

business consult

business consult services are essential for organizations looking to enhance their operations, drive growth, and navigate the complexities of the business landscape. In today's competitive environment, companies often require expert insights to make informed decisions, streamline processes, and maximize profitability. This article will explore what a business consult entails, the various types of consulting services available, the benefits of engaging with a consultant, and how to choose the right consultant for your needs. By understanding these aspects, businesses can harness the power of consultancy to achieve their strategic goals effectively.

- What is Business Consulting?
- Types of Business Consulting Services
- Benefits of Business Consulting
- How to Choose the Right Business Consultant
- Conclusion

What is Business Consulting?

Business consulting refers to the practice of providing expert advice to organizations to help them improve their performance. Consultants analyze businesses and create solutions while also helping companies meet their goals. The consulting process typically involves assessing the current state of a business, identifying areas for improvement, and developing strategies to achieve desired outcomes.

Consultants can specialize in various fields, including management, strategy, IT, human resources, finance, and marketing. They bring an outsider's perspective, which is invaluable for recognizing issues that may not be apparent to those within the organization. This external viewpoint allows for innovative solutions and a fresh approach to problem-solving.

Types of Business Consulting Services

There are several types of business consulting services that cater to different aspects of an organization. Each type focuses on specific areas of

business operations, providing tailored solutions that drive growth and efficiency.

Management Consulting

Management consulting is focused on improving an organization's overall management practices. Consultants in this field help businesses enhance their performance by analyzing existing management problems and developing strategies for improvement. Key areas of focus include organizational structure, change management, and performance metrics.

Strategy Consulting

Strategy consulting assists businesses in developing long-term strategies that align with their goals and market conditions. Consultants analyze competitive landscapes, market trends, and internal capabilities to provide recommendations on growth opportunities, mergers and acquisitions, and market entry strategies.

IT Consulting

IT consulting services help organizations leverage technology to improve their operations. This can include systems integration, software development, and cybersecurity solutions. IT consultants assess current technologies and recommend improvements that enhance efficiency and security.

Financial Consulting

Financial consulting focuses on improving a company's financial performance. Consultants analyze financial statements, budgeting processes, and investment strategies to provide insights that help organizations manage cash flow, optimize spending, and increase profitability.

Human Resources Consulting

Human resources consulting involves optimizing the workforce and improving employee engagement. Consultants assess HR practices, help with talent acquisition, and develop training programs to ensure that companies attract and retain top talent. This type of consulting can also involve compliance with labor laws and regulations.

Benefits of Business Consulting

Engaging a business consultant offers numerous benefits that can significantly impact an organization's success. Here are some of the most notable advantages:

- **Expertise and Knowledge:** Consultants bring specialized knowledge and skills that may not be available within the organization.
- **Objective Perspective:** An external consultant can provide an unbiased view of the business, identifying issues and opportunities that internal teams may overlook.
- **Time-Saving:** By delegating specific tasks to consultants, organizations can focus on their core operations while experts handle specialized projects.
- **Customized Solutions:** Consultants develop tailored strategies that address the unique challenges and needs of each business.
- **Access to Resources:** Consultants often have access to tools, methodologies, and frameworks that can enhance project outcomes.

Ultimately, these benefits can lead to improved efficiency, increased revenue, and sustainable growth for organizations that leverage consulting services effectively.

How to Choose the Right Business Consultant

Selecting the right business consultant is crucial for achieving the desired results. The following steps can help organizations make informed decisions when choosing a consultant:

Define Your Needs

Before engaging a consultant, it is essential to clearly define the specific challenges or objectives you wish to address. This clarity will guide your search and help ensure that you find a consultant with the relevant expertise.

Research Potential Consultants

Conduct thorough research to identify potential consultants or consulting firms. Look for those with a proven track record in your industry and with experience in the specific area you need assistance with. Review case studies, testimonials, and references to gauge their effectiveness.

Evaluate Expertise and Fit

Assess the qualifications and experience of each consultant. Consider their educational background, certifications, and previous projects. It is also important to evaluate their cultural fit with your organization, as a good rapport can lead to better collaboration.

Discuss Approach and Methodology

Engage potential consultants in discussions about their approach and methodology. Understanding how they plan to tackle your specific challenges will provide insight into whether their techniques align with your expectations and organizational culture.

