the last three decades of the 20th century the management consultancy industry grew at a cracking pace but increased scepticism about the value that consultants genuinely add, combined with the economic slowdown, has made life much tougher for the consulting industry. As firms have cut back on consulting services and begun to review the way they use consultants, consulting firms themselves are looking at how they need to change. People are now talking about business consulting rather than management consulting. Using real examples from a range of private sector firms, public sector organisations and from the consultants themselves, this book explores the new business consulting world and looks at every element of it with the aim of both helping firms make better use of consultants and showing consultants how they need to adapt and provide their clients a better service.

The Secrets of Consulting--techniques, strategies, and first-hand experiences--all that you'll need to set up, run, and be successful at your own consulting business.

Visualization—in your own imagination, on the wall, and with media—supports any consultant who is learning to design and facilitate transformational change, leadership development, stakeholder involvement processes, and making sense of complex challenges. This book, from leaders in the field, shows you how. Building on Peter Block's Flawless Consulting, it explains how to visually contract and scope work, gather data, provide feedback, plan interventions, implement, and support on-going sustainability in organizational and community settings. Unlike Block's work, Visual Consulting addresses the challenging problems of guiding organizational and social change processes that involve multiple levels and types of stakeholders, with interests in both local and global environments. It demonstrates how visualization and design thinking can be used to get more creative and productive results that are "owned" by everyone. The practices described apply to organizational as well as diverse, cross-boundary consulting projects. In this book, you will. . . Learn powerful visual tools for all key stages of the consulting process, including marketing your services Understand the predictable challenges of change and how to successfully guide organizations and communities through them Learn how to collaborate with clients to get sustainable results Find tools for using visualization comprehensively, for both inner and outer work Successfully guide change in both organizations and communities The fourth installment in the Visual Facilitation series, this book teaches you how to activate the full range of visual tools, methods, and models to support stepping into successful, contemporary consulting relationships.

This new edition gathers more than 22 experts to outline the theory behind consulting, providing insight into change

processes and management issues in the field. The business of consulting has grown faster than most other businesses, due not only to increased demand by clients, but also to the innovative capabilities of numerous consulting firms as they develop new services. Divided into six parts, the book introduces readers to the consulting industry, addressing the major practice areas, contexts, and implementations of the field. Significant updates detail the effect of the economic troubles between 2004 and 2010 and then 2010 and now; analyze the market response to consulting in recent years; and provide a more thorough understanding of how consulting is applied in the different areas of a business, such as operations, marketing, and finance. Introductions written by the editors offer further insight into the themes and learning goals of each section, helping readers to recognize the elements of a successful consultation, and utilize their new skill set. The text concludes with a look at the future of consulting with regards to ethics standards and how strong manager-client relationships contribute to financial growth. Readers will also learn how the developing field of entrepreneurship creates new economic structures and job opportunities. Practitioners, consultants, clients, faculty, and students of business and management will learn not only how to consult, but also gain the skills needed to adapt to and lead organizational change, giving them a competitive edge when they enter the field.

As a response to the increasing violence in our culture, the widening ideological divides, and the growing gap in economic well-being, there is greater awareness that a deeper sense of community is desperately needed. But even as we acknowledge the need to build community, the dominant on-the-ground practices about how to engage people, civically and organizationally, remain essentially unchanged. We still believe community is built with better messaging, more persuasion, and social events for people to get to know each other better. All of which is naïve. In this new edition, Block draws on a decade of putting these ideas into practice to emphasize what has worked and extract those thoughts that were nice but had no durability. He explores how technology, instead of bringing us together, has driven us into more isolation. New examples show that community building can be a more powerful way to address social problems than more traditional policies and programs. And encouragingly, Block insists this is really simple, once we decide it is essential. He offers a way of thinking that creates an opening for authentic communities to exist and details what each of us can do to make that happen.

