

# STUDENT OUTCOMES: POST-PROGRAM SELF-ASSESSMENT DATA

July 19 – August 15, 2019  
Beacon Fellowship Students



# BACKGROUND

- Students who participated in a Beacon Fellowship during Summer 2019 Session 3 (July 19 – August 15) received a post-program evaluation. The overall response rate for the evaluations was 76%.
- Certain questions asked students to assess the impact that the program has had on them and their education as business students. These outcomes responses are presented here.



# BASIS FOR QUESTIONS

**Questions 1 – 9** are based on the [Management Consulting Competency Framework, published by the International Council of Management Consulting Institutes \(IMC\)](#). The IMC states [on its website](#):

*The Management Consulting Competency Framework defines the competencies and standards for management consultants, and forms the basis of the IMC USA's Certified Management Consultant® qualification (CMC®). The competencies presented herein set forth the knowledge, skills and behaviors required of successful management consultants. There are three levels of progression: early (technical expert), advanced (expert management consultant and CMC®), and mastery (CMC® widely recognized for expertise and actively sought by senior level executives), all underpinned by professional behaviors and ethics.*

**Questions 10 – 15** assess other desired outcomes of the Beacon Fellowship:

- The ability to adapt effectively to stressful or changing environments or situations.
- Greater confidence in the ability to navigate foreign environments.
- Ability to work collaboratively with others to achieve shared goals.
- The development of a lasting professional network.
- Valuing the Beacon program for informing career pursuits after graduation, and when discussing work experience during internship, law school, or other interviews.



**QUESTIONS 1 – 9 ARE BASED ON THE “EARLY” COMPETENCIES AND STANDARDS FOR MANAGEMENT CONSULTANTS SINCE STUDENTS ARE JUST BEGINNING THEIR MANAGEMENT EDUCATION.**

The IMC defines “early” as someone who has up to “3-5 years as an external or internal consultant.” Therefore, applying these competencies to students is a high bar for assessing their management consulting competencies.



# BASIS FOR QUESTIONS 1-3

**Question 1** is based on the Core Competence of **Client Business Insight**:

- “Understands the internal and external client business factors impacting projects.”

**Question 2** is based on the Core Competence of **Consulting Business Insight**:

- “Understands the management consulting environment and its commercial aspects.”

**Question 3** is based on the Core Competence of **Assignment Management**:

- “Manages client assignments effectively. Delivers timely solutions while balancing priorities and managing time effectively.”



# BASIS FOR QUESTIONS 4-5

**Question 4** is based on the Core Competence of **Consulting Knowledge**:

- “Captures, shares, and applies knowledge in a structured way relevant to engagement needs.”

**Question 5** is based on the Core Competence of **Analytical Skills**:

- “Applies analytical and pro-active thinking to ensure robust and appropriate client solutions.”



# BASIS FOR QUESTIONS 6-9

## **Questions 6, 7 and 8** are based on the Core Competence of **Personal Interaction (Emotional Intelligence)**:

- “Takes and maintains responsibility for actions and impact of selected course of action on others. Handles complexity in the operating environment. Interacts effectively with others to achieve desired outcomes. Demonstrates influencing and communication skills.”

## **Question 9** is based on the Core Competence of **Ethics and Professionalism**:

- “Operates with professionalism and integrity in all aspects of role including conduct, adhering to codes of practice and working in the best interests of the client.”