Review Costs and Contracts

Finally, discuss the costs involved and review contract terms carefully. Ensure that the pricing structure is transparent and fits within your budget while also considering the value the consultant brings to your organization.

Conclusion

In the dynamic world of business, the role of business consult services is increasingly vital. By understanding the different types of consulting services available and the benefits they provide, organizations can make informed decisions that lead to enhanced performance and growth. Taking the time to choose the right consultant, based on defined needs and thorough research, can ultimately lead to significant improvements in operational efficiency and strategic direction. As businesses continue to evolve, the role of expert consultancy will remain a cornerstone of successful organizational development.

Q: What is the primary role of a business consultant?

A: The primary role of a business consultant is to analyze an organization's operations, identify areas for improvement, and provide expert advice and solutions that help the business achieve its goals.

Q: How can business consulting services improve my company's performance?

A: Business consulting services can improve a company's performance by offering an objective analysis of operations, recommending strategies for efficiency, and providing expertise that leads to better decision-making and execution.

Q: What types of industries benefit from business consulting?

A: Almost any industry can benefit from business consulting, including finance, healthcare, technology, manufacturing, retail, and non-profits, as consultants provide tailored insights relevant to each sector's unique challenges.

Q: What should I look for in a business consultant?

A: When looking for a business consultant, consider their industry expertise, track record of success, approach to problem-solving, communication skills, and cultural fit with your organization.

Q: How long does a typical consulting engagement last?

A: The duration of a consulting engagement can vary widely based on the project's scope and complexity, ranging from a few weeks to several months or even longer for extensive transformations.

Q: Can small businesses benefit from consulting services?

A: Yes, small businesses can greatly benefit from consulting services, as expert advice can help them navigate challenges, optimize resources, and develop strategies for growth that they may not have the expertise to tackle.

on their own.

Q: What are the common challenges businesses face that consultants can help with?

A: Common challenges include operational inefficiencies, financial management issues, strategic planning difficulties, workforce optimization, and technology integration, all of which consultants are equipped to address.

Q: Are business consultants expensive?

A: The cost of business consultants can vary significantly based on their expertise, the project's complexity, and location. While some may be expensive, many provide valuable ROI that justifies the investment.

Q: How does one measure the success of a consulting engagement?

A: Success can be measured through key performance indicators (KPIs) established at the beginning of the engagement, such as increased revenue, cost savings, improved efficiency, and achievement of strategic objectives.

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business consult: Handbook of Family Business and Family Business Consultation Florence Whiteman Kaslow, 2006 This book is designed to fill an important gap in the family business literature. Florence W. Kaslow, Ph. D., Editor, an internationally respected authority in both family psychology and family business consultation, presents a disciplined look at how family businesses are structured, their dynamics, and how they operate in thirteen diverse countries spanning four continents. Top family business consultants working in those countries share their methods of helping clients increase earnings and fulfill the missions of their companies. The contributors examine essential aspects of the world of family business today, including family offices, globalization, and the management of a family's wealth. Tables and figures, plus a helpful glossary,

make complex and unfamiliar information easy to understand.

business consult: *The Everything Start Your Own Consulting Business Book* Dan Ramsey, 2009-10-18 Consultants work in all fields. They operate from offices and from home, work for investment firms and as personal trainers, or have expertise as accountants and wedding planners. The independence, flexibility, and potential income it brings make for an exciting and satisfying career. And it's an increasingly popular one for highly skilled, motivated professionals who've been laid off in this unstable economy. This guide features tips and tricks to help beat the competition, including how to: Set—and keep—personal and financial goals Organize important paperwork Price and market specific services Create advertising and publicity plans Grow a business, from finding a partner to managing employees Minimize and eliminate business risks Consultants are paid well for their advice—if they know how to operate a successful business. With advice from experts in a variety of areas, this valuable guide helps you create the business of your dreams!

