



One Page Guide to Hiring a Project Consultant

Required Know How

The use of external talent is exploding. 83% of global business leaders said they are increasingly turning to contingent, intermittent, seasonal, or consultant employees,* and in many organizations, consultants and contingent workers are 40-50% of the population.

Understanding how to source and manage these workers is competitive advantage for leaders and their companies to win the war for talent, get important work done, and bring new thinking into the business.

*Oxford Economics 2020

Start

Begin by asking yourself **why** you need help. Identify your reason(s) below:

- Hiring expertise you don't have in-house
- Adding bandwidth to get work done
- Bringing in a neutral perspective
- Seeking best practices/ideas from outside the organization
- Tapping an advisor or coach

Get clear on your objectives as they will inform the selection criteria for your consultant. Now define **budget** and **scope** for your engagement.

Select

Look across multiple dimensions, weighted according to your **why** above.

1. Expertise & Skills for the Role	2. Context & Relevant Experience	3. Industry Knowledge	4. Cultural Fit with the Organization
Weighted 1-10 <i>Based on importance for the role</i>	Weighted 1-10 <i>Based on importance for the role</i>	Weighted 1-10 <i>Based on importance for the role</i>	Weighted 1-10 <i>Based on importance for the role</i>

The better you can describe the perfect consultant, the more likely you are to find what you want. Be sure your budget aligns with market rates for the talent you are seeking.

Succeed

Working with on-demand talent is a team sport, and **you** are on the team. If you want your consultant to do a great job, give them what they need to succeed:

- Scope Clarity** including who, what, how, when and why things will be done
- Onboarding** with teams, tools, technology and cultural norms
- Visibility, Introductions** and **Access** to people and information
- Sponsorship** and **Support** to navigate through bumps and organizational nuances

Need some help? We'll do the heavy lifting. With 20 years behind us, Kissinger Group has access to the best independent consultants in the business. We put 10 hours into interviewing and vetting our consulting candidates to be sure we hit the mark. Then, after you select your consultant(s) we'll manage your engagement to its successful conclusion. Contact us to learn more.