



The University of Southern Queensland

## Course specification

The current and official versions of the course specifications are available on the web at <http://www.usq.edu.au/coursespecification/current>.  
Please consult the web for updates that may occur during the year.

### Description: Management Consulting

Subject	Cat-nbr	Class	Term	Mode	Units	Campus
MGT	8035	87151	1, 2009	EXT	1.00	Toowoomba

<b>Academic group:</b>	FOBUS
<b>Academic org:</b>	FOB004
<b>Student contribution band:</b>	3A
<b>ASCED code:</b>	080307

### STAFFING

Examiner: Ronel Erwee  
Moderator: Retha Wiesner

### OTHER REQUISITES

Students are required to have access to a personal computer, e-mail capabilities and Internet access to USQConnect. Current details of computer requirements can be found at <http://www.usq.edu.au/ict/students/standards/default.htm>.

### SYNOPSIS

The first theme of this course assists the student to investigate the major features of changes in the business environment and their impact on clients' use of consultancy as well as changes in the management consulting industry. The second theme of this course has a focus on analysing your consulting skills and building business networks. The third theme deals with establishing a smaller consultancy or developing a consulting career in major multinational companies. The fourth theme deals with areas of specialisation in consulting. In the assignments of this course students are required to analyse the changes in the consulting industry and to analyse application of these concepts and practices in a company or situation of their choice.

### OBJECTIVES

The course objectives define the student learning outcomes for a course. The assessment item/s that may be used to assess student achievement of an objective is/are shown in parentheses after each objective. On successful completion of this course, students should be able to:

1. understand changes in the business environment and their impact on clients' use of consultancy as well as changes in the management consulting industry (Assignment 1)
2. analyse your consulting skills and build business networks (Assignment 1, Assignment 2)
3. formulate guidelines on establishing a smaller consultancy or developing a consulting career in major multinational companies (Assignment 2)
4. apply the concepts to analyse practices in a company of their choice (Assignment 1, Assignment 2).

## TOPICS

Description	Weighting (%)
1. Changes in the consulting industry	20.00
2. Models of consultation	15.00
3. Building business networks in consulting	15.00
4. Analysing your consulting competencies	20.00
5. Developing a consulting career: large and small consultancies	15.00
6. Areas of specialisation: global business consulting - cultural contexts, international human resource management	15.00
6.1. Global business consulting - cultural contexts or	
6.2. International human resource management	

## TEXT and MATERIALS required to be PURCHASED or ACCESSED

ALL textbooks and materials are available for purchase from USQ BOOKSHOP (unless otherwise stated). Orders may be placed via secure internet, free fax 1800642453, phone 07 46312742 (within Australia), or mail. Overseas students should fax +61 7 46311743, or phone +61 7 46312742. For costs, further details, and internet ordering, use the 'Textbook Search' facility at <http://bookshop.usq.edu.au> click 'Semester', then enter your 'Course Code' (no spaces).

Czerniawska, F 2002, *Management consultancy: what next?*, Palgrave, London.

(OR Greiner, L & Poulfelt, F (eds) 2005, *Handbook of management consulting: the contemporary consultant*, Thomson South-Western, Mason, Ohio.)

## REFERENCE MATERIALS

Reference materials are materials that, if accessed by students, may improve their knowledge and understanding of the material in the course and enrich their learning experience.

Databases via USQ Connect: EBSCOhost Business Source Elite, Academic Search Full Text Elite; Infotrac Business ASAP; Emerald Intelligence + Fulltext.

USQ Library: Videos on Asian countries SBS & ABC programs for television

Asia Pacific Journal of Human Resources

Asia Pacific Journal of Management

International Business Review

Journal of Euro-Asian Management

Journal of International Business Studies

Journal of World Business

Adler, NJ 2008, *International dimensions of organizational behavior*, 5th edn, South-Western, Cincinnati, Ohio.

