

## Internal Consultancy Skills

*What participants say about  
IMPACT Leadership  
Development programmes*

*“A course that delivers on its  
promises and that opens doors for  
future growth”*

**IT Delivery Manager  
Royal Bank of Scotland**

*“Awakened the leader within me,  
providing the key to unlock my future”*

**OKI Europe**

### Why?

It's now very important for IS leaders that they can deploy consultancy skills. They develop and lead complex portfolios of initiatives. They increasingly rely on an ability to influence – and so skills traditionally associated with consulting become especially powerful. But few IS leaders have been specifically equipped to deploy consultancy skills in an internal context.

### Who Should Attend?

This programme is for those in the early stages of their IS leadership career in large organisations – and for those on the brink of moving into leadership roles. It will be especially valuable to leaders looking to lead or participate in change initiatives involving other business functions. It provides a natural follow on for participants in *Welcome to IS Management* and a complement to *High Performance Relationships*, though neither programme is a prerequisite for this.

### Benefits

Programme participants will benefit from

- Fuller insight into organisational intervention and change approaches
- Learning about differing consultancy approaches and when and how to deploy them
- Being able to plan and manage projects based on key consultancy stages
- Being equipped to assess the benefits and constraints of using an internal consultant – and to make better decisions as a result
- Best practices gained from interaction with other programme participants

### Sample Agenda

Each delivery of the programme is customised to fit the specific needs of participants, but the programme will address:

- Consultancy: what is it; how is it different; and why do we need that capability?
- Differing consultancy approaches, and how to choose among them
- The consultancy cycle: a four step model with associated skills, tools and methods, explored in depth
- Frameworks for analysing needs and planning projects
- Skills and attributes of effective consultants
- Internal consultants: opportunities and constraints
- Case study and exercise
- Personal Development Plans

### What Next

Participants may also benefit from the *Welcome to IS Management* programme that provides a comprehensive introduction to IS leadership, and from the following programmes that (like this one) build on one of the competencies addressed in it:

- Being Strategic
- High Performance Relationships
- Leading Powerful Teams
- High Potential Leadership

### Key Details

**Date** 17 – 19 October 2007

**Duration** 2 days (residential)

**Venue** South East England (TBA)

**How to Book** Contact Simon Payn on +44 20 7842 7981 or [simon.payn@impact-sharing.com](mailto:simon.payn@impact-sharing.com)

*Places on the programme are strictly limited and available on a 'first come, first served' basis.*

**Book early to avoid disappointment**

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The IMPACT Programme enables and sustains high performing IS organisations by developing current and emerging IS leaders

IS leaders work in an increasingly challenging and complex environment. We equip them to perform to the maximum level in their current role. And we develop the capabilities they need to be effective in their next role.

Our flexible combination of bespoke and scheduled programmes delivers transformational development tailored to the specific needs of IS Leaders and their organisations. We build leadership competencies and IS expertise with a pragmatic performance-focused approach.

People, especially leaders, make the difference. IMPACT is the IS Development Partner of Choice.

How can we help you?



**IMPACT**

**THE IMPACT PROGRAMME**

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*The IMPACT Programme is a division of the National Computing Centre (NCC), the UK's leading provider of membership services for IT executives. NCC champions the effective use of IT in business.*