

Flawless Consulting Summary

“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. 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.

Everything you ever wanted to know about consulting—a

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practical roadmap for aspiring entrepreneurs Seismic changes occurring in the workforce are leading to more and more people entering the world of contract, freelance, and contingency work. Rapid changes in demographics and advances in technology have led companies and talent to engage in profoundly new ways and consulting is one of the keys to success. The New Business of Consulting is authentic and practical, and shares the knowledge and skills required to start and grow a successful consulting business. From how to make a smooth career transition, to how to determine a consulting fee, to how consultants inadvertently create a bad reputation, it covers everything you need to know to thrive and flourish in this competitive field. Covers contemporary topics, such as how to achieve success in the gig economy Discloses a reliable technique to land the clients you want Presents options to help you balance your life and your business Prepares you for naming your business, managing critical financial issues, and building a client relationship Shows you how to take your income and impact beyond working as a solopreneur The crucial start-up days of a consulting business may be frenetic and fraught with questions. This new edition provides sanity and answers all the questions. It includes practical tools, templates, and checklists that you can download and implement immediately. How can you take your skills and expertise and package and present it to become a successful consultant? There are proven time-tested principles, strategies, tactics and best-practices the most successful consultants use to start, run and grow their consulting business. Consulting Success teaches you what they are. In this book you'll learn: - How to position yourself as a leading expert and authority in your marketplace - Effective marketing and branding materials that get the attention of your ideal clients - Strategies to increase your fees and earn more with every project - The proposal

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template that has generated millions of dollars in consulting engagements - How to develop a pipeline of business and attract ideal clients - Productivity secrets for consultants including how to get more done in one week than most people do in a month - And much, much more

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.

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,

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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.

3 Minute Summary of *Flawless Consulting* by Peter Block

[thimblesofplenty](#)

In *Real Estate Titans*, Erez Cohen shares the advice and learnings of the world's leading real estate experts to create a guide for becoming a savvy real estate player. Cohen draws on his experience as a research and teacher's assistant at Wharton Business School with an investment expert—and his mentor—Dr. Peter Linneman. Throughout his career, Cohen has collected first-hand knowledge from meetings with such real estate titans as Ronald Terwilliger, Sam Zell, Joseph Sitt,

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and numerous others. Cohen wanted to understand how these real estate giants became so successful, so he refined his quest into three critical questions: What inspires these titans to work so hard and reach such extraordinary levels of success? What are the main elements and traits inside of them that propel them to be so grandiose? How have these individuals, who had less resources, succeeded on a much bigger scale than so many of their competitors? Real Estate Titans contains the 7 key lessons distilled from interviews with several of the world's greatest real estate investors. These critical lessons offer insight into the mindset, tactics, and habits that each of the interviewed titans possess. Once you implement these key ideas—which you won't find anywhere else—into your business, it will grow exponentially within a matter of months. Real Estate Titans offers an insider's view into several of the most successful investors on the planet. The book's compelling stories and lessons show why real estate is such a wonderful and important business, and it also offers a roadmap for becoming a world class real estate player.

Interested in entering the consulting business? Already have a consulting practice but want to take its profits to the next level? 90 Days to Success in Consulting provides an action plan for success in the ultra-competitive consulting industry. The book is designed to logically take you through the major consulting topics and provide action items to be done in the next 90 days for immediate business functions, as well as for planning the future phases of your consulting journey. The book covers the various opportunities available, including the traps and pitfalls to avoid, ensuring a successful career as a consultant.

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Management Consulting: A Guide for Students bridges the gap between the latest academic research and practical skills to provide a comprehensive new introduction to modern consulting. David Biggs' important new textbook walks students through the key dimensions of management consulting from the contexts, through the processes, and into skills and implementation using a wide range of examples to provide a refreshing and modern guide for students. Every chapter deploys a consistent pedagogical framework including clear learning objectives that correspond with the latest standard course outlines, mini case studies, and industry snapshots. Full-length case studies appear at the end of every chapter, either prepared specifically for the text by international academics and consultants or supplied from premium vendors such as Harvard Business Review. A full set of online supporting resources for students and lectures make this the complete resource for management consulting courses at all levels.

There's a pub in New York City that's been in the Finnegan family for generations. Now Kieran and her three brothers own it. Kieran Finnegan is also, as it happens, a criminal psychologist--a fitting reaction, perhaps, to her less-than-lawful teenage past.