# IMC Core Competence: Client Business Insight

N = 100

### 5-Point Likert Scale

5 = Strongly Agree

4 = Agree

3 = Neutral

2 = Disagree

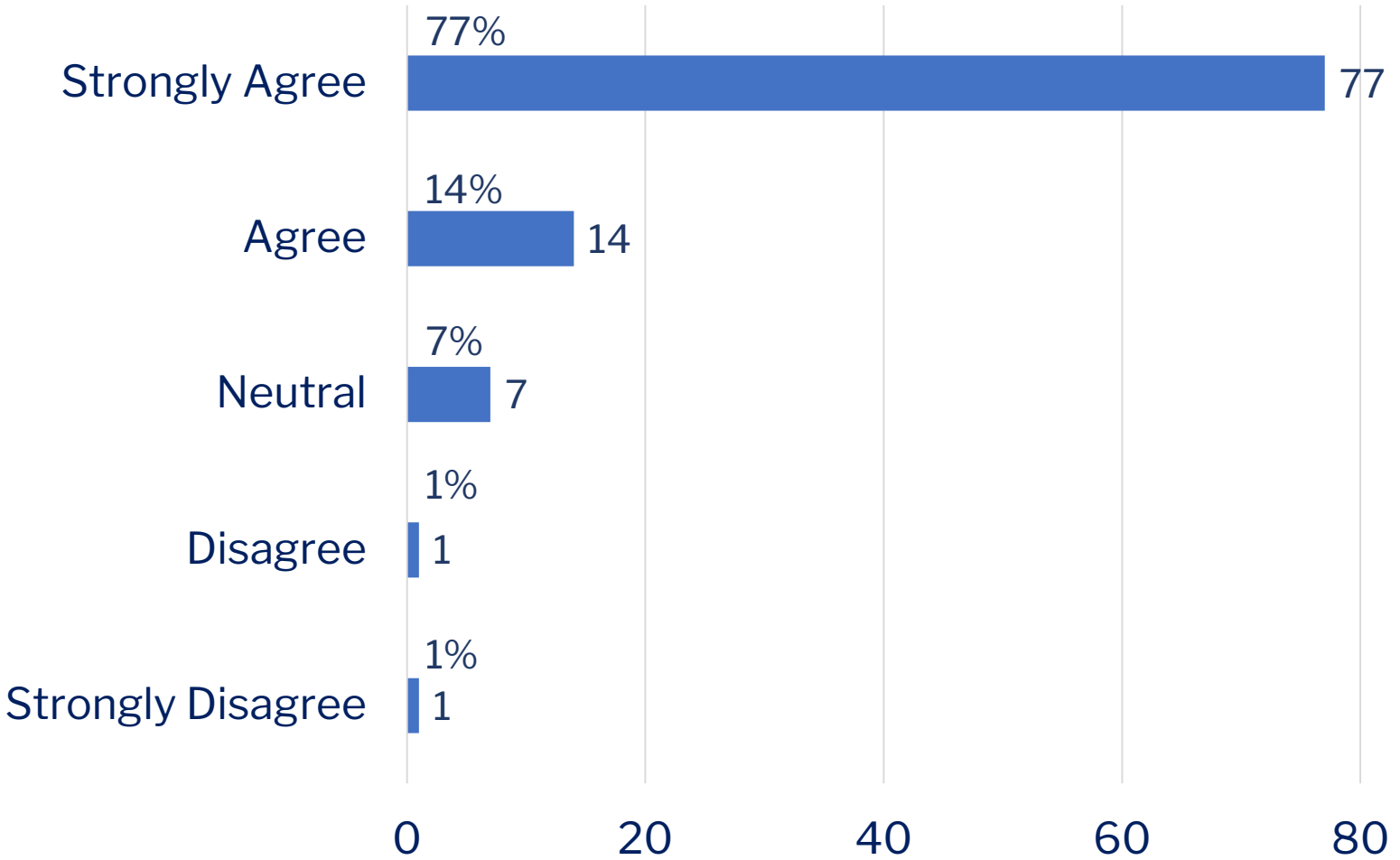
1 = Strongly Disagree

Average Ranking = 4.65

91% of students  
Strongly Agree or Agree

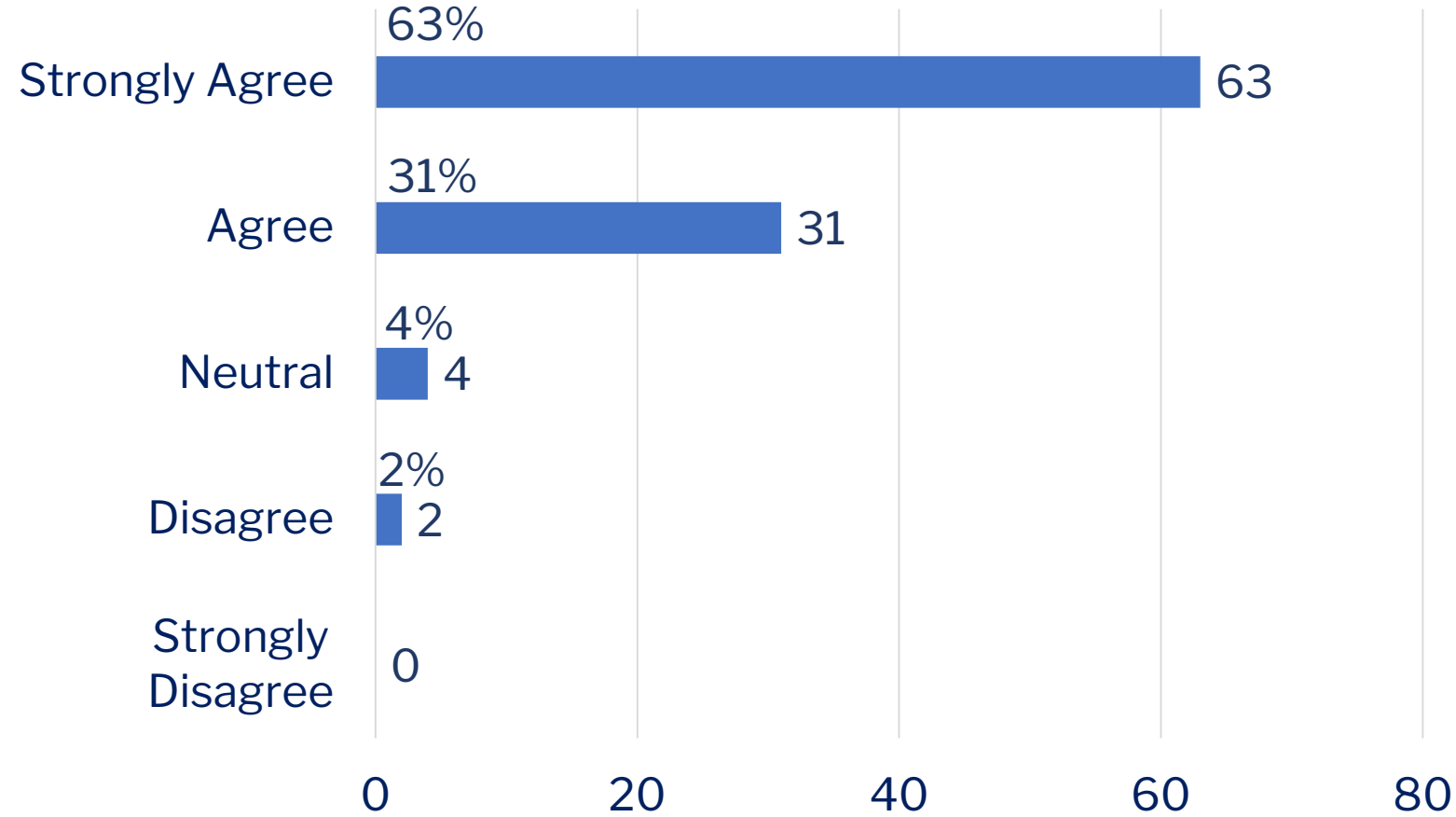
Note: Percentages  
rounded to nearest  
whole number