- Biech, E 2009, *The consultant's quick start guide: an action plan for your first year in business*, 2nd edn, Jossey-Bass/Pfeiffer, San Francisco, California.
- Black, JS, Gregersen, HB & Mendenhall, ME 1992, *Global assignments: successfully expatriating and repatriating international managers*, Jossey-Bass, San Francisco.
- Block, P 2000, *Flawless consulting: a guide to getting your expertise used*, 2nd edn, Jossey-Bass/Pfeiffer, San Francisco, California.
- Briscoe, DR, Schuler, RS, & Claus, L 2007, *International human resource management: policy and practice for multinational enterprises*, 3rd edn, Routledge, New York.
- Dowling, PJ, Welch, DE, & Schuler, RS 1999, *International dimensions of human resource management*, 3rd edn, South-Western, Cincinnati, Ohio.
- Ford, D 2003, *Managing business relationships*, 2nd edn, Wiley, Chichester, UK.
- Freedman, R 2001, *The econsultant: guiding clients to net success*, Jossey-Bass/Pfeiffer, San Francisco, California.
- Golembiewski, R (ed) 2000, *Handbook of organizational consultation*, 2nd edn, Marcel Dekker, New York.  
(revised and expanded)
- Hofstede, G & Hofstede, GJ 2005, *Cultures and organizations: software of the mind: intercultural cooperation and its importance for survival*, 2nd edn, McGraw-Hill, New York.  
(revised and expanded)
- Lasserre, P & Schutte, H 1999, *Strategies for Asia Pacific: beyond the crisis*, MacMillan Educational, South Yarra, Victoria.  
(revised and updated edition)
- Mendenhall, ME, Oddou, GR & Stahl, GK (eds) 2007, *Readings and cases in international human resource management*, 4th edn, Routledge, New York.
- Summers, J & Smith, B 2006, *Communication skills handbook: how to succeed in written and oral communication*, 2nd edn, John Wiley & Sons, Milton, Queensland.
- Vernon-Wortzel, H & Wortzel, LH 1997, *Strategic management in the global economy*, 3rd edn, John Wiley & Sons, New York.
- Weiss, A 2002, *How to establish a unique brand in the consulting profession*, Jossey-Bass/Pfeiffer, San Francisco.

## STUDENT WORKLOAD REQUIREMENTS

ACTIVITY	HOURS
Assessments	50.00
Directed Study	50.00
Private Study	60.00

## ASSESSMENT DETAILS

Description	Marks out of	Wtg (%)	Due date
ASSIGNMENT 1	50.00	50.00	20 Apr 2009
ASSIGNMENT 2	50.00	50.00	08 Jun 2009

## IMPORTANT ASSESSMENT INFORMATION

- 1 Attendance requirements:**

If you are an international student in Australia, you are advised to attend all classes at your campus. For all other students, there are no attendance requirements for this course. However, it is the students' responsibility to study all material provided to them or required to be accessed by them to maximise their chance of meeting the objectives of the course and to be informed of course-related activities and administration.
- 2 Requirements for students to complete each assessment item satisfactorily:**

To satisfactorily complete an individual assessment item a student must achieve at least 50% of the marks. (Depending upon the requirements in Statement 4 below, students may not have to satisfactorily complete each assessment item to receive a passing grade in this course.)
- 3 Penalties for late submission of required work:**

If students submit assignments after the due date without prior approval of the examiner, then a penalty of 5% of the total marks gained by the student for the assignment may apply for each working day late up to ten working days at which time a mark of zero may be recorded.
- 4 Requirements for student to be awarded a passing grade in the course:**

To be assured of receiving a passing grade a student must achieve at least 50% of the total weighted marks available for the course.
- 5 Method used to combine assessment results to attain final grade:**

The final grades for students will be assigned on the basis of the aggregate of the weighted marks obtained for each of the summative assessment items in the course.
- 6 Examination information:**

There is no examination in this course.
- 7 Examination period when Deferred/Supplementary examinations will be held:**

Not applicable.
- 8 University Regulations:**

Students should read USQ Regulations 5.1 Definitions, 5.6 Assessment, and 5.10 Student Academic Misconduct for further information and to avoid actions which might contravene university regulations. These regulations can be found at <http://www.usq.edu.au/corporateservices/calendar/part5.htm>. Students should also read the Faculty of Business Policies and Procedures which can be found at <http://www.usq.edu.au/business/aboutfob.htm>.

## ASSESSMENT NOTES

- 1 Assignments:** (i) The due date for an assignment is the date by which a student must despatch the assignment to the USQ. The onus is on the student to provide proof of the despatch date, if requested by the examiner. (ii) Students must retain a copy of each assignment submitted for assessment. This must be produced within 24 hours if required

- by the examiner. (iii) The examiner may grant an extension of the due date of an assignment in extenuating circumstances. Students may apply for an assignment extension by personally contacting the examiner before the due date. Such applications should be in writing and include supporting documentary evidence. Alternatively the contact could be by phone or e-mail but documentary evidence will still be expected. The authority for granting extensions rests with the examiner. (iv) The examiner will normally only accept assessments that have been written, typed or printed on paper-based media. (v) The examiner will not accept submission of assignments by facsimile.
- 2 Referencing in assignments: Harvard (AGPS) is the referencing system required in this course. Students should use Harvard (AGPS) style in their assignments to format details of the information sources they have cited in their work. The USQ library provides advice on how to format information sources using this system. Details can be found at [http://www.usq.edu.au/library/help/ehelp/ref\\_guides/harvard.htm](http://www.usq.edu.au/library/help/ehelp/ref_guides/harvard.htm) and [http://www.usq.edu.au/library/help/ehelp/ref\\_guides/harvardonline.htm](http://www.usq.edu.au/library/help/ehelp/ref_guides/harvardonline.htm).

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