Meanwhile, New York's Diamond District has been hit by a rash of thefts. No one's been killed - until now. FBI agent Craig Frasier is brought in to investigate; he and Kieran meet at a jewelry store in the middle of a heist. She's there to "unsteal" a flawless stone taken by her light-fingered youngest brother as an act of vengeance. Craig's there to stop the gang.

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Though it's a potentially lucrative enterprise, the reality of independent consulting seldom matches the dream. Most solo consultants and boutique consulting firms are perpetually within six months of bankruptcy due to the sputtering unreliability of their new business engines. The problem, according to international consulting expert David A. Fields, is twofold: 1) lack of a consistent, proven plan, and 2) fundamental misunderstanding about what clients want in a consultant. Fields, who has helped hundreds of consultants and boutique firms worldwide build lucrative, sustainable practices, replaces the typical consultant's mindset of emphasizing expertise and differentiated processes with a focus on building relationships, engendering trust, and solving clients' existing problems. In *The Irresistible Consultant's Guide to Winning Clients: Six Steps to Unlimited Clients and Financial Freedom*, Fields synthesizes his decades of experience into a step-by-step approach to winning more projects from more clients at higher fees. From nuts-and-bolts business advice and tactics to a deeply insightful breakdown of the human side of a very human profession, Fields delivers a comprehensive guidebook that is at once highly approachable and satisfyingly detailed.

Experience is making a comeback. Learn how to repurpose your wisdom. At age 52, after selling the company he founded and ran as CEO for 24 years, rebel boutique hotelier Chip Conley was looking at an open horizon in midlife. Then he received a call from the young founders of Airbnb, asking him to help grow their disruptive start-up into a global hospitality giant. He had

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the industry experience, but Conley was lacking in the digital fluency of his 20-something colleagues. He didn't write code, or have an Uber or Lyft app on his phone, was twice the age of the average Airbnb employee, and would be reporting to a CEO young enough to be his son. Conley quickly discovered that while he'd been hired as a teacher and mentor, he was also in many ways a student and intern. What emerged is the secret to thriving as a mid-life worker: learning to marry wisdom and experience with curiosity, a beginner's mind, and a willingness to evolve, all hallmarks of the "Modern Elder." In a world that venerates the new, bright, and shiny, many of us are left feeling invisible, undervalued, and threatened by the "digital natives" nipping at our heels. But Conley argues that experience is on the brink of a comeback. Because at a time when power is shifting younger, companies are finally waking up to the value of the humility, emotional intelligence, and wisdom that come with age. And while digital skills might have only the shelf life of the latest fad or gadget, the human skills that mid-career workers possess--like good judgment, specialized knowledge, and the ability to collaborate and coach - never expire. Part manifesto and part playbook, *Wisdom@Work* ignites an urgent conversation about ageism in the workplace, calling on us to treat age as we would other type of diversity. In the process, Conley liberates the term "elder" from the stigma of "elderly," and inspires us to embrace wisdom as a path to growing whole, not old. Whether you've been forced to make a mid-career change, are choosing to work past retirement age, or are struggling to keep up with the millennials

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rising up the ranks, Wisdom@Work will help you write your next chapter.

CLIENT, CLARIFY, CREATE, CHANGE, CONFIRM, CONTINUE, CLOSE = THE SEVEN SECRETS OF CONSULTANCY "Most change methods are effective. For the most part, each one is theoretically sound, well-researched, and clearly articulated. But when they're put in organizations, they fail-at least 70 to 80% of the time".

George Smart, Managing Partner, Strategic

Development Incorporated The definition of a consultant is someone who facilitates organisational change and provides expertise on technical, functional and business topics during development or implementation. In other words a consultant is someone who helps others to change. However, change isn't such an easy target to achieve. Research shows that the vast majority of change programmes fail. On a daily basis we hear about projects that are delayed, cancelled, over budget or boycotted by the end user. The problem is that we can never force people to change - remember the backlash against Jamie Oliver's healthy school meals campaign where parents handed junk food to their children through school fences. The key to successful change is to engage with the end user and help them want to change. The Seven Cs of Consulting offers a consistent and collaborative language that helps both consultant and client deliver value through sustainable change. Based around the author's highly successful 7Cs model (Client, Clarify, Create, Change, Confirm, Continue, Close) this approach is simple and accessible but firmly grounded in research and real life experience. The 7Cs approach

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opens up the complexity of sustainable change to the consultant and client and helps them explore- and then avoid - the real issues that cause change to fail within a more professional and trusting relationship.