## QUESTION 1: I HAVE A GREATER UNDERSTANDING OF THE INTERNAL AND EXTERNAL BUSINESS FACTORS THAT IMPACT CONSULTING CLIENTS.





**QUESTION 2: I HAVE GREATER INSIGHT INTO AND A GREATER UNDERSTANDING OF THE MANAGEMENT CONSULTANCY ENVIRONMENT AND ITS COMMERCIAL ASPECTS.**



**IMC Core Competence:  
Consulting Business  
Insight**

**N = 100**

5-Point Likert Scale

5 = Strongly Agree

4 = Agree

3 = Neutral

2 = Disagree

1 = Strongly Disagree

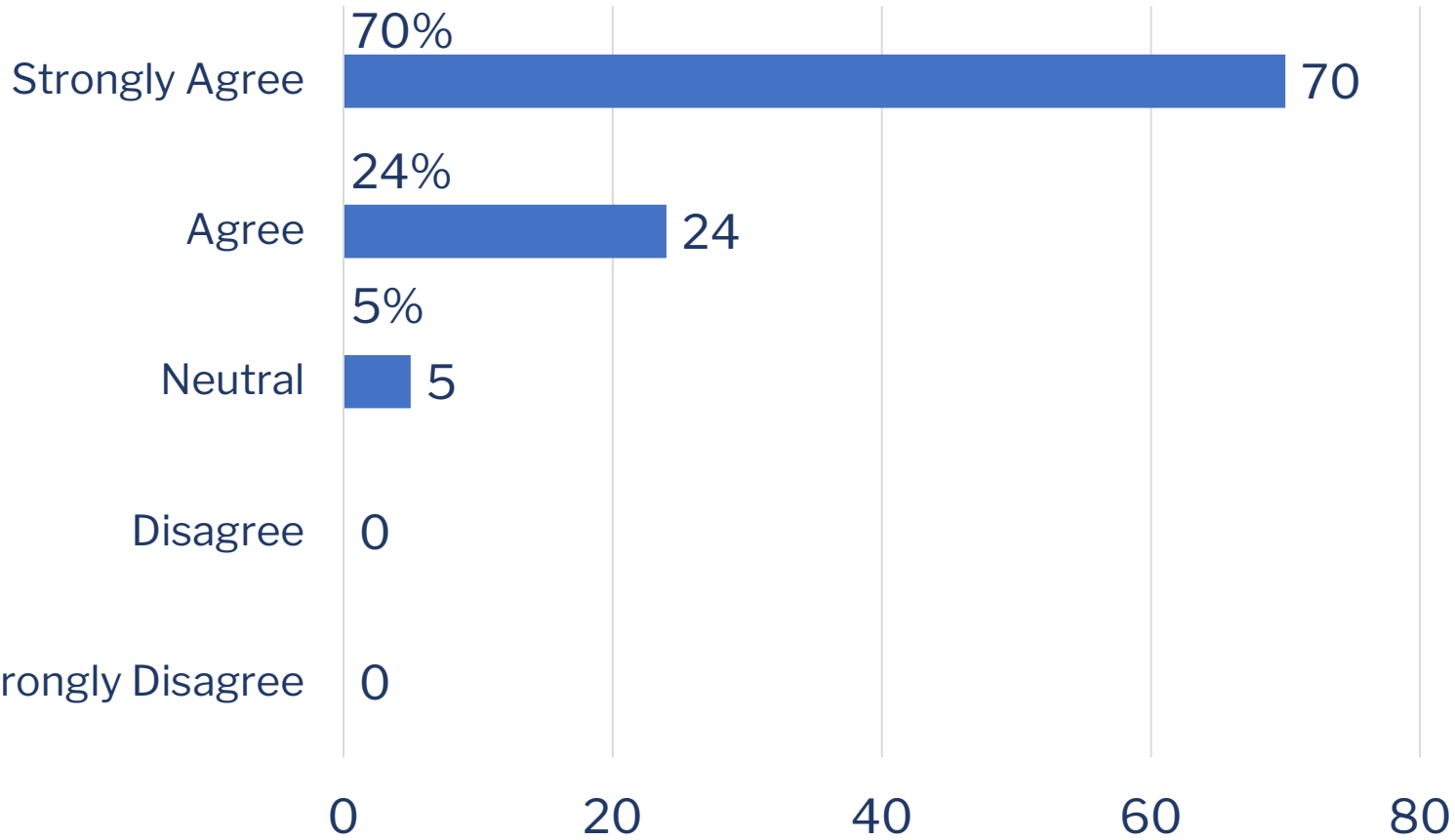
**Average Ranking = 4.55**

**94% of students  
Strongly Agree or Agree**

**Note: Percentages  
rounded to nearest  
whole number**



**QUESTION 3: I HAVE A GREATER ABILITY TO MANAGE CLIENT ASSIGNMENTS EFFECTIVELY BY DELIVERING TIMELY SOLUTIONS WHILE BALANCING PRIORITIES AND MANAGING TIME EFFECTIVELY.**



