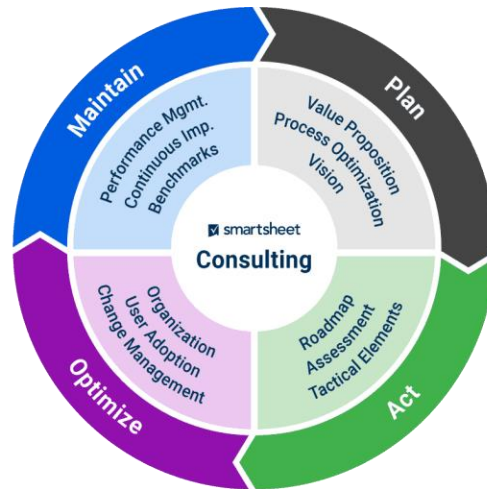


Finding Your Perfect Fit with a Consultant

Consulting is more than giving advice. At the most basic level, consultants provide information solve problems. Consulting requires making an accurate diagnosis that prescribes specific, effective actions to implement change. Most importantly, consultants nurture respectful, trusting relationships, which involves building consensus and commitment. At its best, consulting enhances the professional development of employees and improves organizational effectiveness.



Nine Questions to Ask a Consultant

1. What expertise do you bring to this type of project, and what is your knowledge as a practitioner in this context?
2. What is your experience as a consultant and practitioner in our type of program?
3. What is your consulting philosophy?



study of success. It provides a new language that inspires honest reflection on difficult topics.

4. What is your knowledge and philosophy of adult learning?

Adults need to understand why they are learning what they are learning. Adults learn by doing, and the process is most effective when the subject is meaningful and relevant to their lives and daily work. Their learning must engage all the senses and allow for practice and reflection. Adults need to be actively involved in their learning and focus on their professional development.

5. What do you expect from our team? Time commitment? Energy commitment? Prior experience? Readiness for change?

6. How will you communicate? Written reports? Verbal progress reports? An end-of-project summary?

7. What was your biggest success, and what contributed to that success?

8. What was your biggest challenge, and what did it teach you?

9. What types of data do you use regularly, and what data reports are immediately available?

Eight Questions to Ask Yourself

1. What do I want from a consultant? Coaching? Advice? A plan of action? Enhancement and improvement of current practices?

2. What is my immediate goal? Create a successful grant proposal? Thoroughly prepare for an external evaluation of federal review? Train employees in leadership practices or data literacy?

3. What is my long-term goal? Do I want to improve and enhance our program, modify existing practices, or demonstrate current success?

4. What does my future success look like?

5. Who is on my team, and what role will they play?

6. How much time and energy can I commit?

7. How much time and energy can my team commit?

8. What do I expect from a consultant?