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

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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.

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

One of the most beloved and bestselling novels of spiritual adventure ever published, *Ishmael* has earned a passionate following. This special twenty-fifth anniversary edition features a new foreword and afterword by the author. “A thoughtful, fearlessly low-key novel about the role of our species on the planet . . . laid out for us with an originality and a clarity that few would deny.”—*The New York Times Book Review* Teacher Seeks Pupil. Must have an earnest

desire to save the world. Apply in person. It was just a three-line ad in the personals section, but it launched the adventure of a lifetime. So begins an utterly unique and captivating novel. It is the story of a man who embarks on a highly provocative intellectual adventure with a gorilla—a journey of the mind and spirit that changes forever the way he sees the world and humankind’s place in it. In *Ishmael*, which received the Turner Tomorrow Fellowship for the best work of fiction offering positive solutions to global problems, Daniel Quinn parses humanity’s origins and its relationship with nature, in search of an answer to this challenging question: How can we save the world from ourselves? Explore Daniel Quinn’s spiritual *Ishmael* trilogy: *ISHMAEL • MY ISHMAEL • THE STORY OF B*

Praise for *Ishmael*
“As suspenseful, inventive, and socially urgent as any fiction or nonfiction you are likely to read this or any other year.”—The Austin Chronicle
“Before we’re halfway through this slim book . . . we’re in [Daniel Quinn’s] grip, we want *Ishmael* to teach us how to save the planet from ourselves. We want to change our lives.”—The Washington Post
“Arthur Koestler, in an essay in which he wondered whether mankind would go the way of the dinosaur, formulated what he called the Dinosaur’s Prayer: ‘Lord, a little more time!’ *Ishmael* does its bit to answer that prayer and may just possibly have bought us all a little more time.”—Los Angeles Times

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.

The Long-Awaited Update for Building a Thriving Consultancy Completely updated for today’s busier-than-ever consultants, this classic guide covers the ins and outs for competing and winning in this ultracompetitive field. You’ll find step-by-step advice on how to raise capital, attract clients, create a marketing plan, and grow your business into a \$1 million-per-year firm, plus brand-new material on: Blogging and social networking Global consulting Delegating labor Profiting in a troubled market Retainer business Internet marketing Praise for the previous editions of *Million Dollar Consulting*: “If you’re interested in becoming a rich consultant, this

book is a must read.” Robert F. Mager, founder and president, Mager Associates, and member of the Training & Development Hall of Fame “Blast out of the per diem trap and into value billing.” Jim Kennedy, founder, publisher, and editor, Consultants News “The advice on developing price structure alone is worth a hundred times the price of the book.” William C. Byham, Ph.D., author of Zapp! “Must reading for those who are beginning a practice or seeking to upgrade an existing practice.” Victor H. Vroom, John G. Searle Professor, School of Management, Yale University

Are you an internal consultant -- someone who is a permanent employee and staff member, yet serves in a consultative role within your organization? Then you need this hands-on, practical guidebook to help you better understand your role and improve your performance, whether you re a change agent, trusted advisor, or someone who serves in varying capacities. Just like an external consultant, it s important to design your job, develop a formal agreement, and build your practice. Consulting on the Inside provides a solid background for internal consultants, and serves as a roadmap for cultivating a successful career.

“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.

This is a very good time for consultants. As corporations have been reorganizing and downsizing, merging and globalizing, the consulting business has been booming. The Basic Principles of Effective Consulting is about what effective consultants do and how they do it. It provides a step-by-step process that can provide successful outcomes for consultants and their clients. The chapters have plenty of examples and cases of the process used by effective consultants, as cases and

examples are one of the best ways to learn the consulting business. Also provided as part of each chapter are short pieces of expert advice by established consultants and users of consulting services. Teachers in business schools will find this book can serve as an excellent supplemental textbook on consulting practices.

An action plan for working as a consultant

Management consulting is a \$250 billion industry and growing at a rate of over four percent annually. Many predict that more than 40 percent of the U.S. workforce will soon be contingent, freelance, or consulting members of the workforce—making this book more relevant than ever. Individuals become independent consultants out of necessity or preference: necessity because they lost their job or the company offered an attractive exit package; preference because they want a career change, more control over their time, or an enriched, varied work situation. Consulting also appeals to the Millennial workforce who are searching for careers that offer a good salary as well as meaningful work.

