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March 2018

Independent Consulting TIG Newsletter

CHAIR'S CORNER: The IC TIG Community by Myia Welsh, 2018 IC TIG Chair



Spring is struggling to peek out where I live in West Virginia. It's just doing a little peek-a-boo, and it reminds me that growth is always just around the corner. The same is true for our TIG! We've got some new leadership in the mix, helping the TIG stay fresh and grow on the fabulous foundation that our predecessors have built. I'm looking forward to a wonderful year full of growth for our professional community.

My objectives to steer us there include:

1. Fanning the flames on our strategic plan progress. There are some amazing people going to town on deepening member benefits and achieving TIG goals.*
2. Drawing attention to how the TIG can support members across the lifespan of their consulting careers.
3. Promoting the growth of ideas from within. We've seen the book club turn into a great way that members can connect

AEA 2018 proposals due March 15 by Robert Perez and Jeremy Braithwaite

This year, we are inviting all of you to submit proposals in relation to AEA 2018's theme of *Speaking Truth to Power*.



Speaking Truth to Power can mean many things:

- speaking up
- maintaining your convictions
- standing for something
- taking a risk

As independent consultants, many of us are living this reality day in and day out with the work we're doing to serve our communities.

Why not share some of these experiences with your fellow IC TIGers? Contribute to this meaningful dialogue at AEA 2018! The deadline is for submitting proposals is **11:59PM ET, March 15.**

Do not hesitate to contact your program co-chairs with any questions:

with each other, all because someone spoke up with an idea. [Read More](#)

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Meet the Pros

The balancing culture: Having a consulting practice and a life

Susana Morales, Communities in Collaboration

As independent consultants, our work takes much of our time, energy, and sometimes our soul, and yet we are expected to produce high quality work no matter what. That is why we need to remember to stay healthy and balanced because this is when we actually really produce our best.

What we need.

Personal Time Management

Priority Management

Do good Management

Spirit Management

Stress Management

Advice

- Take a day! Mark it on your calendar.
- Tell others you are off.
- Have an outgoing message in your email.
- Unplug.
- You only get one family.
- Make time to meet-up with friends.
- Enjoy the little things that make you happy.
- Work never ends or goes away.
- Doing good things for others - karma.
- Do good things because you are a good person and care.
- Learn how to ask for help and be vulnerable.
- Learn how to adapt and be flexible --- make a plan to break a plan.
- Don't fake it till you make it - Call it out.
- Do things with a purpose.
- Change the environment and you will change the outcome.
- Have a buddy who reminds you to breathe and can also tell you to zip it when appropriate.
- Exercise! Do some physical activity.
- It's ok to have a cookie whenever you want!
- It's also a good idea to know what you eat.

Tips

- Glow, grow, and let go
- Accountability buddy
- Operationalize your practice of self-care

Resources:

- <https://www.forbes.com/sites/lisaquast/2017/08/14/why-you-should-stop-trying-to-fake-it-till-you-make-it/#34d4abfd799d>
- <https://www.shape.com/lifestyle/mind-and-body/your-guilt-free-guide-taking-mental-health-day>
- <http://goop.com/work/career/productivity-apps-to-stretch-your-days/>
- <https://latinavida.org>



FAQs and what to do about them!

by Gail Vallance Barrington
President, Barrington Research Group

Question: What Can I Do When I Have Too Many Projects?

Answer: This evaluator suddenly has more projects than capacity, but does not have enough money to hire additional staff. It happens so often. We bid on several projects not knowing what our chances are and sometimes, it doesn't rain, it pours! What do you do when you have too much work?

1. **Think about your needs.**

- **Define the problem.**

Determine which tasks or skills are not being covered. Remember that you need to do the work you do best. Get help in support areas to keep your office running or collecting the data you need to write your final report. Or perhaps you need another "you" to do more senior work.

- **Quantify the support needed.**

How many hours per week? Full-time or part-time? One project or several? How long is this going to last?

- **Solve logistics now.**

Where will this person work—in your office or theirs? If it's yours, think about office space, furniture, equipment, and supplies. If it's theirs, ask about telephone, computer, and software compatibility; sharing documents and files; security requirements to meet client needs. Develop a short-term contract to clarify work arrangements. If possible, stipulate that you will pay them when your client pays you.

[Read More](#)



IC TIG: Meet a member

Norma Martínez-Rubin

Based in the San Francisco Bay Area, I set up **Evaluation Focused Consulting** in 2005 after an affiliation with The Center for Applied Local Research, a local firm operating in the East Bay then. After co-directing a community assessment for a health maintenance organization's operations in Southern California and obtaining an MBA, I ventured on my own. I specialize in evaluation of disease prevention and health promotion programs and services. I am most drawn to evaluation projects involving underserved communities in urban settings.

What prompted you to become an independent consultant? How did you get into it?

I decided to work independently for less administrative work and more proximity to people for whom health-related and social services are created. I'd gotten increasingly administrative roles and longed for the enthusiasm I had at the start of my career 18 years earlier when implementing projects felt dynamic and exciting.

[Read More](#)

Get involved!

by Laura Keene

The IC TIG is at its best when we have lots of volunteers helping to make things happen so I encourage you to get involved! It's a great opportunity to get to know other consultants, give back to the IC TIG community, and shape what we do. There are lots of volunteer opportunities this year including reviewing conference proposals, creating content for the Facebook page, or joining one of the teams working on the Strategic Plan.

Please check [our full list](#) of opportunities and reach out to the contact people listed to find out more. You're also welcome to email me at laura@keene-insights.com with any questions you have.

Want to get some extra professional development? Or connect with other evaluators?

Join the Evaluation Book Club!

Evaluation Connection is a virtual evaluation book club for evaluators who want to connect with others, or for those who need some extra motivation to read. Every month we meet once to talk about recent articles, and a second time to discuss a book of our choice. Participants help select the readings and dates/times.

Help us pick our [next book](#).

Or our [April articles](#).

Check out our [website](#) for more details, or join our [mailing list](#).

Announcements and Reminders

Ways to stay in touch:

We are stepping up our social media game in 2018! After all, social media is so important to branding for independent consultants. We encourage everyone to join our [IC TIG Facebook page!](#) This page is intended as a communication tool for everyone. Please let us know if you would like the TIG to repost your blog, make announcements, voice concerns, or share tips. Let's stay connected and make sure all voices are heard!

Reach out to Nina (nsabarre.consultant@gmail.com) about all things social.

Next newsletter deadline: May 25, 2018:

Please send questions, submissions or suggestions to [Loretta Kelley](#).

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