

What to check before you hire a Consultant

Fantastic! You've made the decision to bring a consultant into your organisation. In all probability there will be a few names in the hat before you whittle down to the chosen one. To help you arrive at the right decision, here are some helpful due diligence points.



Insurance

Public liability insurance is a must have. This protects you and protects the consultant. Make sure you keep a copy of their certificate with their signed Contract.



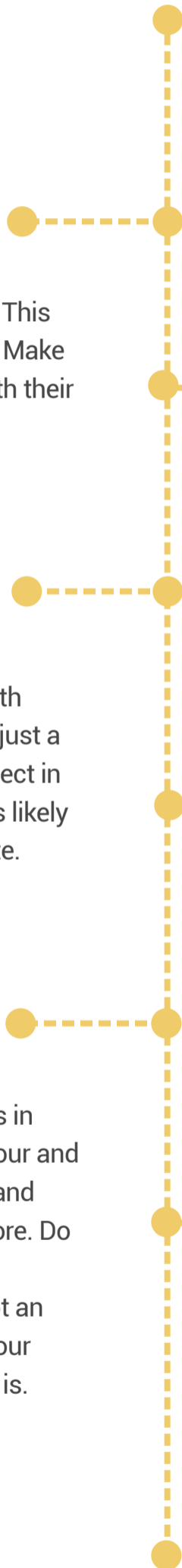
Industry fit

May not be a deal breaker, but it's worth considering if industry fit is necessary or just a nice-to-have. If you have a particular project in mind industry fit may help especially if it is likely to reduce the time it takes to complete.



Overall fit

The pandemic has seen major changes in leadership styles. Showing kindness, humour and collaboration now underpins effective and motivated teams on a scale like never before. Do their values align with those of your organisation's? Just because they're not an employee doesn't mean their fit with your organisation isn't just as important. It is.



Qualifications



Are not always important but when combined with experience they can give an edge that benefits your business. Look for their relevant industry qualification. For an HR Consultant the best practice qualification is CIPD Level 7.

Experience



A CV is not usually part of a consultant's show case but they should have ample touch points illustrating the breadth and depth of their expertise and experience. LinkedIn is a great starting point as is a good online search.

Humour



Are they easy to get on with? Fun to have around? Serious when they need to be but with a lightness of touch and step? Can you see your people they are working with are not just inspired by them, they love working with them?
I would also recommend checking they like dogs!



exhilHRate



Amy@exhilHRate.co.uk



07827 930753