

TRUE

PROFESSIONALISM

THE COURAGE TO
CARE ABOUT YOUR
PEOPLE, YOUR CLIENTS,
AND YOUR CAREER

DAVID H. MAISTER

AUTHOR OF MANAGING THE PROFESSIONAL SERVICE FIRM

True Professionalism David H Maister

Charles Nelson



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True Professionalism David H. Maister, Robert Galford, Charles Green, 2012-12-11 Are some technically competent professionals who work hard and long hours true professionals or are they just cruisers In this deeply illuminating call to arms David Maister the world's premier consultant to professional service firms vigorously challenges individuals to examine closely the meaning of their work and reach beyond their grasp The pursuit of the highest standards Maister argues is the primary road to commercial success He presents a visionary reconception of professionalism that encompasses a lifelong dedication to self improvement a personal commitment to excellence and a true spirit of service to clients Looking first at the individual professional Maister dares those good corporate citizens who do their duty to discover what they truly love to do Turning to the institution Maister focuses on what he calls the instability of professional service firms today and offers advice on how to invest in skill building David Maister's message is a recipe for success and for professional satisfaction making **TRUE PROFESSIONALISM** a worthy successor to his previous writings *Managing The Professional Service Firm* David H. Maister, 2012-12-11 Professional service firms differ from other business enterprises in two distinct ways first they provide highly customised services thus cannot apply many of the management principles developed for product based industries Second professional services are highly personalised involving the skills of individuals Such firms must therefore compete not only for clients but also for talented professionals Drawing on more than ten years of research and consulting to these unique and creative companies David Maister explores issues ranging from marketing and business development to multinational strategies human resources policies to profit improvement strategic planning to effective leadership While these issues can be complex Maister simplifies them by recognising that every professional service firm in the world regardless of size specific profession or country of operation has the same mission statement outstanding service to clients satisfying careers for its people and financial success for its owners True Professionalism David H. Maister, 2000 *Prarambh* Dr. Jimmy Jain, 2024-08-28 The Economic Survey 2024 reveals a striking truth only 4.4% of the young workforce is formally skilled This alarming statistic echoes a McKinsey report that found that just a quarter of graduates in India were employable Why is this skills gap so persistent and what can you do to ensure you stand out in a crowded job market In today's competitive job market making the leap from academia to the professional world can be daunting *Prarambh* Transition from Campus to Corporate is your essential guide to navigating this critical phase of your career Whether you're a recent college graduate or a seasoned professional looking to sharpen your skills this book offers the insights and strategies you need to thrive *Prarambh* provides actionable advice real world examples and step by step guidance to help you bridge the gap between theoretical knowledge and practical expertise Are you ready to equip yourself with the skills that employers truly value and transform your future *The Professional Financial Advisor III* John J. De Goey, 2014 **Professional Financial Advisor II** John De Goey, 2006 Sweeping changes have hit the financial services industry at the same time as more and more

Canadians are turning to professionals to invest their money Consumers want to work with qualified professionals but are often left to work with narrow product based sales representatives

Management Consulting Today and Tomorrow Flemming Poulfelt, Thomas H. Olson, 2017-09-01 This new edition gathers more than 22 experts to outline the theory behind consulting providing insight into change processes and management issues in the field The business of consulting has grown faster than most other businesses due not only to increased demand by clients but also to the innovative capabilities of numerous consulting firms as they develop new services Divided into six parts the book introduces readers to the consulting industry addressing the major practice areas contexts and implementations of the field Significant updates detail the effect of the economic troubles between 2004 and 2010 and then 2010 and now analyze the market response to consulting in recent years and provide a more thorough understanding of how consulting is applied in the different areas of a business such as operations marketing and finance Introductions written by the editors offer further insight into the themes and learning goals of each section helping readers to recognize the elements of a successful consultation and utilize their new skill set The text concludes with a look at the future of consulting with regards to ethics standards and how strong manager client relationships contribute to financial growth Readers will also learn how the developing field of entrepreneurship creates new economic structures and job opportunities Practitioners consultants clients faculty and students of business and management will learn not only how to consult but also gain the skills needed to adapt to and lead organizational change giving them a competitive edge when they enter the field

Management Consulting Today and Tomorrow Larry E. Greiner, Flemming Poulfelt, 2010-04-02 This book provides a thorough examination of a variety of specialties within the broad range of management consulting A book of such scope and depth could only be written by a large number of experts each from one of the many specialties related to management consulting Together all 27 contributors take the reader through an industry that is currently undergoing significant change While covering all the major practice areas of consulting the book also offers new insights into change processes and addresses compelling management issues now facing consulting firms

First Among Equals Patrick J. McKenna, David H. Maister, 2012-12-11 Managing people when you're not their boss is a challenge particularly in professional service firms where increasingly top professionals are being tapped to lead their peers Now Patrick McKenna and David Maister provide a play book for professionals trying to be both a team member and coach In industries ranging from banking and insurance to law and engineering as well as in research labs and software companies management responsibility is increasingly delegated usually without guidance to those who head up smaller teams of professionals FIRST AMONG EQUALS speaks directly to those who have gone from focusing on their own performance to being a group manager in charge of leading others From understanding the group leader role to setting terms of reference and effectively dealing with talented prima donnas McKenna and Maister present a thorough introduction to managing and orchestrating talent

