

Consulting Bootcamp: Module 3

Consulting Leadership School

Propel Your Path to Leadership in Consulting

Contact us for details

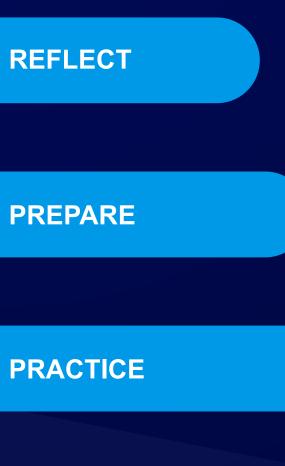
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High Bridge's specific curriculum can change over time

Leadership Skills



"Shining as a consulting manager takes a whole different skillset than that of associates" *Flavio Soriano, Founder*

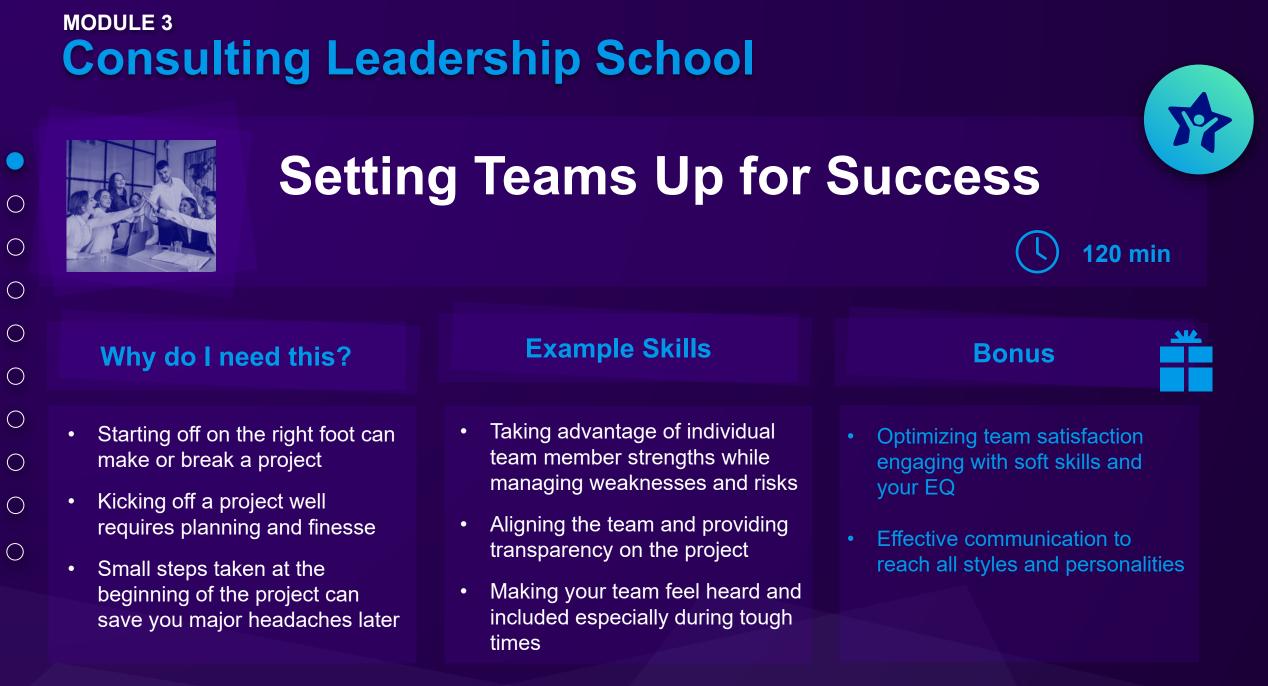
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Example Skills

Delegating & Reviewing

- Mastering delegation with the Competence-Confidence Matrix to optimize team performance
- De-risking strategies depending on • the team and task
- Using the Onion system to • meticulously review and improve deliverables

Bonus

Learn how to apply the "AIM"
methodology to skyrocket your team's
performance

- Apply proven strategies to overcome review fatigue and ensure nothing slips under the radar
- Use the Super Onion when time is short for a full review

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Deliverables



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do it right

to the project



Why do I need this?

cut it when you are leading

Doing all the work yourself doesn't

There is definitely a "wrong" way of

delegating, you need to know how to

Reviewing deliverables is one of the

main ways managers can add value





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Business Storytelling

Why do I need this?