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business consult: *Handbook of Research on Family Business* Panikkos Poutziouris, Kosmas Smyrnios, Sabine Klein, 2008-01-01 . . . this Handbook is a good example . . . for those interested in giving a more articulated and solid flavour to their research. Andrea Colli, Business History The authors have taken a lot of pain in putting this Handbook together. As the name indicates, this is an excellent Handbook for researchers. Global Business Review The Handbook of Research on Family Business has collected and synthesized a broad variety of topics by notable researchers who share a common dedication to family business research. This Handbook provides a comprehensive treatment that advances the frontiers of knowledge in family business, provoking valuable thoughts and discussion. The Handbook serves as both an authoritative and comprehensive reference work for researchers investigating family enterprises. A. Bakr Ibrahim, Concordia University, Montreal, Canada Although family business research is a young discipline it is both necessary and important. For the wellbeing and future development of our society the survival of prosperous and passionate family business entrepreneurs is indispensable. In order to help the families in business to better understand how to succeed with their enterprises we need qualified and updated research. This book is the answer! Hans-Jacob Bonnier, Bonnier Business Press Group, Sweden and 6th Generation Chairman of the Family Business Network International This Handbook is a unique compilation of the most important and the best recent family business research. The field has grown so rapidly that this effort will be a mark for the research to follow. The Handbook of Research on Family Business will be the reference for scholars in family business for many years to come. It will also stimulate new ideas in research. John L. Ward, IMD, Switzerland and Northwestern University, US The Handbook of Research on Family Business provides a comprehensive first port of call for those wishing to survey progress in the theory and practice of family business research. In response to the extensive growth of family business as a topic of academic inquiry, the principal objective of the Handbook is to provide an authoritative and scholarly overview of current thinking in this multidisciplinary field. The contributors examine recent advances in the study of family business, which has undertaken significant strides in terms of theory building, empirical rigour, development

of sophisticated survey instruments, systematic measurement of family business activity, use of alternative research methodologies and deployment of robust tools of analysis. A wide selection of empirical studies addressing the current family business research agenda are presented, and issues and topics explored include: validation of the protagonist role that family firms play in social-economic spheres; operational and definitional issues surrounding what constitutes a family business; historical development of the field of family business; methodologies encompassing micro and macro perspectives; challenges to the orthodox microeconomic view of homo-economicus firms by highlighting the virtues of family influence and social capital. Comprising contributions from leading researchers credited with shaping the family business agenda, this Handbook will prove an invaluable reference tool for students, researchers, academics and practitioners involved with the family business arena.

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business consult: *Current Trends in Entrepreneurship: Entrepreneurial Orientation, Intention, and Alertness* Anna Ujwary-Gil, 2023-01-01 Business consulting, knowledge absorptive capacity, and innovativeness: A triangular model for micro and small enterprises in Poland Abstract PURPOSE: This paper proposes a triangular relationship between business consulting, knowledge absorptive capacity, and innovativeness. The role of knowledge absorptive capacity in stimulating the impact of business consulting on innovativeness is studied. METHODOLOGY: An empirical study is conducted using the CATI method, and it is based on data concerning 382 Polish micro and small enterprises. Qualitative variables reflecting using business consulting, knowledge absorptive capacity and innovativeness are defined. The multivariate discrete choice model taking into account relationships among these constructs, is proposed and its parameters are estimated. FINDINGS: The results of the empirical research indicate that business consulting in Poland and similar countries may help firms implement innovative solutions. Knowledge absorptive capacity stimulates innovativeness and has a positive impact on the relationship between using business consulting and improvement in innovativeness. Though the frequency of using business consulting is an important factor in improving innovativeness, cooperation between a consultant and a manager matters more. IMPLICATIONS: Results of the empirical research indicate that cooperation between a consultant and a manager may help reduce differences of opinion and internal conflicts. A higher propensity to cooperate may significantly improve the functioning of an enterprise. Business consulting has an indirect and direct effect on innovativeness. It has a positive impact on knowledge absorptive capacity, while better knowledge stimulates innovativeness. ORIGINALITY AND VALUE: An original triangular model of the relationship between business consulting, knowledge absorptive capacity, and innovativeness is proposed. Advanced econometric methods are used in order to find complex relationships between using business consulting, knowledge absorptive capacity, and improvement in innovativeness. Moreover, results of the estimation of the parameters of the econometric model provide interesting recommendations for policies supporting the development of business consulting in the Polish economy. Keywords: business consulting, knowledge absorptive capacity, innovativeness, multivariate discrete choice model, development support policy, econometric model, economy Sustainable development and entrepreneurship in emerging countries: Are sustainable development and entrepreneurship reciprocally reinforcing? Abstract PURPOSE: Entrepreneurship seen as an engine for economic development is especially desirable for emerging countries to

