

 **What is consultancy?**

Effective consultancy helps you do better things, better. Consultancy allows you to access the value of a different perspective and skill set to improve your organizational processes and outcomes.

Using a consultant:

- ◆ Brings a different perspective, creating new ideas
- ◆ Brings a different skill set, creating the opportunity to do different things
- ◆ Brings additional, temporary, resource, freeing you to do other things when times are busy, without creating a permanent overhead
- ◆ Creates a peer relationship, giving you a forum to discuss things that it wouldn't be appropriate to share with people who work for you, your colleagues or your boss
- ◆ Gives you access to a different set of knowledge and ideas, increasing the resource brought to the project

 **When might I want to use a consultant?**

People use consultants in all sorts of situations for all sorts of issues. We can help with many different organizational concerns or opportunities, for instance:

- ◆ When you need to implement a new process
- ◆ To help with a special project that needs temporary extra resource
- ◆ To help you response to and manage, sudden, unexpected or planned organizational change
- ◆ To gain progress on thorny or intractable problems
- ◆ To create effective and motivating training and development activities or programmes
- ◆ To support you in large scale change events such as mergers, or IT implementation, that have a big people impact

 **If I decide to engage you as a consultant, what can I expect?**

I tailor my approach to the individual needs of each client. However in general, working with me you can expect:

- ◆ To be treated as a partner in a joint endeavour
 - To be recognised as being knowledgeable about your own organisation
- ◆ For any difficulties to be brought promptly to your attention
- ◆ That your organisation will be recognised as the unique entity that it is
- ◆ That all your people will be treated with fairness and respect
- ◆ That you will be told what you need to hear, not what you want to hear

 **I'm going to need more than one person**

Some projects require more than one consultant. I have a good team of experienced people available to help on larger projects. Please visit the website [Appreciating Change](#) for more details of the team and our consultancy services, or give me a ring.

Make a difference now. Call me on 020 8293 0017, or [email me](#) to find out more about what Jemstone Consultancy team development can do for you or your colleagues.