



Chair’s Annual Report 2022

Overview

This report covers the period from October 2021 to end September 2022.

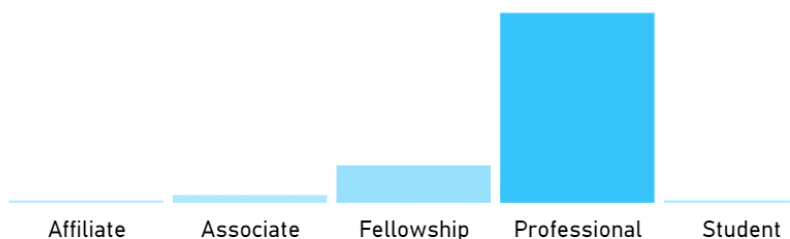
About the BCS Consultancy Specialist Group

The Consultancy SG is one of the largest Specialist Groups within the BCS. Our aim is to debate, encourage and promote the practice of ‘Professionalism in IT consultancy’ and to help our members develop their knowledge and consultancy competencies and skills. Additionally, through liaison with academic and other professional institutions the Consultancy SG helps to develop best practice within the consulting profession. Membership is open to all BCS members who are interested in consultancy whether they are sole practitioners, employed by large or small consultancy practices or are internal consultants within organisations in the private and public sectors; and there is no additional annual membership fee. Events and on-demand videos are available to non-members (BCS event supporters) too.

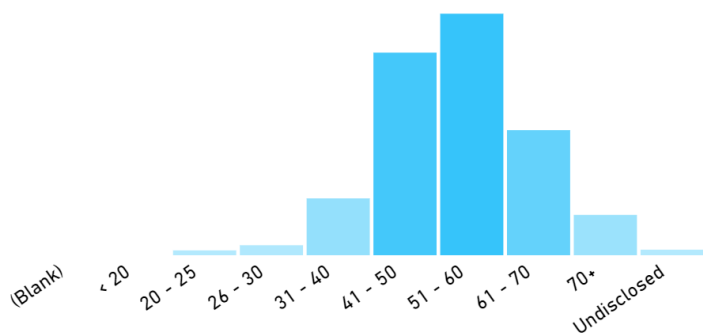
Membership

Over the last years and thanks to hard work by the BCS staff, we have developed better information on the membership of the Consultancy SG at the aggregate and anonymised level. This has been revealing and has already led to developments. The SG has 1993 members. The grade, age and gender distributions are illustrated in the following 3 graphs.

Grade Distribution



Age Distribution



Gender Distribution



Clearly, the SG has attracted a membership that is senior in membership grade, well advanced in their careers and mainly male. Most of the SG members (1767) are in the UK with over 700 in Greater London.

Opportunities clearly exist to grow further by attracting those audiences in the IT consultancy industry that are currently under-represented. We completed (last event) the efforts started on 2021 with great success on an events programme that aims to serve “new and aspiring” consultants. Diversity has also been a focus within the SG. Six of our speakers are successful women in consultancy. Efforts via social media to attract a more international audience have also begun with non-members now attending our webinars in small numbers from overseas.

New & Aspiring Consultants (NAC) Programme

We have completed one of our most significant developments recently, the programme specifically for early career members and BCS supporters (non-members). The programme has been developed and managed by Simon Wallace. He has attracted a lot of support from the consultancy industry with over 20 speakers volunteering to deliver content on the programme. The programme runs until the end of 2021 mainly on the last Wednesday of the month and comprises 8 events, each covering three topics with three speakers from the consulting industry.



It has attracted strong audiences with approx. 90 joining the live webinar and a similar number opting for the on-demand recordings on the BCS YouTube channel.

During this period, we had the last event of the programme: **How to be a Consultant: Thought leadership, reputation, decision and delivery**, with Francis Buamah, Alan War and Jackie Panasuik. October 27th 2021

Continuous Professional Development (CPD) Programme

Our target for this year was 8 CPD events and we overdeliver with a total count of 12 CPD events on a variety of contemporary topics. All speakers were from the consulting industry. Except for our last event, which was a physical only event, all events were held as webinars due to Covid 19. All webinars became available as on-demand recordings on the BCS YouTube Channel.

Date	Event Title & Speaker
17 Nov 2021	Webinar: Creating winning teams in the digital age , with George Karseras
2 Dec 2021	Webinar: Why is governance so important to running and supporting technology? with Paul Taylor
8 Feb 2022	Webinar: Current and future developments of the IT consultancy profession , with Rebecca George
22 Feb 2022	Webinar: Managing expectations - Achieving harmony between client and consultant , with Martin White
10 Mar 2022	Webinar: Management consulting journey and the MC Charter award , with Zarina Naqvi
21 Apr 2022	Webinar: SMEs and (ICT) sustainability , with John Booth
12 May 2022	Webinar: Women in IT consulting , with Rebecca George, Roberta Carter, Kate Spalding and Jo Stansfield
17 May 2022	Webinar: Draw your value-based stakeholder ecosystem , with Gary Lloyd
9 Jun 2022	Webinar: Company culture and consulting , with Paul Taylor
23 Jun 2022	Webinar: Using neuroscience to get traction in project delivery , with Carole Osterweil
7 Sep 2022	Physical workshop: Platform architecture for supplier collaboration , with Amit Modhvadia
6 Oct 2022	Hybrid event: An introduction for consultants to cloud security , with David Pool and Barry Turner

Events attract both BCS Members and non-members in roughly a 60:40 ratio for attendees.