The third volume in the internationally bestselling McKinsey Trilogy, The McKinsey Engagement is an action guide to realizing the consistently high level of business solutions achieved by the experts at the world's most respected consulting firms. Former consultant Dr. Paul Friga distills the guiding principles first presented in the bestselling The McKinsey Way and the tested-in-the-trenches methodologies outlined in The McKinsey Mind, and combines them with many of the principles and procedures implemented by the military and other organizations. The result is nothing less

than the business equivalent of a Special Forces Field Manual. True to its stated goal of arming consultants and corporate problem solvers with a blueprint for achieving consistently phenomenal results, The McKinsey Engagement is short on theory and long on action. Each chapter focuses on one element in the celebrated TEAM FOCUS problem-solving model and features a concise discussion of a key concept or principle, followed by: Clear rules of engagement A set of operating tactics Sophisticated problem solving tools Easy-to-follow action steps Exercises, checklists, and training tips War stories and best practices case studies A toolkit for bringing clarity, discipline, and purpose to all your problem-solving and change management initiatives, The McKinsey Engagement is an indispensable guide for consultants, as well as for executives, managers, students, and corporate trainers.

Modern culture's worship of "how-to" pragmatism has turned us into instruments of efficiency and commerce—but we're doing more and more about things that mean less and less. We constantly ask "how? and still struggle to find purpose and act on what matters. Instead of acting on what we know to be of importance, we wait for bosses to change, we seek the latest fad, we invest in one more degree. Asking how keeps us safe—instead of being led by our hearts into uncharted territory, we keep our heads down and stick to the rules. But we are gaining the world and losing our souls. Peter Block puts the "how-to" craze in perspective and presents a guide to the difficult and life-granting journey of bringing what we know is of personal value into an indifferent or even hostile corporate and cultural landscape. He raises our awareness of the trade-offs we've made in the name of practicality and expediency, and offers hope for a way of life in which we're motivated not by what "works," but by the things that truly matter in life—idealism, intimacy, depth and engagement.

The Unbeatable, Updated, Comprehensive Guidebook For First-Time Consultants Getting Started In Consulting More people than ever are making the jump from corporate offices to home offices, taking control of their futures, being their own bosses, and starting their own consultancies. Consulting is a bigger business than ever and growing every day. For almost a decade, Alan Weiss's Getting Started in Consulting has been an indispensable resource for anyone who wants to strike out on his own and start a new consulting business. It provides a rich source of expert advice and practical guidance, and it shows you how you can combine low overhead and a high degree of organization to add up to a six- or even seven-figure income. You'll learn everything you need to know about financing your business, marketing your services, writing winning proposals, meeting legal requirements, setting fees, keeping the books, and much more. This new Third Edition of Getting Started in Consulting is more comprehensive, up to date, and practical than ever. In addition to the nuts-and-bolts basics, you'll also get a wealth of new information and resources: How to leverage new technologies to lower your business costs and increase your profits A budget sampler that shows you how best to maximize an initial start-up investment of $5,000, $10,000, or $20,000 Free downloadable tools and forms to help you

design and start your business quickly and easily New interviews with consultants who achieved rapid success, including their personal stories and most effective techniques Brand-new references, examples, and appendices If your dream in life is to get out of the office and out on your own, consulting is a great way to make it happen. Make sure you do it right—and do it profitably—with Getting Started in Consulting, Third Edition.

From Facebook Messenger to Kik, and from Slack bots to Google Assistant, Amazon Alexa, and email bots, the new conversational apps are revolutionizing the way we interact with software. This practical guide shows you how to design and build great conversational experiences and delightful bots that help people be more productive, whether it's for a new consumer service or an enterprise efficiency product. Ideal for designers, product managers, and entrepreneurs, this book explores what works and what doesn't in real-world bot examples, and provides practical design patterns for your bot-building toolbox. You'll learn how to use an effective onboarding process, outline different flows, define a bot personality, and choose the right balance of rich control and text. Explore different bot use-cases and design best practices Understand bot anatomy—such as brand and personality, conversations, advanced UI controls—and their associated design patterns Learn steps for building a Facebook Messenger consumer bot and a Slack business bot Explore the lessons learned and shared experiences of designers and entrepreneurs who have built bots Design and prototype your first bot, and experiment with user feedback