**IMC Core Competence:  
Assignment Management**

**N = 100**

5-Point Likert Scale

5 = Strongly Agree

4 = Agree

3 = Neutral

2 = Disagree

1 = Strongly Disagree

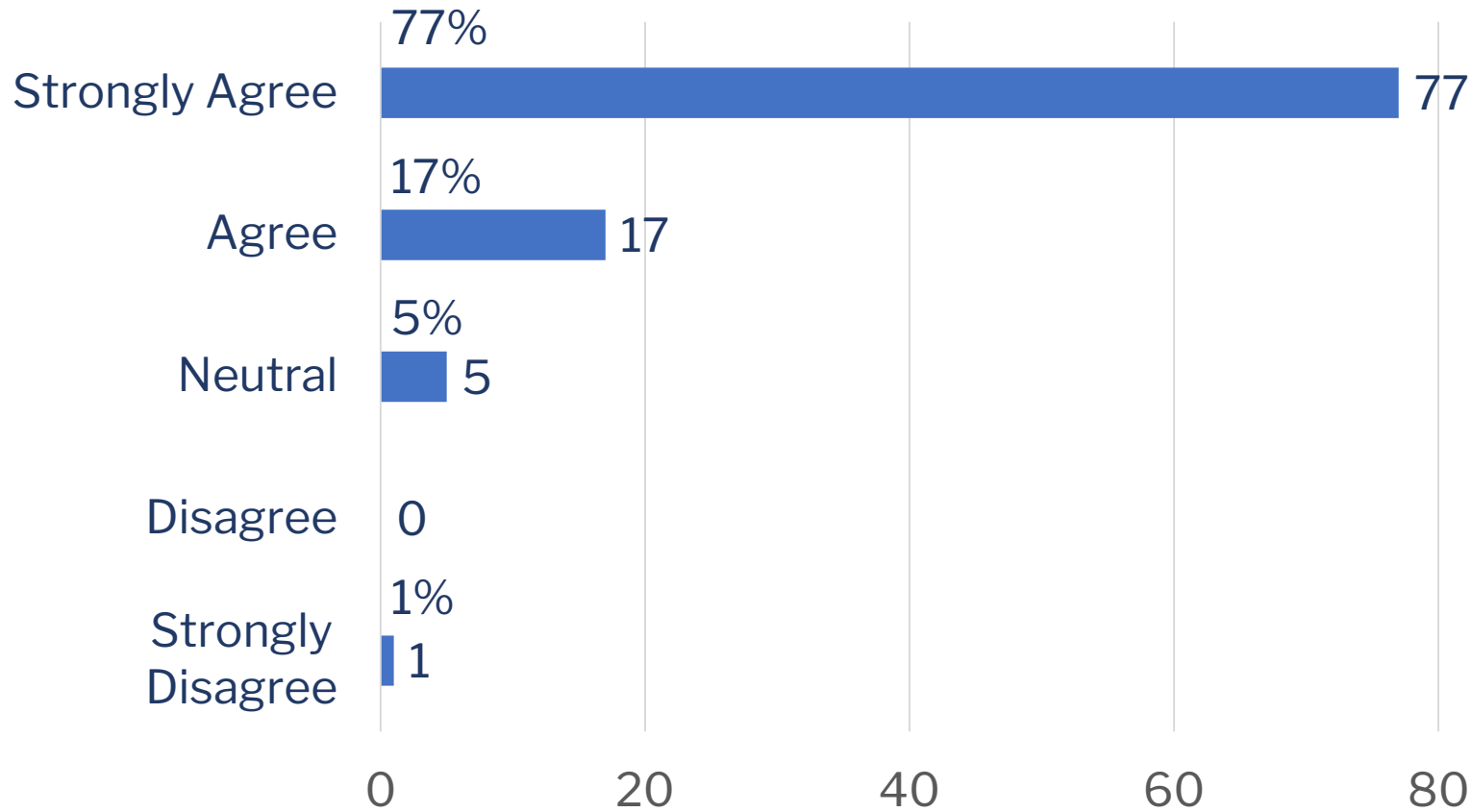
**Average Ranking = 4.63**

**94% of students  
Strongly Agree or Agree**

**Note: Percentages  
rounded to nearest  
whole number**



**QUESTION 4: I HAVE A GREATER ABILITY TO CAPTURE, SHARE, AND APPLY KNOWLEDGE IN A STRUCTURED WAY RELEVANT TO CLIENT ENGAGEMENT NEEDS.**