The New Consultant's Quick Start Guide:

- Serves as a companion to *The New Business of Consulting*
- Provides you with a place to plan your transition into consulting
- Helps you identify your niche, develop a business plan, charge what you're worth, and create a marketing strategy to ensure a steady stream of clients
- Prepares you for changes you will

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encounter beyond your professional life, including social, family, and financial aspects The New Consultant's Quick Start Guide helps you work through the challenges of consulting such as working alone, deciding on necessary insurance coverage, finding your first clients, struggling with cash flow, and understanding market trends.

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<https://www.QuickRead.com/App> and get access to hundreds of free book and audiobook summaries.

Top tips from the world's definitive business coach.

Wouldn't it be great to have an expert business coach in your pocket? Somebody whose advice is so great, people will pay millions of dollars to receive it?

Well, thanks to the updated fourth edition of 1992 guidebook Million Dollar Consulting, that advice is now yours!

Updated to reflect the business concerns of the modern world, Million Dollar Coaching is your guide to success. Packed with actionable top tips for attracting clients and cultivating best practices,

Weiss' consulting guide will show you how to become a million-dollar consultant yourself.

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,

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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.

thimblesofplenty is a group of friends who also happen to be business people and avid readers. We wanted to keep up with the latest business books but found that time was a factor. So we divided out the work and each of us took a book and summarised it for the others. We thought it might be a great idea to share these summaries with you. For a small price and a 3 minute time investment, our summary gives you some of the wisdom from the book, some food for thought and hopefully the impetus to make some time to read the whole book!

"I had the privilege of working closely with Marvin and McKinsey for many years. This book makes Marvin come to life and perpetuates him as a role model." -Peter F. Drucker "A wonderful book about a wonderful man. In many ways, Marvin's McKinsey framed the hypotheses in our own search for excellence-for example, passion for values, belief in people as the prime resource, and willingness to let people experiment. As well as I thought I knew Marvin, however, this remarkable book, drawing on the collective memories of those who worked most closely with him, taught me a ton about how extraordinary the man really was and what made him

that way. Many have called Drucker the man who invented management; I think history will conclude that both he and Marvin Bower share that pedestal." -Bob Waterman, coauthor of *In Search of Excellence*

"Marvin Bower became a legend, not just within McKinsey & Company, but within professional services and the business world more broadly. In everything he did and said, he embodied the professional approach and the importance of values. This book sheds remarkable insight on a remarkable man and on the power of constancy of purpose." -Ian Davis, Worldwide Managing Director, McKinsey & Co. "It is as Marvin would have wanted it-simple, honest, fact-based, wonderful stories with a long-term perspective. An insightful read about the father of management consulting." -Lois Juliber, retired COO, Colgate-Palmolive

"This book provides fascinating insight into the early days of modern management consulting. It is an extremely enlightening look at the origin of one of America's most important professions and one of America's most innovative leaders." -Thomas H. Lee, founder, Chairman, and President, Thomas H. Lee Partners L.P.

"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.

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.

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.

NEW YORK TIMES AND WALL STREET JOURNAL BESTSELLER • Winner of CMI Management Book of the Year 2019 Based on an in-depth analysis of over 2,600 leaders drawn from a database of more than 17,000 CEOs and C-suite executives, as well 13,000 hours of interviews, and two decades of experience advising CEOs and executive boards, Elena L. Botelho and Kim R. Powell overturn the myths about what it takes to get to the top and succeed. Their groundbreaking research was the featured cover story in the May-June 2017 issue of Harvard Business Review. It reveals the common attributes and counterintuitive choices that set apart successful CEOs—lessons that we can apply to our own careers. Much of what we hear about who gets to the top, and how, is wrong. Those who become chief executives set their sights on the C-suite at an early age. In fact, over 70 percent of the CEOs didn't have designs on the corner office until later in their careers. You must graduate from an elite college. In fact, only 7 percent of CEOs in the dataset are Ivy League graduates--and 8 percent didn't graduate from college at all. To become a CEO you need a flawless résumé. The reality: 45 percent of CEO candidates had at least one major

