

“It is not the
strongest of the
species that
survives, nor the
most intelligent,
but the one most
responsive to
change.”

~Charles Darwin, 1809

Intro

Me, myself and I

Carla Bastiaansen CMC



CV

- Education
- 20 years MC experience
 - Pers. Assistant Member European Parliament
 - WaterBoard de Dommel
 - Capgemini , dep. Strategy & Business Transformation
 - Accenture, MT Member - OCM
 - Happy Independent professional (HIP Consulting bv)
- Focus Strategy & Business and IT Transformations
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My Consulting Service Solutions

- a. Strategy: set Agile organizational design
- b. Transformation: IT and Business Transformation
 - Expertise:
 - Operational Excellence (Lean Six Sigma)
 - Organizational Change Management
 - » User Adoption
 - Change enablement (communication etc.)
 - Learning
 - Strategic change
 - » Client Adoption
 - » Vendor / 3rd Party Adoption
 - Business Process Redesign
 - Project Management
 - Leadership, coordination and Advisory role



Consultancy vs Interim Management

- Complex problem: expert
 - In/external
 - Advisory capacity (team)
 - Independent (not accountable for the outcome of a consulting exercise)
 - Can bring dramatic shifts in management thinking and improvements in performance of organizations
 - Strategic & tactical level
 - 'we need advise'
- Temporary Leadership
 - External
 - 1 person
 - Accountable for outcome and owns budget
 - Report to line manager (in most cases) & part of organizational hierarchy
 - In all level of the organization, most at operational level
 - 'business must go on'

There is a grey area

Dutch Interim Market

- [Here](#) you can find the total figures
- 906.000 (interim professionals) : NL (8.3 million total)
 - Blue & White collar workers
 - 62% man vs 38% woman
 - 15% out of 906K has a dual job (permanent & interim)
 - 531 out of 906K = full time
- Start / year: 120.000 – 140.000 (95% zzp)
- Stop / 5 year: 50%
- DBA law per May 2017

Scope Consultancy market Niche

Zakelijke dienstverlening



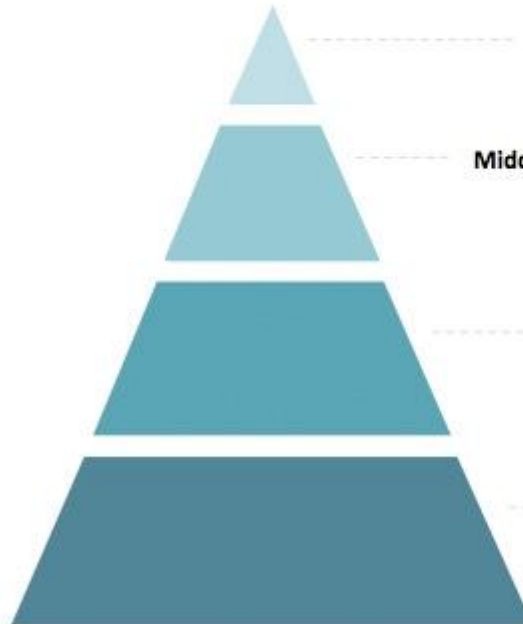
Marktomvang

**\$300
miljard**

*Afhankelijk
van definities*

**\$100
miljard**

Adviesbureaus



Grote bureaus

Middelgrote bureaus

Kleine bureaus

Freelancers

Marktstructuur



Segmenten

Strategy

Operations

Financial Advisory

Human Resources

Technology

Scope consultancy market worldwide

(II)

Omvang van de wereldwijde consultingmarkt (2011 – 2016)



Scope consultancy market

(III)

Wereldwijde consultingmarkt (per segment / regio)