support rapid growth. Moreover, entrepreneurs can support social transformation in favor of more sustainable products and services. Sustainable orientation of entrepreneurship contributes to sustainable development goals and prevents environmental deprivation. However, the sustainable development agenda can also influence entrepreneurship. **METHODOLOGY:** The conducted bibliometric analysis confirmed the growing interest among scholars in the correlation of entrepreneurship to sustainability in the last years. Furthermore, panel regression (static model) was used to explore the variables on entrepreneurship influencing the sustainable development goal (SDG) index in emerging countries, and Levin, Lin and Chu (LLC), W-Stat - IPS, ADF-Fisher Chi-Square, and PP-Fisher Chi-Square tests were applied to analyze the variables stationarity. In order to examine the existence of structural breaks, the robustness was checked on single cross-section units and on the whole panel dataset. In addition, the Hausmann test was used to select between random and fixed effects, and heteroskedasticity of residues, autocorrelation of residues and dependence of residues between the panels were conducted. Data was analyzed through Eviews 13. **FINDINGS:** This paper investigates the relationship between sustainability and entrepreneurship in emerging countries. It discusses the impact of sustainable development on entrepreneurship and the influence of entrepreneurship on sustainable development. **IMPLICATIONS:** The study results can be used by governments and policymakers to plan their strategies and policies concerning entrepreneurship and implementation of sustainable development goals. They should promote entrepreneurial activity and control the negative environmental impact of enterprises simultaneously. **ORIGINALITY AND VALUE:** The research addresses the gap in the literature concerning the relationship between sustainable development and sustainable entrepreneurship. The paper examines the reciprocal relationship between sustainable development and entrepreneurship with an emphasis on emerging countries. **Keywords:** entrepreneurship, sustainability, sustainable development, sustainable entrepreneurship, emerging countries, entrepreneurs

Is Team Entrepreneurial Orientation important in generating creative business ideas? The moderating role of team-perceived heterogeneity and the individual creative mindset

Abstract

PURPOSE: The study aims to unveil if Team Entrepreneurial Orientation (TEO) facilitates identification of creative market opportunities understood as novelty and quality business ideas. Entrepreneurial Orientation (EO) has rarely been measured at a team level and few studies have attempted to examine the relationship between EO and actual creative outcomes. The proposed research model searches for new patterns that can foster creativity of entrepreneurial teams. In addition, the research adds the moderating effect of perceived team heterogeneity and individual creative mindset (Growth-Creative and Fixed-Creative Mindsets) as contingency variables to improve the understanding under which circumstances the entrepreneurial teams generate creative business ideas. **METHODOLOGY:** The research sample comprises entrepreneurial teams from the Mondragon Team Academy in the Basque Country, Spain. The survey data were collected after the entrepreneurial teams performed idea generation. The applied experiment of idea generation of entrepreneurial teams has not been generated for the purpose of the study but it formed part of the natural processes of the selected sample of teams. The novelty and quality of business ideas were evaluated by experts in the field. The data relationships were analyzed through partial least square structural equation modeling (PLS-SEM). **FINDINGS:** Entrepreneurial Orientation of teams leads to product-market entries but not necessarily to novel product-market entries. Entrepreneurially oriented teams have a greater tendency to generate quality and slightly modified existing business ideas rather than to generate novel market opportunities. The applied moderators present different interaction results with the studied relationships. Specifically, individuals with a Fixed-Creative Mindset in a team have an antagonistic interaction on the TEO-Quality relationship. Team-Perceived Heterogeneity and Growth-Creative Mindset of individuals have no effect on either the TEO-Quality or the TEO-Novelty link. **IMPLICATIONS:** The research demonstrates the importance of contextualization of the nature of creativity in EO as a crucial antecedent of market innovations. Our study adds to the literature and practice by providing evidence that EO at a team level (TEO) plays a critical role in exploring product-market entries, given that TEO facilitates Quality outcomes only.

Entrepreneurially oriented teams do not easily achieve Novel outcomes that allow them to enter new markets. Individuals with Fixed Creative Mindset in a team should be avoided as they block the relationship between Team Entrepreneurial Orientation and Quality. Likewise, our study supports the validity of Entrepreneurial Orientation at a team level, which can lead to more suitable practical implications for a team and its creativity management if applied. It could help in developing appropriate team formation and team management practices.

