

Consulting without Consultants: Just-in-time Solutions to the Top People Problems that Keep HR Professionals Up at Night!

Dr. Mitchell Kusy

Offering the next best thing to a personal coach, this full-day session will serve as an HR leader's desktop consultant from two perspectives by providing immediate advice on how to:

1. Solve organizational problems without the use of a consultant, thus saving your organizational time and money—as well as creating greater successes for you!
2. Make better use of either internal or external consultants should you determine you cannot handle the problem yourself.

Bring your problems, your most trying clients (internal or external), and the people issues that cause you insomnia ad nausea! This session is the one you've been waiting for—practical with pinpoint applications based on the live scenarios you will bring.

Given the constraints of limited time and resources in most organizations today, leaders often must fly solo without substantial guidance to assist them with their daily and strategic challenges. Even when help is available via consultants, just-in-time assistance may be hard to find, consulting costs may be prohibitive for many organizations, and long-term consulting may take so long to find that many leaders just go it alone. This session is tantamount to a leader's guide on the side. Offering the next best thing to a personal leadership consultant, this session—based upon Dr. Mitch Kusy's upcoming book (*Manager's Desktop Consultant: Just-in-time Solutions to the Top People Problems that Keep You Up at Night*) co-authored with Dr. Louellen Essex—will serve as your desktop consultant from two perspectives:

- How to solve organizational problems without the use of a consultant, thus making you more effective *and* saving your organization time and money;
- How to make the best use of internal or external consultants should you determine you cannot handle the problem yourself.

This session is practical, concrete, and applications-oriented. Based on analyses of hundreds of situations in which I have intervened as a consultant, this session pools these experiences to give leaders answers to the most typical problems clients have wrestled with. In this session, we will explore each of the following 6 generic areas, but with a focus on the problems *you* have experienced related to each of these:

1. Managing and leading change
 - 1) Dealing with staff resistance
 - 2) Creating a change management plan
 - 3) Designing a strategic planning process
2. Building collaboration and teamwork
 - 1) Creating collaboration within a work group
 - 2) Creating collaboration across work groups

- 3) Facilitating a team development session
- 4) Facilitating an annual retreat for an existing team
3. Managing performance issues
 - 1) Dealing with staff who don't carry their workload
 - 2) Managing staff who perform below established standards
 - 3) Dealing with staff who work poorly with others
 - 4) Managing the performance of your organizational stars
4. Managing conflict
 - 1) Dealing with peers who aren't team players
 - 2) Establishing a working relationship with your own manager who is difficult
5. Dealing with organizational politics
 - 1) Creating a base of influence and leadership potency
 - 2) Gaining credibility and recognition for yourself and your staff
6. Establishing yourself as a leader
 - 1) Developing an approach to entering a group as a new leader
 - 2) Dealing with peers and others who do not support you

What is incredibly unique about this session are the clear, concise, and applications-focused decision-trees presented with each problem area. These decision trees will provide HR leaders with concrete ways way to succinctly and strategically analyze the cause of a given problem and the path to the best solution, thereby teaching a problem-solving approach that works! And the session is based on proven cutting-edge theories and research with a practical bent—perspectives that every HR leader must know to be successful in the 21st century.