

## Types of Organizational Consulting

	<i>Extra Pair of Hands</i>	<i>Training / Education Specialist</i>	<i>Technical Expert</i>	<i>Organization Development (OD) Consultant</i>
<i>Statement</i>	“We need more people to get the work done.”	“We need a training on...”	“We need someone to create and deliver a system or plan on...”	“We need to improve performance / increase commitment for this change effort / grow our capacity to manage change.”
<i>Example</i>	Grant writer	Trainer for board of directors on grassroots fundraising	Database designer	OD consultant using variety of supports and services
<i>Best suited for</i>	Filling the gaps on work that might normally be done in-house	Developing skills and knowledge through specific training	Meeting one-time needs for technical skills / information	Managing organizational change while building internal commitment; solving problems while building capacity to problem-solve in the future
<i>Primary focus</i>	Accomplishing tasks needed to fill the gap	Increasing the skills and knowledge of individuals and teams	Delivering expert solutions or recommendations to technical problems	Improving the effectiveness, health and capacity for change of an entire organization or sub-system

Adapted from Arthur M Freedman & Richard E. Zachrisson (2001) and Julie Nolan OD consultant (2007).