ORIGINALITY AND VALUE: The study proposes rare and unique EO analysis at a team level and at young companies' level (start-up). The study contributes to the original and overlooked in the literature conceptualization of EO within Schumpeter's perspective of "creative destruction" in entrepreneurial activities. The examined theoretical foundations of EO led to clearer antecedents of behavioural effects of entrepreneurial teams towards product-market entries. The study initiates, identifies and calls for new further research lines to contribute to a greater and contingent understanding of how entrepreneurial teams generate creative business ideas, especially, novel business ideas, which are necessary for "creative destruction", the EO construct itself and overall economic development.

Keywords: entrepreneurship, creativity, team, entrepreneurial orientation, creative outcomes.

Subjective norms and entrepreneurial intention: A moderated-serial mediation model

Abstract PURPOSE: This study aims to clarify the effect mechanism of subjective norms on entrepreneurial intention. The results of how subjective norms contribute to forming start-up intention are inconsistent and unclear, which is notable in previous research. By integrating the theory of planned behavior and the theory of self-efficacy, we investigate whether entrepreneurial self-efficacy and attitude toward entrepreneurship serially mediate the relationship between subjective norms and intention to start a business. In addition, this study examines the moderate role of entrepreneurial education on the serial indirect effect of subjective norms on entrepreneurial intention via entrepreneurial self-efficacy and attitude toward entrepreneurship.

METHODOLOGY: This study utilized a sample of 958 master's students in Vietnam to investigate a moderated-serial mediation model of subjective norms on entrepreneurial intention. Confirmatory factor analysis (CFA) was carried out to check the reliability and validity of the scales. Then, the SPSS PROCESS macro developed by Hayes was employed to test the research model. Specifically, Model 6 was used to examine the serial indirect effect of subjective norms on start-up intention and Model 84 was implemented to investigate the moderate effect of entrepreneurial education.

FINDINGS: The results of this study found that entrepreneurial self-efficacy and entrepreneurial attitude significantly mediate subjective norms' effect on entrepreneurial intention. Especially, the results reveal that the serial mediation effect of entrepreneurial self-efficacy and attitude toward entrepreneurship was significant and entrepreneurial self-efficacy and attitude toward entrepreneurship played a fully mediating role in the relationship between subjective norms and start-up intention. In addition, this study found that the serial mediation effect of subjective norms on start-up intention via entrepreneurial self-efficacy and entrepreneurial attitude was negatively moderated by entrepreneurial education.

IMPLICATIONS: The results of this study further clarify the relationship between subjective norms and entrepreneurial intention and the role of entrepreneurial education, therefore, contributing to narrowing the notable gap between this relationship. Besides, our study provides several implications for governments and policymakers to promote the intention to start a business. The finding of our study indicates that subjective norms are an important factor in promoting entrepreneurial intention. Therefore, policymakers should take some actions to promote entrepreneurial culture, such as strengthening propaganda activities to promote the image of successful entrepreneurs, praising businesses and entrepreneurs who contribute to society, and giving evidence of their contribution to the development of the country. Promoting an entrepreneurial culture may increase peer group pressure on potential entrepreneurs, thus enhancing the intention to start a business.

ORIGINALITY AND VALUE: This study expects to contribute to a better understanding of the effect mechanism of subjective norms on entrepreneurial intention and explain the role of entrepreneurial education in this relationship. This study explores the mediating role of entrepreneurial self-efficacy and entrepreneurial attitude in the relationship

between subjective norms and the intention to start a business. Additionally, this study demonstrates that entrepreneurial education weakens the serial mediation model of subjective norms on the intention to start a business. Keywords: subjective norm, entrepreneurial self-efficacy, attitude toward entrepreneurship, entrepreneurial intention, entrepreneurial education, the theory of planned behavior, the theory of self-efficacy, moderated-serial mediation model