career blowup. What those who reach the top do share are four key behaviors that anyone can master: they are decisive; they are reliable, delivering what they promised when they promise it, without exception; they adapt boldly, and they engage with stakeholders without shying away from conflict. Based on this breakthrough study of the most successful people in business, Botelho and Powell offer career advice for everyone who aspires to get ahead. Based on research insights illustrated by real life stories from CEOs and boardrooms, they tell us how to: - Fast-track our career by deploying the career catapults used by those who get to the top quickly - Overcome the hidden handicaps to getting the job we want. - Avoid the 5 hazards that most commonly derail those promoted into a new role. For everyone who aspires to rise up through the organization and achieve their full potential, *The CEO Next Door* is an essential guide.

Maximize Your Return on Expertise Research shows a high proportion of consultants fail to deliver results on time, on budget, and on target. Rare is the project that exceeds your expectations. But help is here.

The Executive's Guide to Consultants explains how to ensure that every project delivers measurable benefits every time. This book will help you find experts, invest wisely, accelerate change, and achieve your most important goals by tapping into the genius of others. *The Executive's Guide to*

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Consultants contains breakthrough ideas covered by no other book, including: Sophisticated new contract structures that maximize your ROI Essential methods for reducing project risk Cutting-edge techniques for making change stick after the consultant leaves You will also learn to: Spot "chameleons" and other low-quality consultants who peddle tired ideas and deliver disappointing outcomes Get better results faster, while lowering fees Find the ideal consultant, coach, agency, or advisor for your precise situation Enforce accountability with outside experts and your own internal team Imagine if you could collect the wisdom of dozens of the country's top CEOs, combine it with the experience of a hall-of-fame consultant, and add a bucketful of unconventional thinking. You'd have The Executive's Guide to Consultants. Easy to read and packed with examples, checklists, templates, and guidelines, this book is the ultimate toolkit for maximizing your ROI from outside experts. Get extraordinary results from every consultant you hire "An extraordinary book. Clear, comprehensive, and eminently readable, it is THE book on how you can extract true business value from outside experts." -- Scott Cotherman, Chairman, TBWA\WorldHealth, subsidiary of Omnicom Group, Inc. "This is the Master Class for those who are smart, innovative, ahead of the pack, and who intend to stay that way. If you're not yet in that league, you should read this

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book twice." -- Alan Weiss, author, Million Dollar Consulting and The Consulting Bible "A terrific guidebook, with much of the advice equally applicable in managing your organization's internal talent. It's an easy, engaging read with a wealth of insights and detailed action steps--I highly recommend it." -- Brian Walker, President and CEO, Herman Miller, Inc. "A powerful antidote to the strained relationship between consultants and clients." -- Garry Ridge, CEO, WD-40 Company "This book shows you how to make your consultants' work stick. No more major investments in experts or programs that evaporate after only a few months or years." -- De Lyle Bloomquist, President, Tata Global Chemicals "Fields's messages are delivered in the way that all executives would like our outside resources to do it: capably, with straight talk and incredible insight." -- Ralph Scozzafava, Chairman and CEO, Furniture Brands

Finally in paperback: the New York Times bestseller by the acclaimed, bestselling author of Start With Why and Together is Better. Now with an expanded chapter and appendix on leading millennials, based on Simon Sinek's viral video "Millenials in the workplace" (150+ million views). Imagine a world where almost everyone wakes up inspired to go to work, feels trusted and valued during the day, then returns home feeling fulfilled. This is not a crazy, idealized notion. Today, in many successful

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organizations, great leaders create environments in which people naturally work together to do remarkable things. In his work with organizations around the world, Simon Sinek noticed that some teams trust each other so deeply that they would literally put their lives on the line for each other. Other teams, no matter what incentives are offered, are doomed to infighting, fragmentation and failure. Why? The answer became clear during a conversation with a Marine Corps general. "Officers eat last," he said. Sinek watched as the most junior Marines ate first while the most senior Marines took their place at the back of the line. What's symbolic in the chow hall is deadly serious on the battlefield: Great leaders sacrifice their own comfort--even their own survival--for the good of those in their care. Too many workplaces are driven by cynicism, paranoia, and self-interest. But the best ones foster trust and cooperation because their leaders build what Sinek calls a "Circle of Safety" that separates the security inside the team from the challenges outside. Sinek illustrates his ideas with fascinating true stories that range from the military to big business, from government to investment banking.