"I have always believed that every person's story, told truthfully, is both compelling and universal. Consultant's Journey affirms this. It combines the intimacy of a personal journey and the emergence of organization development as a profession. What is engaging about Roger Harrison's story is that it documents the tension of both a person and a profession in crisis-crisis in the best sense, as a continuous search for purpose, for relevance, for some way of giving meaning to a personal life and a vocation. Roger is as unrelenting in his desire to choose a life of service in the face of his love of self-expression; autonomy, economic success, and recognition." From the Foreword by Peter Block

Beside talent and a sterling portfolio, what can world-class consultants like Deloitte & Touche, Societe General and Towers Perrin boast has helped them achieve success in our entrepreneurial economy? They all have the inside track on the indispensable "Trusted Advisor" model for client relationships, created by renowned experts Charles Green and Robert Galford. Now Green and Galford have teamed up with the acclaimed David Maister in order to help their latest high-profile, fast-forward client: you. In this straightforward guide, Maister, Green and Galford show readers that the key to professional success goes well beyond technical mastery or expertise. Today, it's all about the vital ability to earn the client's trust and thereby win the ability to influence them. In these high risk times, trust is more valuable than gold. With this critical, highly detailed and accessible resource, readers will learn the five crucial steps for developing, managing and

improving client confidence. For both emerging and established entrepreneurs and consultants, THE TRUSTED ADVISOR is the first truly indispensable business book of the decade.

Consulting in Complex and Changing Times Organizations face challenges 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. Edgar Schein argues that consultants 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 draws deeply on his own decades of experience, offering over two dozen case studies that illuminate each stage of this 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.

Consultants are called upon more and more to help implement needed organizational changes, fill gaps in workforce capabilities, and solve significant business problems. As the demand for consultants increases, it is critical that practitioners differentiate themselves and understand how they can be most successful, for themselves and their clients. The Basic Principles of Effective Consulting details what effective consultants do and provides a step by step process of just how they do it. The Second Edition of The Basic Principles of Effective Consulting is fully updated with real-life cases. End-of-chapter summaries foster both mastery and engagement, as well as providing a quick reference throughout a consultant's career. In addition, each chapter includes a section "From the experts" written by successful consultants and users of consultants' services. These experts share ideas and tips about their own consulting experiences that relate to chapter material. The book is written for entry level and seasoned consultants, project managers, staff advisors, and anyone who wants to learn (or be reminded of) the basic principles of effective consulting. The book is well suited as an excellent textbook for college courses on consulting, organizational training, and a lifetime go-to consultant's resource.

Learn the fundamentals for a successful career in Consulting Follow these 101 tips to become an expert consultant Consulting 101 is an instructional and easy to read book providing 101 tips for success in consulting. Using case studies in many of the tips, Lew Sauder provides the reader with real world situations that he has experienced and observed over his more than 25 year career. Consulting 101 provides advice on: How to develop strong relationships with clients How to develop a sales focus early in your consulting career How to become a better communicator How to develop your personal brand to advance your career faster And much more Scroll up and grab a copy today.

The second edition of the "consultant's bible" is here! For over fifteen years, consultants--both internal and external--have relied on Peter Block's landmark bestseller, Flawless Consulting, to learn how to deal effectively with clients, peers, and

others. Using illustrative examples, case studies, and exercises, the author, one of the most important and well known in his field, offers his legendary warmth and insight throughout this much-awaited second edition. Anyone who must communicate in a professional context--and who doesn't?--will use the lessons taught in this book for years to come! "Who would have thought the 'consultant's bible' could be improved upon? Count on Peter Block--the consulting profession's very own revolutionary--to push us to confront and struggle with the paradoxes inherent in our work." --Candace Thompson, organization development consultant, First Chicago NBD--A Bank One Company "Block has distilled years of experience into a wise, down-to-earth, and eminently practical guide to excellence in consulting. If you are new to the practice, Flawless Consulting will chop years off your learning cycle. And even if you're an old pro, Block's insights will elevate you to new levels of effectiveness. Flawless Consulting is not simply about becoming a better consultant; it is about using consulting as a path toward becoming a better person." --Barry Oshry, president, Power & Systems, Inc.; author of Seeing Systems and Leading Systems