Abstract **PURPOSE:** In the last two decades, the concept of entrepreneurial alertness (EA) has been considered a key element in investigating how individuals recognize entrepreneurial opportunities. Consequently, research on entrepreneurial alertness has grown considerably, attracting researchers' attention from not only the field of entrepreneurship, but also other academic disciplines through which this concept has been studied from a variety of perspectives. Therefore, it is time to document researchers' cumulative knowledge on entrepreneurial alertness. The present study aims to provide a comprehensive qualitative review and evaluation of the empirical entrepreneurial alertness research. **METHODOLOGY:** Based on a multi-step approach used in previous studies, which guarantees a systematic, transparent, and replicable literature review, this study identified a final sample of 84 articles published in scientific journals between 2005 and 2021 that empirically tested the concept of EA. The publications were sourced from the Web of Science database. Their analysis involved the evolution of published articles, the journals that have published the most articles, the countries where the research was undertaken, the measurement scales that have been used, and the research models in which entrepreneurial alertness has been hypothesized and examined through empirical research. **FINDINGS:** The results show that empirical research on entrepreneurial alertness grew significantly from 2016 to 2021, during which period almost 11 articles per year were published. Seven of the journals that published the articles contributed 28 percent of the total publications. Also, the results confirm that most of the empirical research on alertness has been carried out in developing economies, from which China stands out with 14 publications, representing 16 percent of the total. Additionally, the results confirm the growing consensus regarding the conceptualization and measurement of entrepreneurial alertness. Finally, the review resulted in the identification of five broad research models in which EA has been hypothesized and examined through empirical research: antecedents, consequences, mediation, moderation, and moderated mediation. The model examining the consequences or outcomes of entrepreneurial alertness has received the most attention, with 59 articles in this context. **IMPLICATIONS FOR THEORY AND PRACTICE:** The identification of concepts and the type of relationship they have with entrepreneurial alertness help evaluate the advances of empirical research as well as the areas of opportunity. In this way, future studies can strengthen research and thus advance the general knowledge of alertness. The most studied topics are also a reflection of the contribution of entrepreneurial alertness toward practice, both at the individual and organizational levels. In addition, researchers interested in entrepreneurial alertness are encouraged to consider the progress made in the measurement of this aspect, which offers alternatives for investigation. **ORIGINALITY AND VALUE:** Based on the review of the literature, this study organizes the empirical research of entrepreneurial alertness in different research models, which provide important insights into its process. Moreover, this study uncovers potential areas to be addressed and thereby contributes to the study of entrepreneurial alertness. Keywords: entrepreneurial alertness, systematic literature review, entrepreneurial opportunity, research models, opportunity recognition, alertness, entrepreneurship

The linkage between economic literacy and students' intention of starting business: The mediating role of entrepreneurial alertness **Abstract** **PURPOSE:** Enhancing the number of entrepreneurs is a major study to combat economic and social problems. Psychological factors considered as effective stimulants for entrepreneurial behavior have attracted many researchers in the last decade. The purpose of this research attempts to examine how the influence of economic literacy can promote the intention of starting a new business among students and explore the role of entrepreneurial alertness in mediating this relationship. **METHODOLOGY:** The research adopted a quantitative approach in which hypotheses were statistically estimated using

partial least square structural equation modeling (PLS-SEM) based on survey data using a self-administered questionnaire (n=450) from several universities in Indonesia. FINDINGS: The analysis indicates that economic literacy has a significant effect on students' entrepreneurial alertness and intention to start a new business. Indeed, entrepreneurial alertness can mediate the relationship between economic literacy and the intention of starting a new business. However, among entrepreneurial alertness dimensions, scanning and search failed in determining the students' intention of starting a new business. IMPLICATIONS: The result of this research can provide insight into the literature on the entrepreneurship theme and policymakers concerned with delivering new business creation. Besides, educational institutions can consider the matter of economic literacy to be part of their curricula in order to foster the students' intention of starting a business. In addition, economic literacy also needs to be associated with examples relevant to entrepreneurial activities, especially in production, distribution, and online marketing. ORIGINALITY AND VALUE: The interesting findings of this paper serve as a reminder that entrepreneurial alertness is one of the predictor variables and mediators for raising the students' intention. This implies that entrepreneurial alertness can be enhanced by economic literacy, as well as how they need to be used to improve course curriculum and the teaching pedagogy. Furthermore, educational institutions could provide business internship programs and entrepreneurship incubators to raise the students' intention of starting business. Keywords: economic literacy, entrepreneurial alertness, intention, starting business

