

Photo Credit: Mentatdgt

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## Website Survey

Thanks to the 40 members who participated in our recent ICBWorld website feedback survey!

Here are findings:

- Appreciate access to consultants and resources.
- Mostly serves to provide info to outsiders & colleagues, less to connect w/ members
- Preferred communication is through listserv.
- Difficult to navigate, limited usage.
- Mixed reviews on looks.
- 20% offered to donate pictures.
- 30% offered to help with redesign.

### SUGGESTIONS FOR ADDITIONS:

Job board, calendar, common elements of all consultants, more creativity in design, more accessibility, include consultant emails, focus on community-building.

Suggestion to drop unused pages.

**UPDATE:** Managing partners met to review findings and plan improvements based on this information.

*Special thanks to Joe M. and Alana K. for their help with the survey!*

## Greetings ICBWorld Colleagues!

Despite unsettling world events, I trust you are going strong in your life work and passions, be they via your consulting work or other endeavors. This issue focuses on **building resilience** amidst the ups and downs of consulting and as covid limitations are lifting, **staying safe** as international travel picks up again.

A recent **conundrum zoom call** organized by Sara Gomez focused on “Stop Underselling Yourself”. The recording is available here <https://drive.google.com/drive/u/0/folders/1a8v7kt2nnU9WdJUYLqpWOGTZ-uhaoY8A>.

We also had great interaction on our listserv regarding **authorship and attribution** – thanks to all who shared their observations. We are considering a discussion on more research related issues. Additional helpful **resources** are available on our website’s archival files found here: <https://icbworld.org/documents-2/>

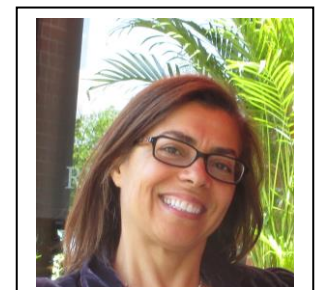
Read on to meet our fellow member **Tim Ogborn** on page 4. We also invite you to **share your photos** (see sidebar page 2) and **participate in our upcoming conversation** to coordinate ICBWorld activities and events in 2022 and beyond (page 4).

Harambee\*,

*Marjorie Macieira*

ICBWorld Chair  
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*\*"We all pull together" in Swahili*



# Consultant Resources

## Building Consultancy Resiliency

*Photo courtesy of Cottonbro*



Given our consulting conundrum calls and situations that come up via our listserv anecdotes we can all benefit from strengthening our consulting resiliency. This means our ability to bounce back from challenging situations be they handling pressures related to time-sensitive work, finding satisfying consultancies, handling difficult clients or managing well the balance of intellectual work with the rigors of managing a business and family/routine life needs. Research shows that we can build up our coping skills to handle all kinds of life stressors. Also, as we age up, we are better able to regulate our emotions given our past experiences and big picture outlook.

***“There is a naturally learnable set of behaviors that contribute to resilience,”***  
– Dr. Grant & Sandberg, Facebook COO

Resilience is an emotional muscle that can be strengthened at any time. To build up your consulting resilience consider these steps:

### **Practice Optimism**

Optimism is part genetic and partly learned. You applied to several consultancies and not been selected or had difficult projects or clients? Rather than berate yourself, acknowledge the challenges in a more hopeful manner -- while things have been difficult, it is not a permanent state, offering you a chance to rethink your approach. Check in with colleague for ideas or advice.

Surround yourself with positive thoughts and people, as optimism can be infectious.

### **Rewrite Your Story**

Focus on opportunities that setbacks can present. Studies show that we can benefit from reframing our personal narratives that shape our world views and ourselves. Even stress can be helpful when directed into fueling better performance rather than being ignored or seen as a source of negativity.

### **Don't Personalize it**

We can ruminate about awkward encounters, unexpected consulting situations or potential mistakes we made on an assignment. Remind yourself that likely a number of factors may have been at play, which you will never really know. Focus on next steps to take.

### **Remember Your Comebacks**

When and how did you successfully juggle various commitments before? What strengths and highlights in your career provided the stepping stones to where you are today? Boost your consulting resilience by focusing on challenges you have overcome before, even if they were not consulting related. Think of past difficult situations and how you came through those and feel assured that this too can be handled.

***“These setbacks as part of a journey and not a career-ending failure.”***

– Sallie Krawcheck, Ellevest Founder

### **Support Others**

A strong support network of consulting colleagues and family can help with you cope with a consulting crisis but studies show that by giving support, you can get an even bigger resilience boost.

***“Moving outside of yourself is an important way to enhance your own strength. Creating a life that you consider meaningful and purposeful... helps you push you through all sorts of adversity.”***  
--Dr. Southwick (Harvard prof?)

### **Take Stress Breaks**

It is impossible for humans to eliminate stress from our lives. Instead create regular opportunities for the body to recover from stress just like taking a break between weightlifting repetitions. Consulting allows us more flexibility than most so use your down times or take short times during your assignments to go for walks, bike rides, bake bread, attend an ICBWorld social gathering or meet a consulting colleague for lunch.