**IMC Core Competence:  
Consulting Knowledge**

N = 100

5-Point Likert Scale

5 = Strongly Agree

4 = Agree

3 = Neutral

2 = Disagree

1 = Strongly Disagree

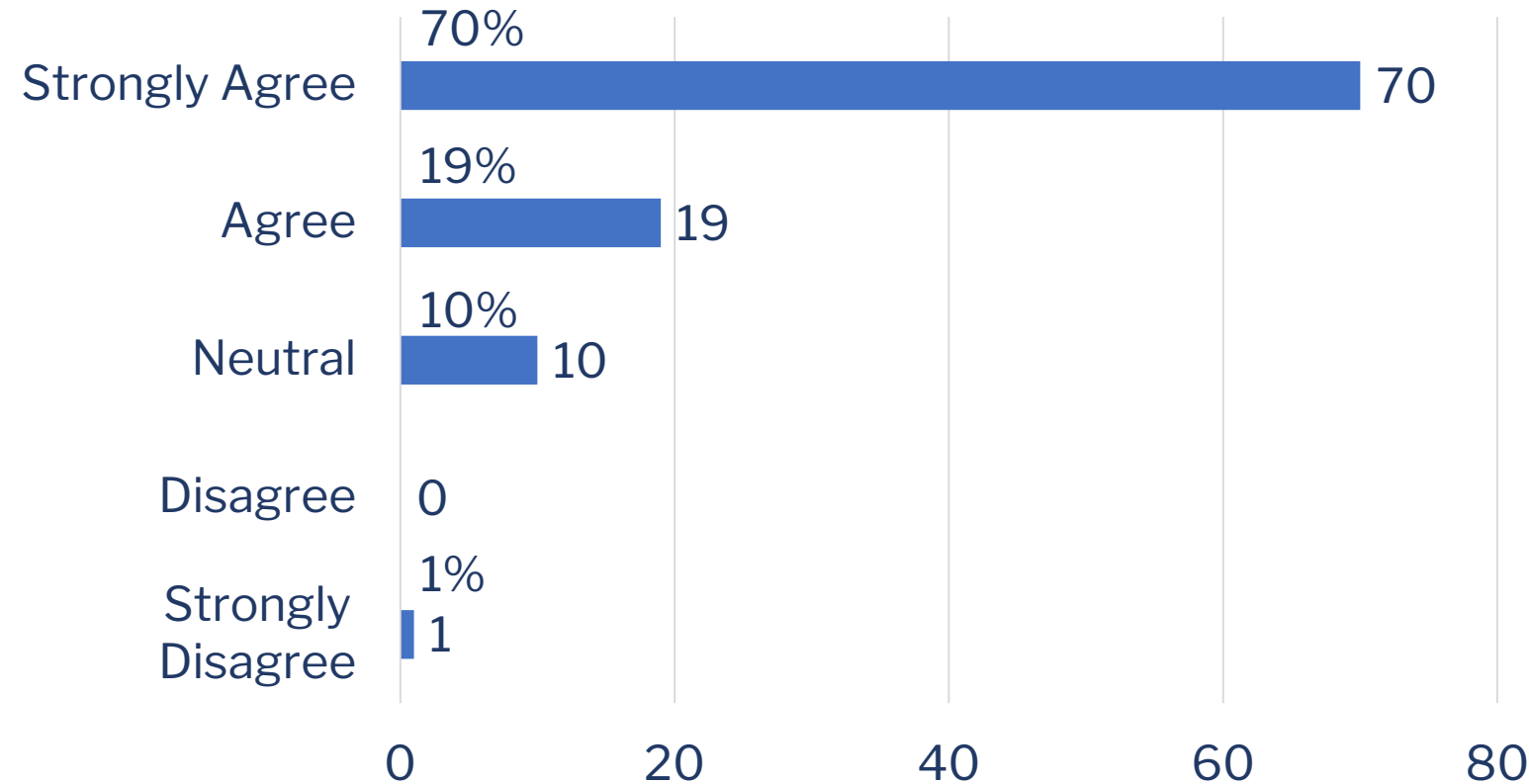
**Average Ranking = 4.69**

**94% of students  
Strongly Agree or Agree**

Note: Percentages  
rounded to nearest  
whole number



**QUESTION 5: I HAVE A GREATER ABILITY TO APPLY ANALYTICAL AND PROACTIVE THINKING TO ENSURE ROBUST AND APPROPRIATE CLIENT SOLUTIONS.**