business consult: Can Two Rights Make a Wrong? Sara J. Moulton Reger, 2006-03-27
 Nowadays, nearly every business leader recognizes the crucial importance of culture. But, in many organizations, attempts to handle culture issues remain "squishy," unfocused, and unlikely to bring any value or results. Now, IBM's leading experts reveal the way to make culture tangible to everyone involved—and how to effectively deal with a variety of culture challenges. *Can Two Rights Make a Wrong?* leverages the lessons learned during IBM's \$3.5 billion acquisition of PricewaterhouseCoopers Consulting: insight that IBM has crystallized into a powerful methodology for transforming business culture. The authors introduce "Business Practices," an actionable surrogate for "culture" that business people can identify with, gauge, and act upon. Then, one step at a time, you'll learn how to apply IBM's practical culture transformation techniques in your unique environment. You'll discover common patterns that lead to culture clashes so you can resolve or, better yet, prevent them. You'll learn to clarify your expectations so people really "get" it—and do it. You'll gain the way to measure culture change progress in terms everyone can understand and buy into. Whether you're involved with M&As, joint ventures, major transformation, internal restructuring, or any other initiative where culture is important, this book can help you take culture from a worrisome risk to a competitive advantage. *Business Practices: the unseen hand that propels action* Uncover what makes your organization unique Right vs. Right: What to do when good options conflict Understand and manage the source of culture clash Outcome Narratives: Get to the right place, the right way Clarify your desired future, clear the obstacles, measure progress, and deliver results

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business consult: Consultation to Family Business Enterprises Florence W. Kaslow, Lilli Friedland, 2022-01-01 While family businesses have existed for millennia all over the world, it is only in the past few decades that professional consultants have been utilized to help them function more effectively. This engaging, up to the minute volume explores the varied and complex world of family enterprises as they now exist in the third decade of the 21st century. Attention is given to the factors unique to family businesses in their attention to perpetuating family values, traditions, loyalties and their legacy to future generations. Consultants may be drawn from law, finance and accounting, organizational psychology, or family psychology (with its special emphasis on understanding the

family relationship system). The book describes methods of assessment and how to effectively communicate the results as well as techniques of consulting and provides an invaluable description of what is necessary to be and become a family business consultant. Readers will benefit from explorations of A new model featuring 8 inter-related business domains Cybersecurity issues and how to handle them Working collaboratively with financial and legal professionals Comprehensive coverage of research based assessment instruments Given that over 85% of the businesses in the world, from small to multinational in size and scope are family businesses, the enormous amount of information conveyed in this volume can be extremely valuable to professional consultants and those in the C Suite (CEO's, CFO's, COO's) in helping businesses operate at maximum efficiency, productivity, profitability and satisfaction to all involved. Throughout this well organized and well written book, the authors raise the pivotal questions that form the basis for becoming and being an exceptional family business consultant. Psychologists can learn to transform family business conundrums into healthy interactions between the family members of the enterprise before, during, and after transitions of the company. The various aspects of serving as a consultant are fleshed out in the carefully-researched chapters. Case studies show the patterns of behavior that can lead to continuing multigenerational successes or hard dissolutions. Their new model entitled "The Dynamic Interactive Multifactorial Family Enterprise Ecosystem Model" constitutes a major contribution to the field. The best part of the book remains its celebration of the importance and richness of family businesses across generations that will inspire any reader. G. Andrew H. Benjamin, JD, PhD, ABPP Past President, American Academy of Couple & Family Psychology Past President, American Board (ABPP) of Couple & Family Psychology Clinical Professor of Psychology & Affiliate Professor of Law, University of Washington /div/div

business consult: Doing Business with Japan Kazuo Nishiyama, 2000-01-01 In Japan, evidence of the country's Westernization abounds, yet despite appearances, it has remained uniquely Japanese. For this reason, the uninformed Westerner doing business there will find it difficult and even frustrating to work with Japanese unless he or she gains a good understanding of Japan and its people. The author draws on his extensive bilingual and bicultural experience to provide readers with an insightful look at many key aspects of doing business with Japan, ranging from initiating and maintaining business contacts, effective interpersonal communication, decision-making styles, negotiation tactics, presentational speaking, working of Japanese multinational companies, and living and working in Japan. Businesspeople, academics, non-academics, students, and others who are interested in learning how to communicate effectively and successfully with Japanese in international business contexts will benefit from the author's sound recommendations and advice.

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