What makes a great salesperson? What beliefs, attitudes and behaviors are linked to being a top performing salesperson? What impact does culture, industry and sales context have? And does a formal sales methodology or process make a difference?

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This book is for any sales professional, or indeed anyone involved in the sales process of their company, who wants to learn the secrets of successful selling. Based on interviews and analyses (qualitative and quantitative) of 1000 of the world's leading salespeople, across a mix of industries, cultures and context, the authors present the most rigorous evaluation of how salespeople behave and how they are driven. In doing so, they reveal the secret code behind consistent and high-level success in sales.

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. Most change efforts fail because most change methods are built to deal with single challenges in a nice, neat, linear way. But leaders know that today, pressures for change don't come at you one at a time; they come all at once. It's like riding a roller coaster: sudden drops, jarring turns, anxious climbs into the unknown. Drawing on his years of experience at the Center for Creative Leadership and Columbia University, Bill Pasmore offers a four-part model and four mindsets that allow leaders to

deal with multiple changes simultaneously without drowning in the churn. The first step, Pasmore says, is to Discover which external pressures for change are the most necessary to address. The key here is to think fewer—step away from the buffet of possibilities and pinpoint the highest-impact options. Then you need to Decide how many change efforts your organization can handle. Here the mindset is to think scarcer—you have only so many people and so many resources, so how do you best use them? Once you've figured that out, it's time to Do—and here you want to think faster. Streamline processes and engage in rapid prototyping so you can learn quickly and cost-effectively. The last step is to Discern what worked and what didn't, so think smarter—develop metrics, identify trends, and make sure learnings are disseminated throughout the organization. For each stage of the process, Pasmore offers detailed advice, practical tools, and real-world examples. This book is a comprehensive guide to navigating change the way it happens now. In his classic book, *The Five Dysfunctions of a Team*, Patrick Lencioni laid out a groundbreaking approach for tackling the perilous group behaviors that destroy teamwork. Here he turns his focus to the individual, revealing the three indispensable virtues of an ideal team player. In *The Ideal Team Player*, Lencioni tells the story of Jeff Shanley, a leader desperate to save his uncle's company by restoring

its cultural commitment to teamwork. Jeff must crack the code on the virtues that real team players possess, and then build a culture of hiring and development around those virtues. Beyond the fable, Lencioni presents a practical framework and actionable tools for identifying, hiring, and developing ideal team players. Whether you're a leader trying to create a culture around teamwork, a staffing professional looking to hire real team players, or a team player wanting to improve yourself, this book will prove to be as useful as it is compelling.

Imagine, if you can, the world of business - without corporate strategy. Remarkably, fifty years ago that's the way it was. Businesses made plans, certainly, but without understanding the underlying dynamics of competition, costs, and customers. It was like trying to design a large-scale engineering project without knowing the laws of physics. But in the 1960s, four mavericks and their posses instigated a profound shift in thinking that turbocharged business as never before, with implications far beyond what even they imagined. In *The Lords of Strategy*, renowned business journalist and editor Walter Kiechel tells, for the first time, the story of the four men who invented corporate strategy as we know it and set in motion the modern, multibillion-dollar consulting industry: Bruce Henderson, founder of Boston Consulting Group Bill Bain, creator of Bain &

Company Fred Gluck, longtime Managing Director of McKinsey & Company Michael Porter, Harvard Business School professor Providing a window into how to think about strategy today, Kiechel tells their story with novelistic flair. At times inspiring, at times nearly terrifying, this book is a revealing account of how these iconoclasts and the organizations they led revolutionized the way we think about business, changed the very soul of the corporation, and transformed the way we work.

A classic revised and updated for the twenty-first-century consultant Revised and updated for consulting in the twenty-first century, this new edition is for anyone who wants to know what consulting is really like as a career, as a living, and as a life. Geoffrey Bellman reveals how to make the job rewarding both financially and personally as he examines the practical issues of managing time, clients, and money as well as such broader concerns as how to balance work with family life. At once practical and personal, this book is for all types of consultants, all those who work with consultants, and all those who dream of being consultants. Geoffrey M. Bellman (Seattle, WA) has consulted to organizations of all sizes, from the inside and outside, including numerous Fortune 500 companies. He is the author of several well-received books, including *Getting Things Done When You're Not in Charge* the bestselling book that has sold

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more than 80,000 copies.

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