**IMC Core Competence:  
Analytical Skills**

**N = 100**

5-Point Likert Scale

5 = Strongly Agree

4 = Agree

3 = Neutral

2 = Disagree

1 = Strongly Disagree

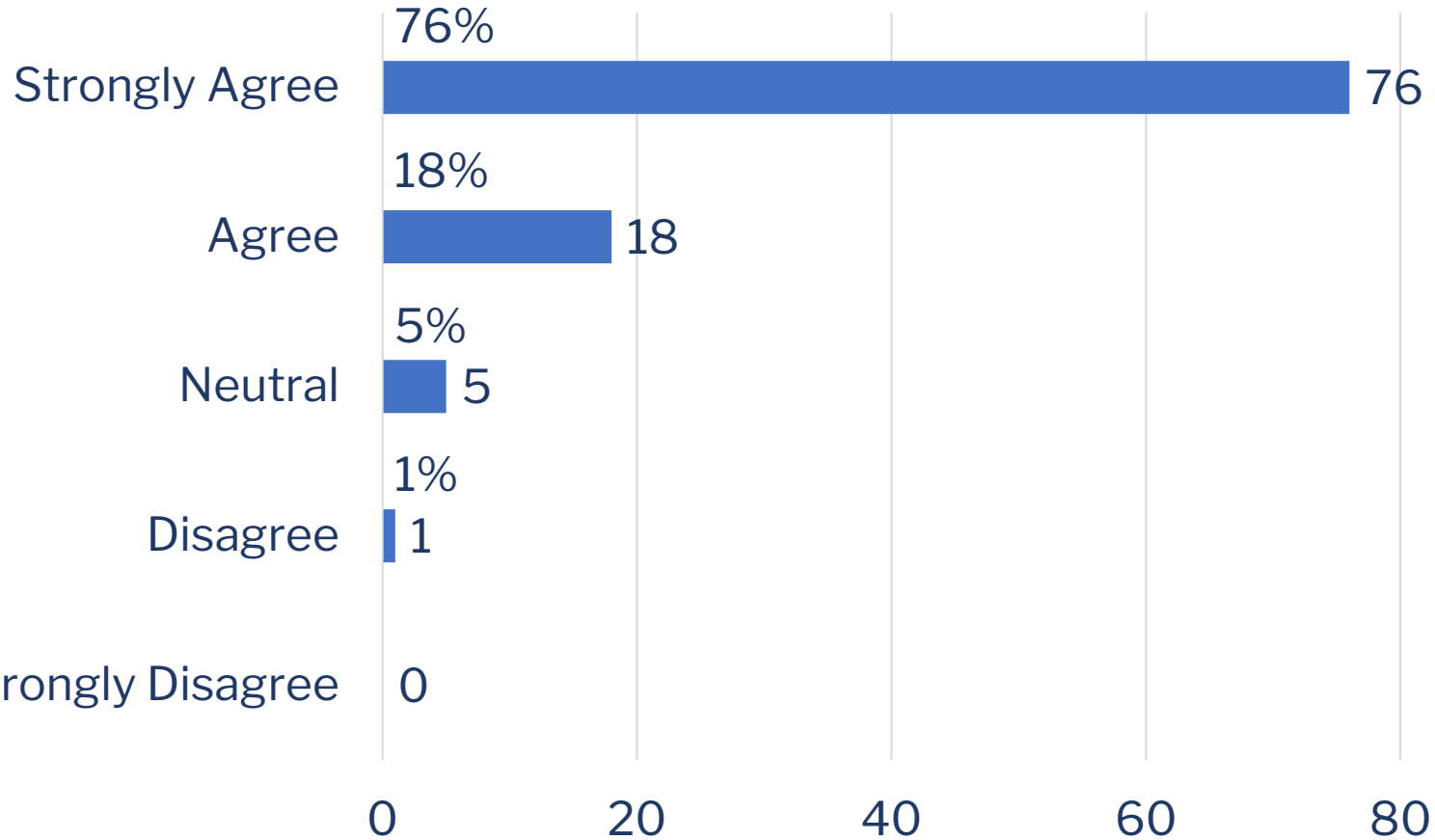
**Average Ranking = 4.57**

**89% of students  
Strongly Agree or Agree**

Note: Percentages  
rounded to nearest  
whole number



**QUESTION 6: I HAVE A GREATER UNDERSTANDING OF HOW TO WORK,  
INTERACT, AND COMMUNICATE EFFECTIVELY AS PART OF A  
CONSULTANCY TEAM.**



