



“CAREER PROSPECTS OF BUSINESS CONSULTING IN NIGERIA”.

By

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Overview of Consulting Business.

- ✓ While many businesses are based on selling products or services, consulting firms primarily sell **knowledge**.
- ✓ Whether it is management consulting, human resources consulting, marketing consulting, technology consulting or something else, consultants advise corporations & other organizations regarding an infinite array of issues related to business strategy.
- ✓ You name it - systems integration, Change management, re-engineering, e-commerce, billion-dollar mergers & acquisitions, etc, etc, - there is a consultant that is available to tell companies how to meet their challenges better, stronger, and faster.

What do Consultants Offer?

- ❑ Generally, "consulting" is a big, "one-size-fits-all" term that includes virtually any form of advice-giving.
- ❑ Usually, anyone with a specialty in a field can offer consulting service. The area that most people think of when it comes to consulting is management consulting, a broad category in its own right.
- ❑ However, there are also consultants who specialize in everything from workplace safety issues to environmental concerns, etc. Thus, we have Medical Consultants, Legal Consultants, Engineering Consultants – just to mention a few!
- ❑ Depending on the client's needs and the firm's functional specialty (or core competency, as it's often called), consultants conduct objective research and analysis on behalf of their client, and make recommendations based on their findings.
- ❑ Ultimately, consultants take on the responsibility of improving their clients' businesses by effecting change through their recommendations.

Tools of Consulting

- ✓ Research and analysis are the main “tools of trade” for management consultants. They analyze a business problem from various angles by conducting research and forming and testing hypotheses.
- ✓ Research may consist of collecting raw data from internal sources - such as the client's computers or employees - and external sources, such as trade associations or government agencies.
- ✓ For those who enjoy problem solving and thinking about business strategy, consulting can be a very fulfilling career as well as an excellent jumping-off point for a management career or a future entrepreneur.
- ✓ On the flip side, frequent travel and long hours can make a consultant's schedule very demanding.

Career Opportunities in Business Consulting.

- Consulting Business is hinged on true meritocracy.
- More often than not, success is based on commitment and talent.
- It is one of the most fulfilling and popular career options for young minds seeking rewarding and great life.
- It provides:
 - ✓ Good remuneration
 - ✓ Training and Development
 - ✓ Intellectual Challenge
 - ✓ Career Mobility
 - ✓ Networking & Relationship Building
 - ✓ Global Industry

Career Opportunities in Business Consulting.

- Generally, any “fresh graduate” can have an enviable Consulting career. It is not solely by luck, wisdom, knowledge, academic background or social class.
- Every graduate has what it takes to make a successful career in Consulting – **the success factors are essentially internal.**
- A Business graduate has all it takes to make a successful career in Management Consulting.
- However, he/she must have the right aspiration and commitment. He/she must also exhibit winning attitudes and positive attributes that guarantee success in life.

Choosing a Career in Business Consulting in Nigeria - The KEY Skill Requirements.

Although the competition at top firms is intense, the qualities that recruiters look for are similar across the board.

❑ Besides outstanding academic records, firms want people who are problem solvers, creative thinkers, good communicators, and who have a keen understanding of and interest in business.

❑ Such candidates must have –

- TAC (Talent, Ambition and Character)
- High energy and enthusiasm
- Team orientation
- Excitement about consulting
- Strong Interpersonal skills
- Industry experience (important but not compulsory for freshers)

Choosing a Career in Business Consulting in Nigeria - The Importance of Talent!

Everybody has TALENT!

... But HOW do you use your Talent?

12 attitudes toward improving and maintaining effective talents:

- 1) Belief lifts your talent
- 2) Passion energizes your talent
- 3) Initiative activates your talent
- 4) Focus directs your talent
- 5) Preparation positions your talent
- 6) Practice sharpens your talent

Choosing a Career in Business Consulting in Nigeria - The Importance of Talent!

Everybody has TALENT!

... But HOW do you use your Talent?

12 attitudes toward improving and maintaining effective talents:

- 7) Perseverance sustains your talent
- 8) Courage tests your talent
- 9) Character protects your talent
- 10) Relationships influence your talent
- 11) Responsibility strengthens your talent
- 12) Teamwork multiplies your talent

Business Consulting Firms as “Learning Orgs”.