Managing Quality in Architecture Charles Nelson, 2007-06-07 A quality management book written for

architectural design practices *Assessing Lawyers' Ethics* Adrian Evans, 2010-11-15 Legal practitioners operate in an environment of seemingly endless ethical challenges and against a backdrop of diminishing public opinion about their morality Based on extensive research *Assessing Lawyers Ethics* argues that lawyers individual ethics can be assessed and measured in realistic frameworks When this assessment takes place legal practitioners are more likely to demonstrate better ethical behaviour as a result of their increased awareness of their own choices This book advocates a variety of peer administered testing mechanisms that have the potential to reverse damaging behaviours within the legal profession It provides prototype techniques questions and assessments that can be modified to suit different legal cultures These will help the profession regain the initiative in ethical business practice halt the decline in firms reputations and reduce the risk of state sponsored regulatory intervention **The Internationalization of the Practice of Law** Jens Drolshammer, Michael Pfeifer, 2021-08-04 **The Professional Service Firm** 50 Tom Peters, 1999-12-15 From a leading business management guru 50 insights on how to get the most out of your department Transform white collar departments into professional service firms whose sole powerful asset is knowledge Peters discusses making the most of presentations working with outsiders on market analysis how to improve brainstorming meetings how to develop relationships with clients and get the most out of them *Implementing Value Pricing* Ronald J. Baker, 2010-11-29 Praise for IMPLEMENTING VALUE PRICING A Radical Business Model for Professional Firms Ron Baker is the most prolific and best writer when it comes to pricing services This is a must read for executives and partners in small to large firms Ron provides the basics the advanced ideas the workbooks the case studies everything This is a must have and a terrific book Reed K Holden founder and CEO Holden Advisors Corp Associate Professor Columbia University www.holdenadvisors.com We've known through Ron Baker's earlier books that he's not just an extraordinary thinker and truly brilliant writer he's a mover and a shaker on a mission This is the End of Time Brilliant Paul Dunn Chairman B1G1 www.b1g1.com *Implementing Value Pricing* is a powerful blend of theory strategy and tactics Ron Baker's most recent offering is ambitious in scope exploring topics that include economic theory customer orientation value identification service positioning and pricing strategy He weaves all of them together seamlessly and includes numerous examples to illustrate his primary points I have applied the knowledge I've gained from his body of work and the benefits to me and to my customers have been immediate significant and ongoing Brent Uren Principal Valuation Business Modeling Ernst Young www.ey.com Ron Baker is a revolutionary He is on a radical crusade to align the interests of service providers with those of their customers by having lawyers accountants and consultants charge based on the value they provide rather than the effort it takes *Implementing Value Pricing* is a manifesto that establishes a clear case for the revolution It provides detailed guidance that includes not only strategies and tactics but key predictive indicators for success It is richly illustrated by the successes of firms that have embraced value based pricing to make their services not only more cost effective for their customers but more profitable as well The hallmark of a manifesto is an unyielding sense of purpose

and a call to action Let the revolution begin Robert G Cross Chairman and CEO Revenue Analytics Inc Author Revenue Management Hard Core Tactics for Market Domination **How to Become a Successful IT Consultant** Dan

Remenyi,2013-06-17 How to Become a Successful IT Consultant is a practical book for anyone considering setting themselves up as an IT consultant It is essential reading for those contemplating such a career change Today IT consulting has become a major opportunity for many IT professionals who want to work for themselves It is no longer only the domain of the high flying international organization In fact tens of thousands of IT professionals are leaving their regular jobs to set up as IT consultants on their own Although there are many consulting opportunities available it is quite a challenge to make a success of your own IT consulting business There are a lot of things to think about and many decisions to be made For those who get it right there is a very exciting and highly lucrative business career ahead This book takes the IT professional through all the key issues which have to be understood and explains how to optimize your chances of developing a long term IT consulting business of your own This practical book explains what is involved in setting up your own business as an IT Consultant It explains the opportunities involved and gives practical advice as to how to take advantage of them The book looks at the full range of issues concerned with getting started and maintaining your business and gives practical guidelines about how to face the many challenges which you will encounter if you leave your job and set up on your own Amongst the many issues involved this book specifically addresses how to find clients how to get more business and the opportunities areas available how to price your services the funding you will require how to plan your consulting assignments And much more This book is an essential reading for anyone who is seriously thinking about taking this big career step **The Firm of the Future** Paul

Dunn,Ronald J. Baker,2012-06-12 Provides accountants in small and medium sized firms the tool to expand services beyond attest and compliance functions Shows how to transition to other professional services that clients value Provides a pro forma business plan for mapping a three to five year plan for the transition to a successful practice Positions consulting as an extension to traditional services not just an alternative Includes many real world examples of accountants who have made a successful transition to new services discussing the challenges and the results achieved Focuses on quality of life issues and how to get there **Powerful Professional** Murray Hiebert,Eilis Hiebert,2001 This book is to professionals what

management books are to managers Chock full of checklists dos and don ts models assessments worksheets and flowcharts this is designed to help professionals market their skills establish 50 50 partnerships with managers sell their ideas and proposals establish powerful professional roles secure client commitment to action **The Professional Services Firm**

Bible John Baschab,Jon Piot,2004-12-17 Spanning everything from legal firms and architects to fundraisersand dentists the professional services industry continues toexperience spectacular growth yet remains largely undocumented inbusiness literature Until now The Professional Services Firm Bible is a sophisticatedand comprehensive guide to running a highly productive professionalservices organization Top consultants John Baschab and Jon Piotprovide specific and sharply defined

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Professionalizing Leadership Anders Örtengren, 2018-07-26 This book presents a lively debate surrounding the professionalization of leadership With contributions from both sides of the argument it considers the historical overview of leadership and management as a profession questions what constitutes a profession and critically addresses the practicality of professionalizing leadership With a range of perspectives including political philosophy behavioral professionalism and management history the book intends to facilitate further discussion on the issues at stake With a number of education programs beginning to focus on the art and practice of leading people this debate is particularly timely

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