**IMC Core Competence:  
Personal Interaction  
(Emotional Intelligence)**

**N = 100**

5-Point Likert Scale

5 = Strongly Agree

4 = Agree

3 = Neutral

2 = Disagree

1 = Strongly Disagree

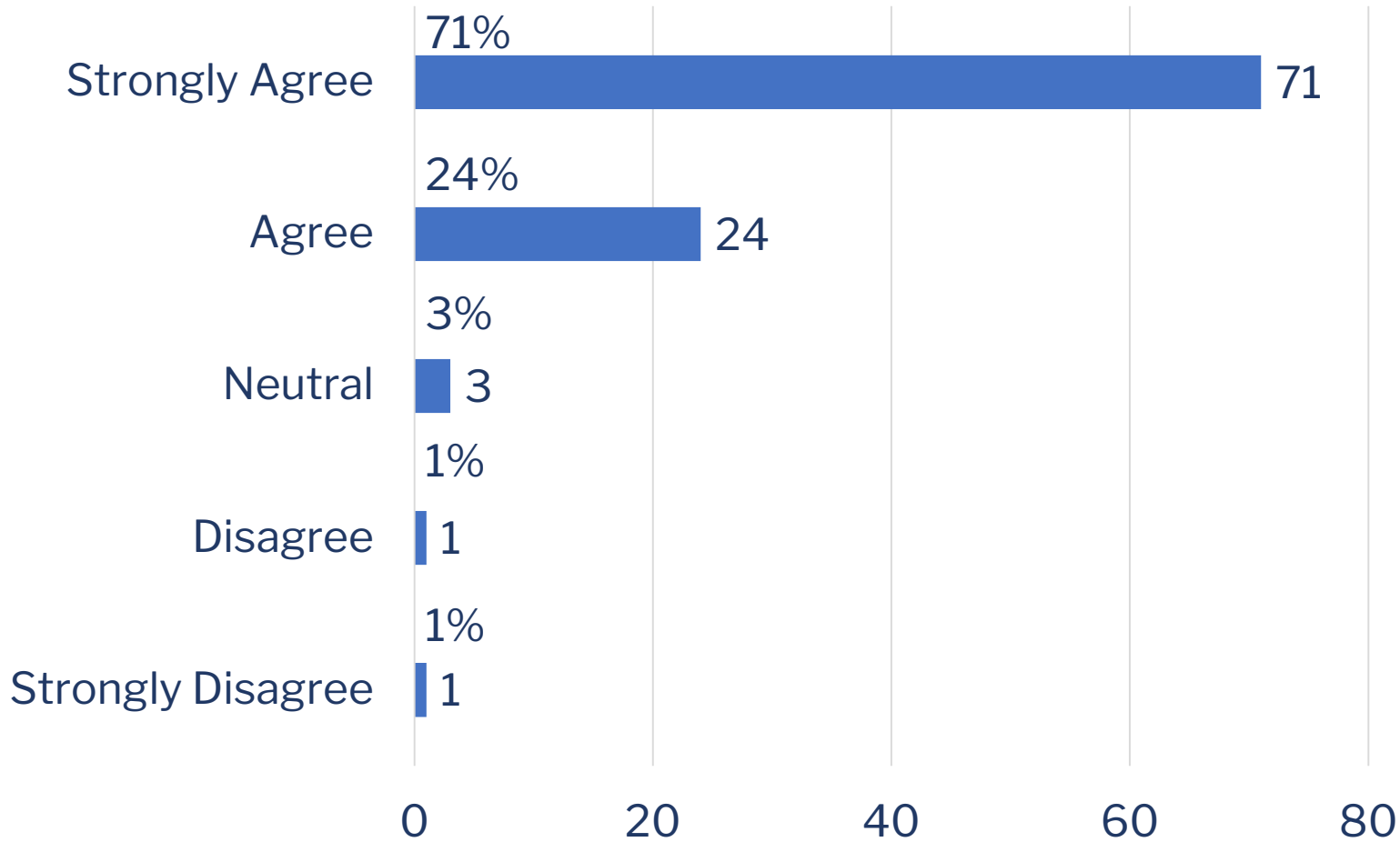
**Average Ranking = 4.69**

**94% of students  
Strongly Agree or Agree**

**Note: Percentages  
rounded to nearest  
whole number**



**QUESTION 7: I HAVE A GREATER ABILITY TO TAKE AND MAINTAIN RESPONSIBILITY FOR MY WORK AND THE IMPACT IT HAS ON OTHERS.**



IMC Core Competence:  
Personal Interaction  
(Emotional Intelligence)

