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Winning the talent war:

Critical success factors for consulting firms

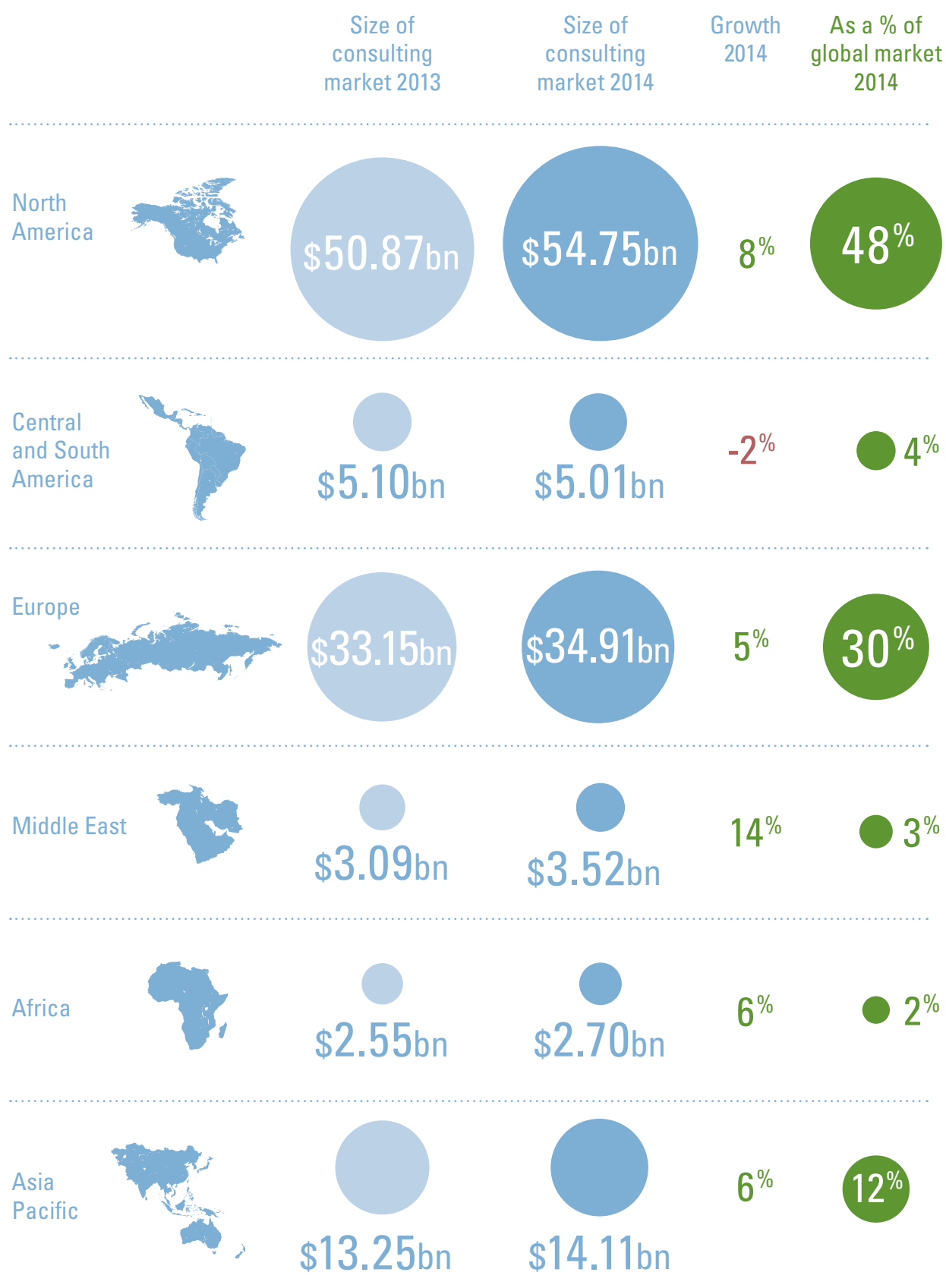


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Figure 1 Breakdown of the global consulting market by region, 2014


In conclusion

Over the last few years leaders have been queuing up to tell us about the challenges they face in their attempts to attract and retain the best people. But relatively few seem to have clear sense of how to address those challenges.

Our research suggests that there are things that can be done and we've taken some time to highlight them in this report. At their heart is the idea, espoused here by Tony Restell but echoed by many people we've spoken to, that the power has shifted from consulting firm to candidate. Dropping any pretence that it hasn't, and taking the tactical and strategic steps necessary to address the issue, is now critical for a firm to succeed in today's fast-growing market.

About Source

Source Information Services Limited (Source) is a leading provider of information about the market for management consulting. Set up in 2007 with offices in London and Dubai, Source serves both consulting firms and their clients with expert analysis, research and reporting. We draw not only on our extensive in-house experience, but also on the breadth of our relationships with both suppliers and buyers. All of our work is underpinned by our core values of intelligence, integrity, efficiency and transparency.

Source was founded by Fiona Czerniawska and Joy Burnford. Fiona is one of the world's leading experts on the consulting industry. She has written [numerous books](#) on the industry including: [The Intelligent Client](#) and The Economist books, [Business Consulting: A Guide to How it Works and How to Make it Work](#) and [Buying Professional Services](#).

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