Most of our communities are fragmented and at odds within themselves. Businesses, social services, education, and health care each live within their own worlds. The same is true of individual citizens, who long for connection but end up marginalized, their gifts overlooked, their potential contributions lost. What keeps this from changing is that we are trapped in an old and tired conversation about who we are. If this narrative does not shift, we will never truly create a common future and work toward it together. What Peter Block provides in this inspiring new book is an exploration of the exact way community can emerge from fragmentation. How is community built? How does the transformation occur? What fundamental shifts are involved? What can individuals and formal leaders do to create a place they want to inhabit? We know what healthy communities look like—there are many success stories out there. The challenge is how to create one in our own place. Block helps us see how we can change the existing context of community from one of deficiencies, interests, and entitlement to one of possibility, generosity, and gifts. Questions are more important than answers in this effort, which means leadership is not a matter of style or vision but is about getting the right people together in the right way: convening is a more critical skill than commanding. As he explores the nature of community and the dynamics of transformation, Block outlines six kinds of conversation that will create communal accountability and commitment and describes how we can design physical spaces and structures that will themselves foster a sense of belonging. In Community, Peter Block explores a way of thinking about our places that creates an opening for authentic communities to exist and details what each of us can do to make that happen.

Learn the fundamentals for a successful career in ConsultingFollow these 101 tips to become an expert consultant Consulting 101 is an instructional and easy to read book providing 101 tips for success in consulting. Using case studies

in many of the tips, Lew Sauder provides the reader with real world situations that he has experienced and observed over his more than 25 year career. Consulting 101 provides advice on:How to develop strong relationships with clientsHow to develop a sales focus early in your consulting careerHow to become a better communicatorHow to develop your personal brand to advance your career fasterAnd much more

Whether you're just getting into consulting or you're a seasoned consulting veteran but aren't experiencing the level of success and results you truly desire, this book offers you the advantage you need. Michael Zipursky, CEO of ConsultingSuccess.com and coach to elite consultants, has coached and trained more than 6000 consultants from around the world. In this book, Michael identifies the most significant factor in your success: your mindset. He shares with you the principles used by elite consultants that will help you overcome challenges, remove obstacles, and grow your business significantly, including: - How to build confidence by confronting the four major questions of self-doubt. - 3 specific steps you can take to attract ideal clients consistently. - Simple shifts you can make to increase your fees by 300% or more. - The best business model for consultants to achieve meaningful success. - Practical ways to turn failure into a growth opportunity and use worry to your advantage. - And so much more. By applying these proven mindset shifts and the principles that Michael shares with you in The Elite Consulting Mind, you can achieve meaningful, even limitless, success in your consulting business.

Ugh—meetings. They're where productivity goes to die, right? There has to be a better way. According to leading consultants Dick and Emily Axelrod, there is. Using the same principles that make video games so engaging and that transformed the numbing assembly line into the dynamic shop floor, the Axelrods outline a flexible and adaptable system used to run truly productive meetings in all kinds of organizations—meetings where people create concrete plans, accomplish tasks, build connections, and move projects forward. They show how to design every aspect of a meeting—from the way you greet people at the beginning to how you sum up at the end—so that real work actually gets done. Those who have adopted this system will never go back. Neither will you.

The practical toolbox for readers of Million DollarConsulting This useful guide provides specific checklists, guidelines,templates, and actual examples for every step of the consultingprocess. It covers marketing, sales, meetings, implementation,follow-up, invoicing, practice management, insurance, equipment,subcontracting, and scores of other elements. Thousands of peoplehave bought Weiss's Million Dollar Consulting and started their ownconsultancy. Now, this handy resource goes hand-in-hand to provideall the tools new consultants need to enact all the recommendationsand ideas in Million Dollar Consulting. Alan Weiss, PhD (East Greenwich, RI), has consulted for hundreds oforganizations around the world, including Mercedes-Benz,Hewlett-Packard, Merck, Chase, American Press

Institute, and theTimes-Mirror Group. He is the author of 12 books, including GettingStarted in Consulting (0-471-47969-1) and Organizational Consulting(0-471-26378-8).

