

From Practitioner To Consultant

By: Lisa Cheong, Singapore
Published: May 19, 2009

Singapore - For HR practitioners wondering what steps they should take next in their career, one of the options is becoming a consultant in the HR space.

Amy Tan, director of Centre of Organisational Effectiveness was one of the HR practitioners crossing to become a consultant. Tan was previously at companies such as Ministry of Manpower, Nokia and AT&T Consumer Products "Maybe it was a mid-life crisis," Tan jokes. "This idea of becoming a consultant , but never thought of doing this on my own. What I'm passionate about is people. I've always dreamed that I have a part to build the HR community."

In addition to her HR technical expertise, Tan says her other people skills, such as enjoying interacting with people and being able to ask the right questions are some of the traits that was useful in her new line of work.

"I also wanted to have a chance to interact with others and the desire to be 'kaypoh' with the community. If I just remained in the company, I would be in touch with a limited clients, but if I go out, then I can meet more people."


However, Tan says there were some skills which she did not possess as a HR practitioner and had to add up on, such as learning how to hold an executive general meeting and knowing to close a deal.

But ultimately, a length of time a person has HR practitioner does not necessarily mean the person would be a good consultant, Tan says, as it depends on the range of experiences the HR practitioner has undergone. "Because as a consultant, people buy services from you because they know about what you've been through, and not because you're good in one area. They buy your experiences."

But for HR practitioners who are thinking of making a switch into the consulting field, Tan says to pay an attention to their business knowledge and their network of contacts. "Have a good pair of listening ears. You can have wonderful techniques of asking questions, but if you lack listening ears and the ability to digest and understand the client's needs, it does not fit into the profile of the basic attributes of a consultant."


[Share](#)

Find us on Facebook



Human Resources magazine

[Like](#)






Human Resources maga:
DBS opens doors to talent

breaking news | Human Resources Online
www.humanresourcesonline.com

Human Resources, SINGAPORE, Briefs, DBS c doors to talent, Recruitment Trends, Talent developme

19 hours ago

Facebook social plugin

- Events
-  Monday, 28 Nov 2011
[The Learning & Development Show Asia 2011 Confere](#)
 -  Wednesday, 16 Nov 2011
[ASTD-STADA Asia Pacific Conference 2011](#)
 -  Monday, 3 Oct 2011
[Action Reflection Learning Workshop By Ernie Turn](#)

Tuesday, 27 September 2011,

[Click For Full Gallery](#)

-->

Human Resources Training
Gain insights and strategies in management
[Register & learn more](#)

www.recruitingmadeeasy.com/lead
Hiring Made Simple
eRecruiting Software for
SMEs Get a Free 30-D
Trial
www.agayo.com

AdCh

HR Masters Open H
Temple University's T
Degree Register for O
Info Session
www.ieec.asia/temple_uni

BA (Hons) in HRM
Human Resource Degr
12 Mths. Apply for Oc
Intake Now!
www.InformaticsEducation.com

AdCh

**PMP Course in
Singapore.**
35 PDUs, 100s of Moc
Q&A in S'pore Study
Weekends. Get PMP
Certified
**MICHIGAN Executi
Educ.**
No. 1 Executive Educa
Courses For Six
Consecutive Years.
MichiganExecutiveEducation.com

AdCh