- ❖ As people working in “learning organizations”, employees of Business Consulting Firms are life-long learners who are passionate about taking up new and challenging projects/tasks/roles so as to increase their learning and experience curve.
- ❖ They do not have the fear of failure, given that their organizational climate encourages innovative thinking and approaches to solving problems.
- ❖ The people share their organizational vision and fully understand how their roles affect the success of the organization.
- ❖ Employees in Consulting Firms are trained to be problem solvers, who care deeply about their clients, and who want to make a difference in any client engagement.
- ❖ Usually, Business Consultants are outstanding team players.

Consulting Business in a “New Age”.

- ❑ In today’s global economy, organizations should not only be aware of its organizational intellectual assets but must be able to harness its knowledge base to gain competitive advantage.
- ❑ Unfortunately, most Organizations today don’t realize they now operate in a Knowledge-based economy.
- ❑ In the knowledge age, any organization that desires to be competitive, profitable, sustainable and create market differentiation must be ready to initiate appropriate knowledge management processes within its organizational networks, which will assist in creating, capturing, organizing, accessing and using the knowledge of the organization.

Consulting Business in a “New Age”.

❑ Based on recent findings, successful companies are those that consistently create new knowledge, disseminate it widely throughout the organization, and quickly embody it in new technologies and products.

❑ A successful Consulting Firm is one that possesses capabilities in helping organizations develop their knowledge management strategy documents which will be tailored to their organizations’ business models and industries.

Energizing people to perform in Business Consulting.

□ With the emergence of the knowledge-based economy, talent has been proven to be the key driver for organizations that aspire to be sustainable, profitable and record exponential growth.

□ This was buttressed by Klaus Schwab during the 2012 World Economic Forum when he proclaimed **“The success of any national or business model for competitiveness in the future will be placed less on capital and much more on talent. We could say that the world is moving from capitalism to talentism”**.

□ Thus, most Consulting firms pay closer attention to their organization’s people strategy in order to promote high performing employees, exceptional service delivery to customers and increased value to shareholders.

The importance of Coaching and Mentoring.

- ❑ In most Consulting Firms, coaching and mentoring are available to all staff as a professional or personal development tool.
- ❑ Coaching and mentoring are also closely linked with organizational change initiatives in order to help staff to accept and adapt to changes in a manner consistent with their personal values and goals.
- ❑ Coaching & mentoring, both of which focus on the individual, can enhance morale, motivation and productivity and reduce staff turnover as individuals feel valued and connected with both small and large organizational changes.
- ❑ This role is often provided by internal coaches & mentors.

The **TEN COMMANDMENTS** of Success in **Consulting Business!**

There are **BASIC** commandments you **MUST** obey if you want to make a successful career in Business Consulting. These are -

COMMANDMENT 1.

Be an Ardent Follower:

- ✓ Your ability to help others achieve their purpose today enables them follow you as their leader tomorrow!
- ✓ Teammates and Employees are bigger bosses. They help you meet deadlines and budgets, deliver quality products or services on time, and do those thousand-and-one little extra, out-of-the-box, beyond-the-rule things that make your daily life so much easier and more productive

The **TEN COMMANDMENTS** of Success in **Consulting Business!**

COMMANDMENT 2.

Reflect Humility:

- ✓ Put others first.
- ✓ See yourself as the vehicle for others' growth and enrichment.
- ✓ Get passionate about helping others grow their souls – Put everything you've got into anything you do. Halfway measures usually produce no-way results.
- ✓ Share the glory and be willing to take the blame when you are wrong.

The TEN COMMANDMENTS of Success in Consulting Business!

COMMANDMENT 3.

Grace and Honour Others with Your Words:

- ✓Your words paint a picture. Your language can help others grow their souls and become finer people. Let your words enrich the receiver.
- ✓Speak only those words you truly mean: Words spoken in jest sometimes reveal more than we want them to.
- ✓Take the time to acknowledge another's contribution to you. Personal acknowledgement is the ultimate gratification for both of you.

The TEN COMMANDMENTS of Success in Consulting Business!

COMMANDMENT 4.

Always Be A "Student":

- ✓ Learn your lessons well: Mistakes are great teachers. They are life's trial by fire. Be ready to walk across the "hot coals."
- ✓ Learning doesn't happen to you; it happens through you. You are not an empty vessel that some teacher fills with learning. You must be an actor on the stage, completely immersed in the play of your life, not a spectator in the second row. Learning is scary and takes a strong dedication.
- ✓ Many people talk about wanting a better-paying job, more education, or a brighter future. Not all however, truly dedicate the time and energy to learn what it takes to grow their skills and competencies.