"An essential addition to the conflict resolution toolkit." —Marshall Goldsmith, #1 New York Times bestselling author of Triggers In today's workplace, managers, leaders, and HR professionals often believe they don't have the time to help employees navigate conflict. More often than not, however, it takes more time not to address conflict than to constructively intervene. But before you can successfully guide others in managing disagreements, you must be able to manage yourself--your mindset, presence, and behaviors. Turn Enemies into Allies offers a way of working with clashing employees that is deliberate and systematic--one that draws on the author's expertise in conflict and communication skill-building and a decades-long practice in mind-body principles from the martial art aikido. Following the author's step-by-step guide, you will: Acquire the skill and confidence to coach conflicting employees back to a professional, effective working relationship, while simultaneously changing their lives for the better. Restore control and peace of mind to the workplace. Increase your leadership presence.

In this gripping and colorful account of the American dream gone astray, Lewis Pinault provides the essential guidelines on how to get ahead and an enlightening perspective on the brutal infighting that can engulf even the most civilized consulting firm. This stunning exposé of some of the most prestigious and respected names in the business leads you into a world where a client's interests are skillfully subordinated to those of the consultants, where money rules the day, and where principles and morals are unwelcome baggage. Humorous and insightful, this no-holds-barred account takes you behind the scenes of the dehumanizing indoctrination of an academic intellectual into an exploitative -- and exploited -- "global transformation contractor." Featuring new material dealing with the e-consulting industry's boom, bust, and its future, Consulting Demons offers the most complete look at an industry that exacts the highest prices for the most questionable standards of success.

The new edition of bestselling real-world guide to consultancy success, from the "Rock Star of Consulting" Alan Weiss The second edition of The Consulting Bible: Everything You Need to Know to Create and Expand a Seven-Figure Consulting Practice remains the most comprehensive and practical guide to the consulting profession, from launch to high growth, from marketing to implementation. Legendary consultant, speaker, and bestselling author Alan Weiss shows you how to create an independent or boutique consulting practice and take it to seven-figure success. Step-by-step, this invaluable resource guides you through attracting clients, maximizing your value, and achieving your career goals. In the decade since the first publication of The Consulting Bible, an array of significant developments has dramatically impacted the consulting profession: shifts in social consciousness, the Covid-19 pandemic, tele-consulting and virtual meetings,

the globalization of the economy, the growth of social media, and many more. This exhaustively revised new edition provides specific approaches and techniques for mastering the new consulting environment and turning volatility and disruption into unlimited opportunities. Designed to help you become the authority and expert that organizations turn to again and again, this book is your one-stop resource for: Building a strong global brand that draws people to you Marketing remotely to reduce costs and allow for higher fees Mastering the latest implementation techniques Forging strong relationships with the buyers of a new generation Selecting the consulting methodology that best fits your requirements Writing proposals and creating testimonials and references Using advanced technology to sell and deliver your services Written for newcomers and veterans alike, The Consulting Bible: Everything You Need to Know to Create and Expand a Seven-Figure Consulting Practice, Second Edition, is essential reading for every solo consultant, entrepreneur, and principal of a small consulting firm.

Congratulations! You've been hired by a client to get something done. Presumably, you have some sort of expertise in the area, you have someone on your team who is knowledgeable, or you'll be hiring somebody who does. This book provides some of the lessons I've learned over my 35-year career about managing consulting projects. You will learn: * How to create a Statement of Work and what the SOW should include * How to control change * Controlling the chaos of a project * What to do about the micromanaging client * How to handle meetings * How to communicate with your client * What to do when it all goes south

This book presents a new approach to organizational culture based in the ontologies of process metaphysics, complexity theory, and social constructionism. The author shows that most existing definitions of organizational culture are inadequate and argues that organizational culture is socially constructed, building on Schein's idea that culture emerges as a dynamic response to problem solving by the organization's members. Through several case studies, he demonstrates that neglecting an organization's culture is responsible for the failures of organizational change efforts and shows how using this new model will lead to improved results. This book will be a valuable resources to anyone interested in organizational studies.

