

ESTAR DE PASO – Roles y competencias del consultor

EL PASAJE DEL PEDIDO A LA DEMANDA

Vínculo entre las partes – Factor que condiciona la posibilidad de recoger información y de viabilizar las tareas de análisis, puesta en marcha y evaluación de los procesos que se desean instituir.

Sin relación acordada, consciente de que las crisis son parte del proceso.

Es imprescindible que se pueda desarrollar un proyecto.

El pasaje del pedido a la demanda

PEDIDO INDIVIDUAL

Llamada que alerta sobre necesidades de grupos internos que requieren colaboración. Pedido institucional, pero es un emergente no elaborado, con baja probabilidad de estructurarse en proyecto.

El consultor convalida pedidos y demandas de los diversos grupos.

El consultor escucha las primeras declaraciones sintomáticamente.

Pero ningún pedido es suficiente para canalizar una demanda, al menos hasta que no se vea apoyada por un grupo que agregue otra perspectiva.

La primera tarea será trabajar con esa llamada para:

→ Señalar

→ Capacitar

→ Crear las condiciones que permitan establecer un marco legitimado

En el cual atender a terceros que se constituyan en un equipo representativo de pedidos / demandas organizacionales.



El pasaje a lo Organizacional ocurre con la participación de quienes representan visiones diferentes del proyecto.

El consultor debe generar las condiciones para que se creen ámbitos que den lugar a la comunicación entre las partes, lo cual facilitará la recolección de información, el intercambio, la comprensión y la eventual aceptación de versiones distintas de una misma realidad.

Lograr este pasaje define la posibilidad de operar.

DEMANDA ORGANIZACIONAL

Existe en la medida en que haya aval, lo que implica:

_ La predisposición a recoger y confrontar información por parte de quienes ocupan posiciones

_ La posibilidad de instaurar la participación de quienes se verán afectados por el proyecto

Es la primera etapa del trabajo, en ella → se elabora el pedido

→ se le acuerda, respaldando

En la naturaleza de este pedido coexisten tres tipos de REQUERIMIENTOS:

Estar De Paso

David Kirk



Estar De Paso:

The book delves into Estar De Paso. Estar De Paso is a vital topic that needs to be grasped by everyone, ranging from students and scholars to the general public. This book will furnish comprehensive and in-depth insights into Estar De Paso, encompassing both the fundamentals and more intricate discussions.

1. The book is structured into several chapters, namely:

- Chapter 1: Introduction to Estar De Paso
- Chapter 2: Essential Elements of Estar De Paso
- Chapter 3: Estar De Paso in Everyday Life
- Chapter 4: Estar De Paso in Specific Contexts
- Chapter 5: Conclusion

2. In chapter 1, this book will provide an overview of Estar De Paso. The first chapter will explore what Estar De Paso is, why Estar De Paso is vital, and how to effectively learn about Estar De Paso.

3. In chapter 2, the author will delve into the foundational concepts of Estar De Paso. The second chapter will elucidate the essential principles that need to be understood to grasp Estar De Paso in its entirety.

4. In chapter 3, this book will examine the practical applications of Estar De Paso in daily life. The third chapter will showcase real-world examples of how Estar De Paso can be effectively utilized in everyday scenarios.

5. In chapter 4, this book will scrutinize the relevance of Estar De Paso in specific contexts. This chapter will explore how Estar De Paso is applied in specialized fields, such as education, business, and technology.

6. In chapter 5, the author will draw a conclusion about Estar De Paso. The final chapter will summarize the key points that have been discussed throughout the book.

This book is crafted in an easy-to-understand language and is complemented by engaging illustrations. It is highly recommended for anyone seeking to gain a comprehensive understanding of Estar De Paso.

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