Committee Meetings

Three committee meetings (plus the AGM) were held during the year.

Date	Meeting
Tue 25 Jan 2022	Committee Meeting
Tue 24 May 2022	Committee Meeting

Tue 27 Sep 2022	Committee Meeting
Thu 6 Oct 2022	Annual General Meeting (AGM)

Committee Finances & Governance

Key is that the SG was able to avoid using any of its allocated budget this year. This restraint was partly due to the switch to webinars but also as a wider contribution to the BCS finances in these uncertain times.

Funding has been allocated for the coming year that will be used to restart physical events for members who prefer that format. These are likely to be hybrid physical and on-line events and combined with webinars in a mixed format. While online events can reach out to further audience, networking is more rewarding in physical events.

The Chair would like to acknowledge the contributions of Colin Pearson as Treasurer in securing the financial support for the SG, continuing to keep the SG in good financial order and for his encyclopaedic knowledge of BCS governance and processes that we frequently benefit from.

Other Committee Activities

A lot of effort has gone in by all committee members this year. The following are the main non-event contributions of the SG to the BCS:

- Attendance and contributions to BCS Community Groups workshops on strategy & membership.
- We thank you the collaboration with the BCS Coventry Branch, who organised the webinar: Getting into Business and Consultancy.
- Support for the BCS Press Office and BCS Policy Team crafting responses to queries from journalists on a range of contemporary IT industry topics. Special thanks to Alan Warr for his contributions
- The NAC programme directly supports the wider BCS efforts to support early careers with Early Career Advocates across all Community Groups.

Processes & Platforms

Chair would like to commend the work of Simon Wallace on developing techniques, his own home office technical facilities and processes for rapidly converting webinar recordings into edited videos and uploading them onto the YouTube channel. This has become a very slick operation with videos of events becoming available as on-demand webinars within a few days.

All Committee members and the wider SG membership and speakers have continued to adapt to the webinar platform. During the year the SG used Teams, GoToWebinar and Zoom. We have moved mainly to Zoom for events now.

Chair would like to acknowledge with gratitude the press collaborations from Alan Warr.

Committee Members

The SG has been fortunate to have a small, dedicated set of Committee Members who have all contributed significantly throughout the year.

Committee members:

- Terence Freeman
- Johnny Smoes
- Amit Modhvadia
- Alan Warr
- Colin Pearson (Treasurer)
- Simon Wallace (Early Career Advocate)
- Antonio Hidalgo-Landa (Chair, Secretary & Inclusion Officer)

The Committee put out a call for further volunteers to serve on the Committee at the end of last year and will do so again this year. The potential to expand the work of the SG is being constrained by the small Committee. The aspiration is therefore to grow the size of the Committee if we can.

Contributions from BCS Full-Time Officers

The Chair would like to acknowledge with gratitude the contribution of the BCS staff Caroline Vaan Canning and Mandy Baur who superbly supported the Consultancy SG throughout the year, along with the many other staff who contributed in numerous ways.

Contributions from Industry Speakers

The Chair needs to recognise with thanks the contributions of our many speakers from industry, who selflessly give their time, expertise, and engagement to the two events programmes.

Working with Other Community Groups

During the year, the SG had joint events with the Women SG, Green SG and Coventry Branch.

Working with the Consulting Industry

We planned to engage more with the larger IT and management consultancies and some progress was made with speakers from large IT firms and from one of the big-4 consultancies complementing our traditional core support from solo, boutique and medium sized consultancies.

Notable Challenges Experienced During the Year

The pandemic was probably the most significant challenge meaning all our events were on-line. On speakers, the SG has fared better this year with a good selection of high-quality speakers volunteering to speak.

Roadmap of Developments for the Coming Year

The following **continuous improvement opportunities** are planned:

Physical/Hybrid events – in concert with the rest of the BCS we will move some of our events to hybrid physical and on-line events at the central London BCS conference centre.

CPD Programme – The expansion to 12 events stretched our small committee, so we will continue to budget for 8 events as our target for the coming year.

External Liaison – Our focus remains on engaging with the large IT consulting firms in the UK.

Antonio Hidalgo-Landa CIPM MBCS
As Chair of the BCS Consultancy Specialist Group
27th September 2022