"the definitive hands-on guide to building a consulting practice that thrives by putting your client first - from one of the acknowledged masters in the field." Dr Simon Dorris, Managing Partner, Lansdowne Consulting "a really informative description of management consulting. Great for the beginner and experienced consultant alike" Helen Routledge, CEO Totem Learning "A practical guide that, once read, will remain in your desk drawer for regular reference. Richard cuts through the noise and gives you insights that you can actually use." Ibi Thomson, Founder & CEO, Issoria - Change Management Consulting. The secret of being a successful management consultant is to focus on the genuine needs of the client and provide the best service to achieve and sustain results. The Management Consultant is your essential guide for both newcomers and practicing consultants to develop the skills that will help you understand your client's needs, identify gaps in knowledge and deliver real value to all parts of your business. Updated to meet the most recent changes in business and technology with the same comprehensive and clear approach, expert practitioner Richard Newton shows you exactly what you need to know, do and deliver to be a

great management consultant. Whether you are a consultant, working with consultants or buying a consultancy, this is the only book you will need.

This Third Edition to Peter Block's Flawless Consulting addresses business changes and new challenges since the second edition was written ten years ago. It tackles the challenges next-generation consultants face, including more guidance on how to ask better questions, dealing with difficult clients, working in an increasingly virtual world, how to cope with complexities in international consulting, case studies, and guidelines on implementation. Also included are illustrative examples and exercises to help you cement the guides offered.

" We need our neighbors and community to stay healthy, produce jobs, raise our children, and care for those on the margin. Institutions and professional services have reached their limit of their ability to help us. The consumer society tells us that we are insufficient and that we must purchase what we need from specialists and systems outside the community. We have become consumers and clients, not citizens and neighbors. John McKnight and Peter Block show that we have the capacity to find real and sustainable satisfaction right in our neighborhood and community. This book reports on voluntary, self-organizing structures that focus on gifts and value hospitality, the welcoming of strangers. It shows how to reweave our social fabric, especially in our neighborhoods. In this way we collectively have enough to create a future that works for all. "

The NTL Handbook of Organization Development and Change is an essential tool for both practitioners and students who want to know how to effectively bring about meaningful and sustainable change in organizations. Featuring contributions from leading practitioners, academics, and scholars in the field, each chapter comprehensively explores a key aspect of organization development including core theories and methods, OD in the international and world setting, practical applications, the future of OD, and many others. Co-published with the NTL Institute, a long-time leader and champion for the field, The NTL Handbook of Organization Development and Change boasts an extensive range of knowledge, experience, and methods integrated by a philosophical system that underscores the vital mission of OD as well as provides expert guidance in the art and science of making organizational development and change work.

Provide organized, efficient, relevant consulting with lastingvalue Maximizing the Value of Consulting is an indispensable,practical guide for managing, measuring, and delivering the resultsthat make internal and external consulting a lasting value toclients and the company. Sponsored by the ROI Institute and theAssociation of Internal Management Consultants, this book providesa roadmap to relevance for consultants operating in theincreasingly fast-paced, changing, dynamic environment. Readerswill learn how to use resources properly and manage the investmentefficiently, while truly connecting to the business, securingappropriate levels of commitment, and providing adequate levels ofsupport. Detailed coverage includes guidance toward calculating thevalue of consulting in terms that executives understand, includingbusiness impact and ROI, and using the appropriate tools to showhow things are working throughout the process. Whether organizations are using internal or externalconsultants, or both, consultants can provide better value to thecompany. Consultants are needed to provide advice, support, andinsight into the processes undertaken to improve the business, andintegrate the input of different functional units into a morestreamlined strategy. This book is designed to help consultantsprovide 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 usefulresults Measure implementation, impact, ROI, and intangibles Use final results to drive appropriate actions, creatinglasting value The skyrocketing need for internal and external consultants willcontinue, in almost every functional area ranging from HR andtechnology, to auditing and risk management. Maximizing theValue of Consulting provides a manual for relevant,value-driven consulting, with world-

renowned expert insight.

How do you become a world-class consultant?