***“Stress is the stimulus for growth, and recovery is when the growth occurs. That's how we build the resilience muscle.”***

–Dr. Groppe, Resilience trainer at JJHPI

Adapted from NYTimes article “How to Build Resilience in Midlife”

## Call for Photos!

Do you have good photos of your work, travels or relevant themes worthy of posting on our website? If so or for additional guidance, please contact Kirrin Gill at [Kiringill@hotmail.com](mailto:Kiringill@hotmail.com)



<https://icbworld.org/>



## PERSONAL SECURITY TACTICS: FOR ABROAD AND AT HOME



**AS COVID** restrictions are lifting and travel resumes to more wayward destinations, keep these safety tips in mind, provided by security expert, Norm Sheehan:

- In case of an **emergency**, **FIRST** call your family, let them know you are OK. Next call client/company.
- Arrange a **secret question** with loved ones – if you ask it while traveling, it means you need help and they should contact US Embassy.
- Check travel **insurance** coverage specifics on: covid, transport to medical facilities, political situations, kidnapping.
- At **airport** before departure, it is safest to linger on other side of security check rather than elsewhere.
- At **hotel**, opt for 3-4 stars and stay on floors 2-4 which are accessible by most fire trucks but less vulnerable than first floor (due to assailants) or higher floors (by bullets).
- Check that your **room** is secure, the safe bolted down, and use stairs first time returning to lobby to become familiar with that exit.
- Keep your **passport** on your person (with copy in room) in case you need to exit country immediately.
- At **restaurant** sit so you can see front door and identify a second escape exit.
- Ask which **ATM** is safest.
- Never do **online banking** outside USA – everything is compromised.
- In case of **trauma**, ask your client to provide psycho-social support coverage.

For complete list of recommendations go to ICBWorld's website archival files:  
<https://icbworld.org/documents-2/>



### From Membership Manager Alana Kolundzija

Each month members should receive an automatic reminder from Memberpress of when their ICBWorld renewal is due.

I will also send out an email when your renewal month is coming up.

Renewing insures you have access to the listserv, website and it supports ICBWorld's managing expenses.

If you wish to renew at a different level than you have before, you will need to re-register as unfortunately is not possible to switch levels otherwise.

If you are uncertain of your renewal status just check your website dashboard.

For further assistance, please reach out to me at:  
alana.kolund@gmail.com  
or our web guru Joe Mando at:  
[joemando2010@gmail.com](mailto:joemando2010@gmail.com)

WebDonuts.com





## Upcoming Events – Watch for specific dates TBA

### Consulting Conundrum Call

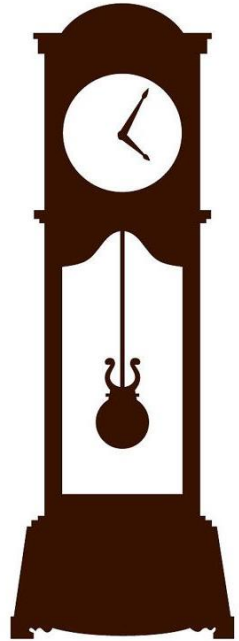
Bring your consulting issues and questions for a group think. If interested, contact Jennifer Winestock Luna [jenniferwluna@gmail.com](mailto:jenniferwluna@gmail.com) so she can setup a zoom call.

### Followup to Proposed ICBWorld Activity Ideas

Join our conversation to prioritize among several great ideas and help enable them. To be added to invitation list for a May meeting, please contact Marjorie Macieira [marjmaci@yahoo.com](mailto:marjmaci@yahoo.com)

### Issues relating to Research & Consulting

For those involved in research, what can we learn from each other that is specific to a consulting needs/challenges in being an independent researcher? What is the latest in helpful tips, advice and resources? If you have questions & concerns, send them in advance to Karen Hardee [karen.hardee@hardeeassociates.com](mailto:karen.hardee@hardeeassociates.com)



## CONSULTANT OF THE MONTH: Get To Know Your Colleagues!

**INTERESTING FACT:** I love Indian food and fish and chips, so I guess that makes me a pretty good Brit! I'm a pretty bad American – I don't like hotdogs, beefburgers, pizza, or ice-cream.

**TYPE OF CONSULTING:** Wide range including technical advisory services in the agriculture, food and nutrition security, resilience, livelihoods, and gender fields. Also, a bit of evaluation, organizational learning & development, and strategic planning. Currently, my focus has been on business development, design, and writing in the above technical fields. I carved out a niche in BHA Resilience Food Security Activities (RFSAs) and have had 3 winning bids over last 2 years!

**LENGTH OF TIME CONSULTING:** Dabbled since 1995 but went into full-time consulting in 2017. I much enjoy the freedom and flexibility of consulting, but don't like the cost of medical insurance as a freelancer – that alone might drive me back to fulltime work!

**CONSULTING EXPERIENCE HIGHLIGHT:** I like meeting new people and enjoy the strong teamwork that goes into large proposals, like the RFSAs. The 'high' when the proposal is submitted and the opportunity to celebrate (remotely) when/if we win is always great fun too.

**CONSULTANT STRUGGLE:** The hardest part is not negotiating yourself down before the client has even tried to negotiate you down. I'm in this business because of wanting to change the world for the better and fight for social justice, so the temptation to take a lower fee is strong. However, I still have a mortgage, college fees, and medical insurance to pay before we even eat each month. So I have finally started stating my fee and then keeping silent. Most clients accept the fee, some negotiate, but at least I haven't undercut myself before we even start talking.

#### ADVICE FOR OTHER CONSULTANTS:

- Stand in your value. Don't negotiate yourself down, as I mention above. Believe in the value that you will give the client, and then they will believe in you.
- Give yourself a pay rise each year or two.



**Name:** Tim Ogborn

**Residence:**  
Santa Fe, NM, USA