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- Delivering presentations that have an impact on the audience is a fundamental task for a leader
- Effective stories are essential to ensure clarity, persuade and improve memorization

• Understand the Audience, Intent and Message of a story

Example Skills

- A structured approach to write a logical and effective story
- How to tell a story with data and charts

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The SCQA (Situation-Complication-Question-Answer) framework

Bonus

- Using the Action Titles to tell a story
- How to choose the best chart for your data





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Project Management





Why do I need this?

- Consulting rotates around fast paced projects
- As a leader, knowing how to manage a project effectively can make a huge difference in the quality of your work

Example Skills

- Useful tools to manage a project
- Planning the initial phases of a project to ensure smooth execution and efficiency

Bonus



- Creating a project proposal
- Best practices for check-ins and check-outs
- What to do when the project drifts off course

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Why do I need this?

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- Learn how to take advantage of • pressure while minimizing stress
- Active stress management goes • way beyond breathing exercises
- It's not only about managing your • stress levels - you have a team now!

Example Skills

- Recognizing stress triggers early •
- Pre-empting unnecessary sources of • stress
- Applying MBTI to pre-empt and • manage stress
- Getting back in control in crisis • situations

Bonus

- Mindsets to keep a balanced and sustainable work rhythm
- Redefine what success means for a more fulfilling career





Managing Stress

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)))	Mana	ging Clients	(L) 120 min			
	Why do I need this?	Example Skills	Bonus			
))))	 Client situations tend to be dynamic requiring you and your team to adapt Critical part of value delivery beyond the actual insights Key to developing strong professional relationships 	 Sharing updates, including bad news, with clients Learning to map and engage with client stakeholders Responding to scope creep professionally and protecting the relationship Empathizing with clients without owning their constraints 	 Manage gatekeepers in client organizations Read early signs of unspoken dissatisfaction 			

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Decision-Making Biases



Why d	o I neec	I this?
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- Clients and team members are humans, no hyper rational machines, so critical to know how they make decisions
- Biases are pervasive in teams and clients alike resulting in costly mistakes

Example Skills

- 'Bullet proof' your team against poor decisions
- Developing truly original thinking which challenges existing biases
- Learning to influence client decisions and outcomes
- Learning trust building measures
 to build relationships

Bonus



- Set up decision-making processes to fight biases
- Diagnose your own decisionmaking biases

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Performance Management & Feedback

Why do I need this?

- High performance from all team members is crucial for small team's success
- Feedback is the single most important driver for growth

Example Skills

- Recognizing the patterns that should trigger feedback
- Framing feedback the best way
- Keeping track of past feedbacks and assessing team members' development

Bonus



120 min

- Understand the natural cycle of motivation
- Reward performance without unintentionally killing motivation

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Why do I need this?

 Reaching the maximum potential of a meeting requires skillful orchestration of the participants

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• Poorly run meetings destroy productivity and motivation

 Setting up the meeting for success

Example Skills

Facilitating Meetings

- Building agendas collaboratively
- Leading with questions
- Applying divergent and convergent thinking techniques

Bonus

- Capture and provide postmeeting feedback
- Adopt continuous improvement practices to meetings



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Negotiation

Why do I need this?

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- Whether with clients, team and other stakeholders it is hard to see one workday without a negotiation
- Negotiating well and fast ensures better outcames for your firm, your client and yourself

 Clarifying everyone's BATNA (Best Alternative to Negotiated Agreement) to assess negotiation power

Example Skills

• Surfacing hidden interests that can be leveraged in negotiations

Bonus

- Planning the negotiation ahead
- Using silence effectively
- Using logical and emotional appeal



120 min

Our Reviews Speak For Themselves







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