Don't venture into the consulting field without this essential Fieldbook & Companion! Following on the heels of the best-selling Flawless Consulting, Second Edition comes The Flawless Consulting Fieldbook and Companion. Whether you work as a consultant or you work with consultants, this relentlessly practical guide will be your best friend as you discover how consulting influences your business- and real life-decisions and those of others. The Flawless Consulting Fieldbook and Companion is packed with: Sample scenarios Case studies Client-consultant dialogues Hands-on tools Action plans Implementation checklists "Wow! A companion a business owner can't be without! The insights of 30 consultants the caliber of Peter Block is priceless." --Sue Mosby, principal, CDFM2 Architecture Inc. "This book is a companion piece for both the desktop and bedside of those who do consulting full time or in their role as leader. I plan to keep this book close to me to both guide and inspire my work." --Phil Harkins, president, Linkage, Inc.

Goes beyond the spirit of empowerment to discuss the benefits of companies that offer equity and partnership for its employees at all levels, discussing what stewardship means, management accountability, quality control, and human resources. Reprint. 30,000 first printing. $40,000 ad/promo. IP.

A TikTok sensation, this rom-com about a young woman who agrees to fake date a colleague and bring him to her sister's wedding has "everything you could want in a romance" (Helen Hoang, New York Times bestselling author). Catalina Martín desperately needs a date to her sister's wedding. Especially since her little white lie about her American boyfriend has spiralled out of control. Now everyone she knows—including her ex and his fiancée—will be there and eager to meet him. She only has four weeks to find someone willing to cross the Atlantic and aid in her deception. New York to Spain is no short flight and her raucous family won't be easy to fool. Enter Aaron Blackford—her tall, handsome, condescending colleague—who surprisingly offers to step in. She'd rather refuse; never has there been a more aggravating, blood-boiling, and insufferable man. But Catalina is desperate, and as the wedding draws nearer, Aaron looks like her best option. And she begins to realize he might not be as terrible in the real world as he is at the office.

This book provides a thorough examination of a variety of specialties within the broad range of management consulting. A book of such scope and depth could only be written by a large number of experts, each from one of the many specialties related to management consulting. Together, all 27 contributors take the reader through an industry that is currently undergoing significant change. While covering all the major practice areas of consulting, the book also offers new insights into change processes and addresses compelling management issues now facing consulting firms.

"If more business books were as useful, concise, and just plain fun to read as THE MCKINSEY WAY, the business world would be a better place." --Julie Bick, best-selling author of ALL I REALLY NEED TO KNOW IN BUSINESS I LEARNED AT MICROSOFT. "Enlivened by witty anecdotes, THE MCKINSEY WAY contains valuable lessons on widely diverse

topics such as marketing, interviewing, team-building, and brainstorming." --Paul H. Zipkin, Vice-Dean, The Fuqua School of Business It's been called "a breeding ground for gurus." McKinsey & Company is the gold-standard consulting firm whose alumni include titans such as "In Search of Excellence" author Tom Peters, Harvey Golub of American Express, and Japan's Kenichi Ohmae. When Fortune 100 corporations are stymied, it's the "McKinsey-ites" whom they call for help. In THE MCKINSEY WAY, former McKinsey associate Ethan Rasiel lifts the veil to show you how the secretive McKinsey works its magic, and helps you emulate the firm's well-honed practices in problem solving, communication, and management. He shows you how McKinsey-ites think about business problems and how they work at solving them, explaining the way McKinsey approaches every aspect of a task: How McKinsey recruits and molds its elite consultants; How to "sell without selling"; How to use facts, not fear them; Techniques to jump-start research and make brainstorming more productive; How to build and keep a team at the top its game; Powerful presentation methods, including the famous waterfall chart, rarely seen outside McKinsey; How to get ultimate "buy-in" to your findings; Survival tips for working in high-pressure organizations. Both a behind-the-scenes look at one of the most admired and secretive companies in the business world and a toolkit of problem-solving techniques without peer, THE MCKINSEY WAY is fascinating reading that empowers every business decision maker to become a better strategic player in any organization.

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