The TEN COMMANDMENTS of Success in Consulting Business!

COMMANDMENT 5.

Honour Your Relationships:

- ✓ Treat others – Employees, Customers, Suppliers, Community Members – as you would your father and mother.
- ✓ Put family first – they and you deserve it. If you think there is no time for your family, then there's something clearly out of balance. Make time to be with your family, particularly your primary family. It's a soul-satisfying experience.
- ✓ Your “work-place family” is also very important as you tend to spend most of your hours with them. Cultivate a filial relationship with your colleagues at work and it will enhance the growth of the organization.

The TEN COMMANDMENTS of Success in Consulting Business!

COMMANDMENT 6.

Be The Instrument For Others' Soul Growth:

- ✓ Coach others to grow their minds and develop a more fulfilling life.
- ✓ Create the theatre, the stage and the rehearsal sites for your "coachee's" great performance.
- ✓ Be the emotional bridge to the future: Give affirming support. Be there for the person you are coaching. Be an ear, a smile, an encouraging word, and some sage advice to the younger ones in your ranks.

The TEN COMMANDMENTS of Success in Consulting Business!

COMMANDMENT 7.

Be Committed in your Relationships:

- ✓ Commitment is the foundation of all relationships.
 - Choose first, -Commit second, -Give up Options third.
- ✓ When you have made up your mind on getting a task achieved and have chosen the best way to go about it, you need to get focused and do away with the other options so as not to get distracted from achieving your goal.
- ✓ Align actions so that all members of your family can achieve their personal commitments.
- ✓ This is especially true of good leaders. Unit Heads etc., should measure their performance on the achievements of their colleagues whom they lead. Helping them to achieve their personal commitments would play a great role in achieving their individual and our collective corporate goals.

The TEN COMMANDMENTS of Success in Consulting Business!

COMMANDMENT 8.

Always Deliver Your Best:

- ✓ Great performance, doing your best every time, is the key to personal fulfillment.
- ✓ Focus on helping others fulfill their destinies: It also helps you fulfill yours.
- ✓ Engage your bosses to identify great performance for you.
- ✓ Measure against the best – anywhere. Whom you choose to measure yourself against will determine how great your performance is.
- ✓ Always deliver your best to your bosses – as defined by them. Do it to enable them to live their dreams while enabling you to fulfill yours.

The TEN COMMANDMENTS of Success in Consulting Business!

COMMANDMENT 9.

Be An Open Book:

- ✓ Your private words and actions are your true testimony of who and what you really are. Your words and actions are the messengers from your inner self. They reveal the truth about you, what you stand for, and what you really believe.
- ✓ Get to know the expectations of your bosses.
- ✓ Get to know the needs of your customers and their business.
- ✓ People need facts to make good decisions. Build the systems that get actionable facts to the people who need them.
- ✓ Let your courageous words and actions be testimony for who you really are.

The TEN COMMANDMENTS of Success in Consulting Business!

COMMANDMENT 10.

Build A Community Of People Dedicated To Achieving A Higher Purpose:

- ✓ Build the “We” Community based upon mutual, other oriented commitments.
- ✓ Park your ego at the door. Great people “abandon their ego to the talents of others.” It takes a very special person to see their joy in other people’s achievements, particularly when their name is not attached to the achievement.
- ✓ Get everyone on the same page, singing the same tune.
- ✓ Focus on helping other people become the captains of their fates and the masters of their souls.
- ✓ All members of the community are better than one member alone – and no one is ever alone.

CONCLUDING REMARKS .

- ❑ Career prospects in Business Consulting are quite bright!
- ❑ But for you to be successful, you MUST possess the following –
 - ❖ The Right **Knowledge** (B.Sc, MBA, Ph.d, etc, etc,)
 - ❖ The Right **Skills** (Technical, Human Relations, Conceptual, etc,)
 - ❖ The Right **Attitude** (Mutual Respect, “Can do” spirit, etc, etc,)

CONCLUDING REMARKS .

On the marble:

- ❑ What you get is a reflection of what you show or give!
 - Watch your thoughts as they become words,
 - your words become actions,
 - your actions become attitude,
 - your attitude determines your DESTINY!
 - – attitudes are mirrors of the mind! Please, make it Positive at all times!!
- ❑ Look important; it helps you think important.
- ❑ People who rise to the top in any profession get there because they have superior attitudes.



THANK YOU!

