

Understand consulting team leadership and how to set up a team to win

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Understand consulting team leadership and how to set up a team to win The disparity between the cultures and priorities of both countries presents the conflicts. As per the scenario, both of the representatives are working according to their duties and harmony. Management and leadership styles are different in both of the cases. An impartial professional project consultant can resolve the conflict through his professional expertise in contracting of a project. For this reason I have to evaluate several of the possible roles which a consultant can perform to handle the situation. In such a knotty situation, where both of the parties are unaware of the actual scenario and broadly depending upon the role of consultant, the duty of the consultant gets amplified in varied senses. In normal scenarios, consultants are required to be responsible for the delivered value but this case implies to create a trustful deed among the parties assuring that no party is going to deceive at the end. In the highly responsive and diversified market place of contemporary and dynamic management world, it is a far cry for cooperate trusts. To handle such a risky situation, I need to play coach and expert roles. The both of the roles explain high responsibility of consultant as an impartial mediator who can resolve contracting problems. As a role of coach, the consultant resolves the problem with the help of available data along with the client. It is important to involve the client at the same time. It increases the level of trust and ensures transparency in the processes. Through this way, clients can achieve maximum satisfaction of impartiality in the decision and the contract. The basics of the contracting are quite clearly elucidating in regard of providing high value to the clients. In the matter of distrust and decay, consultant all alone cannot present any solution because

the client will barely trust anyone. It may increase discrepancy between the intended and achieved. The role in the problem resolution can be regarded as an expert. The expert provides insights of the overall matter which has been identified as a coach role. This role requires higher levels of professional expertise and analytical skills all along. Higher degree of persuasion in right direction increases the trust of the client so that the deal is negotiated when each party agrees over a mid point. As an expert, the consultant actually takes the responsibility of the results. However it is so risky but there is a little chance of settlement without this higher degree of responsibility undertaking. The responsibility matrix in the beginning of the contract reveals the accountability of each party involved in the processes. The cultural understanding of each region is crucial in order to plunge in to the case. To get the case settled with a negotiated way, both of the parties are required to show patience. For this purpose I need to ensure the degree of trust from the client. I have to set clear aims and objectives first to get the deal settled in an intended manner. The integrity of any party must not hurt. The legal know how and in depth understanding is necessary for both groups. Once they will find the right direction and the intentions, they will start getting trust upon each other. In broader sense, an orientation of rights and duties must be held to provide a wider exposure. Through trust building and a clearly defined (in form of clauses) project charter can play an important role which must be written with mutual understanding and coordination in assistance with the contracting consultant. I will be more concerned with the integrity and scope of the contract so that I can better perform my duty to get the merger back on the real track. The IT managers

must be culturally amalgamated so that they can evaluate each other. The legal aspects must be driven alongside so that it might not cause any distress during the period of contract. It will be more appropriate to list down a clause based SWOC (Strengths, Weaknesses, Opportunity, and Constraint) model for both IT directors. After getting clear vision of their mutual benefits, it can be assumed that they will be negotiated at some certain point which is beneficial indeed. In general scenario, French people are specified as more keen and devoted for their culture and language. They are least concerned with cultural interchange. Hence they are reluctant to trust over the third party. So it is important to gain the trust of the French IT manager first so that the deal can be resumed as per planned. Reference Wickham, P. A., & Wickham, L. (2008). Management consulting: delivering an effective project (3rd ed.). Harlow, England: Financial Times/Prentice Hall.