

## What is Consulting?

When Rewired is hired as a consultant, it is because a client wants a level of expertise that they don't have or don't have enough of. Clients that engage Rewired as a consultant are looking for a thought partner, a group that can bring specialized skills or experiences, and/or produce a product – all to advance the organization.

Types of consulting engagements vary from gathering and interpreting new information or data to facilitation to developing a new focus or set of strategies or supporting capacity through technical assistance. In all cases services are designed specifically for each client.

In comparison:

Coaching	Mentoring	Consulting	Therapy
Focuses on creating new thinking to support the future.	Focuses on skill development and knowledge sharing.	<b>Focuses on issues of capacity and provides strategy, structure, and methods to solve them.</b>	Focuses on healing trauma from the past.
Equal partnership where the coach supports and challenges thinking and actions. The client is responsible for their own answers and solutions.	A teaching-oriented relationship where the mentor is responsible for providing guidance and advice.	<b>An expert service provider relationship where the consultant is responsible for providing recommended solutions.</b>	A mental health professional (therapist) provides both thought provoking questions and recommended solutions.
Value is in the coach's expertise in the process of inquiry and listening and in their skills to facilitate awareness and change.	Value is in the mentor's experience and their ability to transfer knowledge to others.	<b>Value is in the consultant's ability to evaluate a problem, design a viable solution and guide others in implementing the solution.</b>	Value is in the therapist's ability to diagnose and treat therapeutic issues and emotional blocks.