

Top 10 Reasons Organizations Hire Consultants

1. A consultant has the right expertise. This is where it pays not only to be really good in your chosen field, but also to have a track record that speaks for itself. For example, Riddle says he knows that every client who hired him did so partly on the basis of his track record.
2. A consultant may be hired to identify problems. Sometimes employees are too close to a problem inside an organization to identify it. That's when a consultant rides in on his or her white horse to save the day.
3. A consultant can supplement the staff. Sometimes a business discovers it can save thousands of dollars a week by hiring consultants when they are needed rather than hiring full-time employees. They also can save additional money because they don't have to pay benefits to the consultants they hire. Even though a consultant's fees are generally higher than an employee's salary, over the long haul it makes good economic sense to hire a consultant.
4. A consultant can act as a catalyst for change. No one likes change, especially corporate America. But sometimes change is needed, and a consultant may be brought in to implement the changes. A benefit to the company is that the consultant can do things without worrying about the corporate culture, employee morale, or other issues that get in the way when an organization is trying to institute change.
5. A consultant provides much-needed objectivity. Who else is more qualified to identify a problem than a consultant? A good consultant provides an objective, fresh viewpoint without worrying about what people in the organization might think about the results and how they were achieved.
6. A consultant may be hired to teach. Consultants are called on to teach many skills. Of course, it's the consultant's task to keep up with developments in their field of expertise so they're always ready to teach new clients what they need to stay competitive.
7. A consultant may be hired to do the "dirty work." Let's face it: No one wants to be the person who has to make cuts in the staff or to eliminate an entire division. An impartial outside consultant is the perfect person to handle such unpleasant tasks.
8. A consultant can bring new life to an organization. If you're good at coming up with ideas that work, then you won't have any trouble finding clients. At one time or another, most businesses need someone to administer "first aid" to get things rolling again.
9. A consultant may be hired to create a new business. There are consultants who are experts in this discipline. But it does require special skill, so make sure you have it before you market yourself as a business development consultant.
10. A consultant may be hired to influence other people. Do you like to hang out with the rich and famous in your town? If so, you may be hired to do a consulting job based on whom you know.

*Smart Tip - A consultant needs to be a good listener. So the next time you're in a conversation, resist the urge to interrupt with questions or your own comments until the other person has completely finished talking.

*Beware - Before accepting any consulting assignment, be certain that the potential client isn't involved in any litigation concerning employment discrimination practices.

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