N = 100

5-Point Likert Scale

5 = Strongly Agree

4 = Agree

3 = Neutral

2 = Disagree

1 = Strongly Disagree

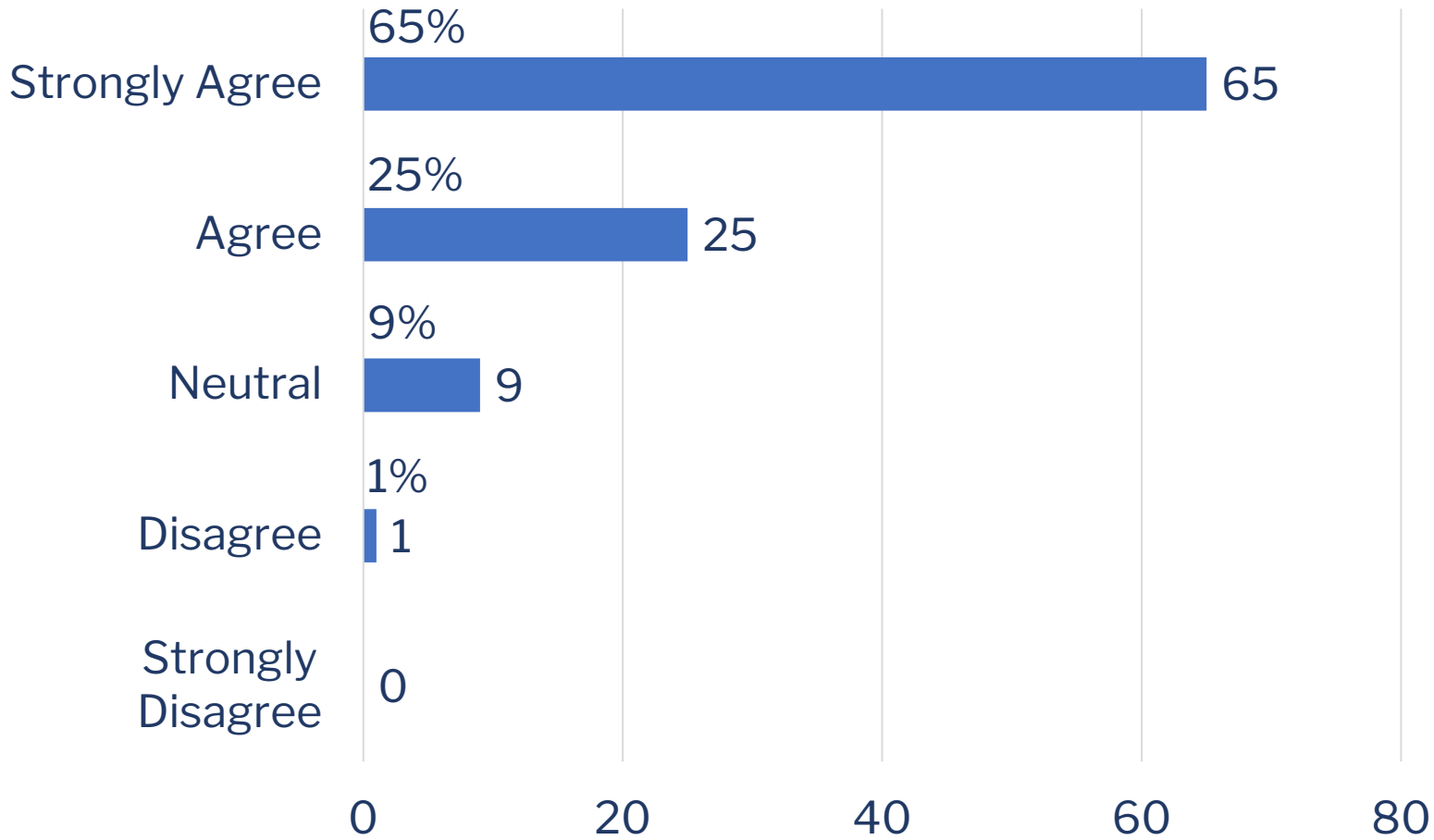
Average Ranking = 4.63

95% of students  
Strongly Agree or Agree

Note: Percentages  
rounded to nearest  
whole number<sup>14</sup>



**QUESTION 8: I HAVE A GREATER ABILITY TO HANDLE THE COMPLEXITY OF THE CONSULTANCY ENVIRONMENT.**



**IMC Core Competence:  
Personal Interaction  
(Emotional Intelligence)**

**N = 100**

5-Point Likert Scale

5 = Strongly Agree

4 = Agree

3 = Neutral

2 = Disagree

1 = Strongly Disagree

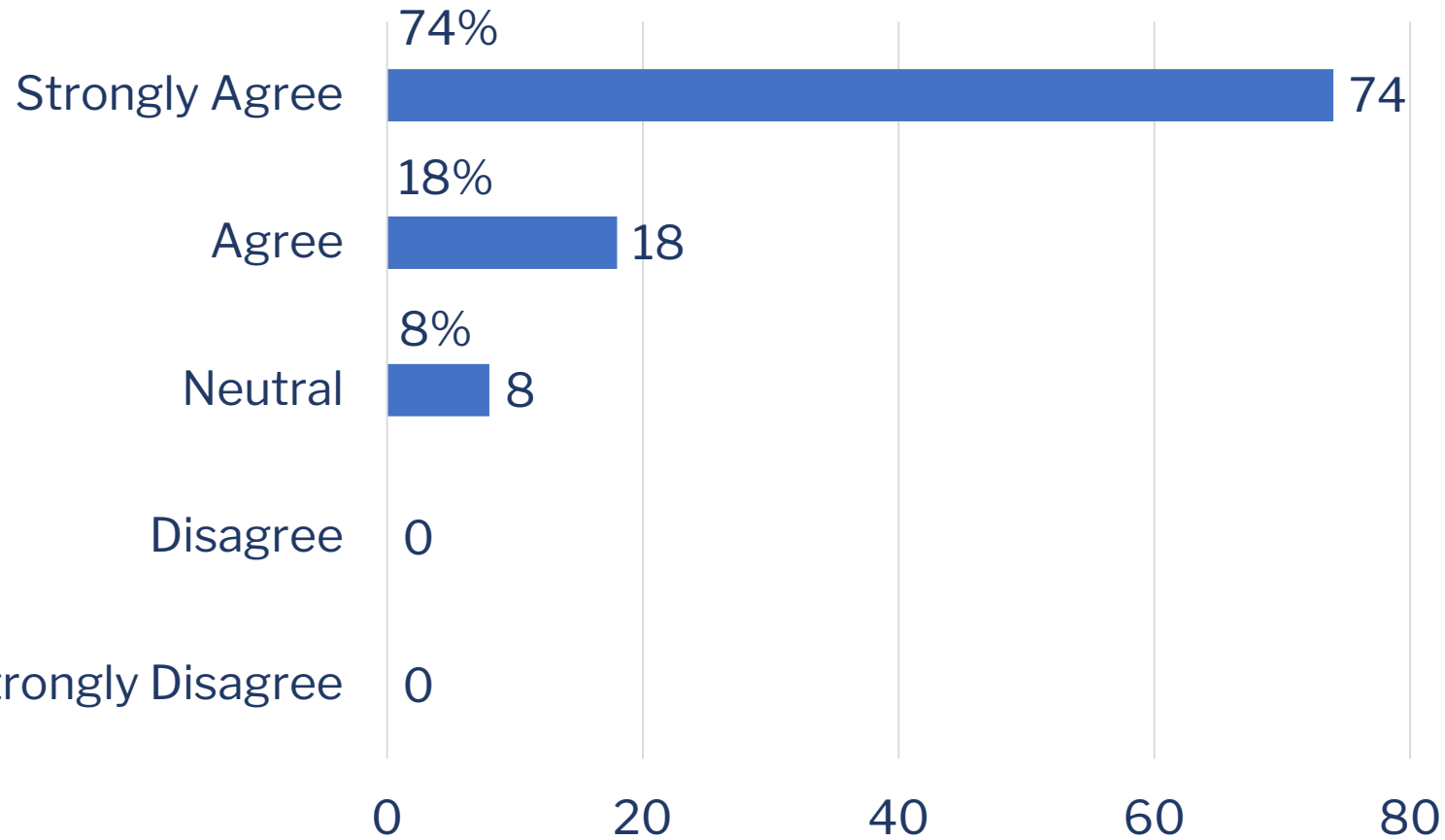
**Average Ranking = 4.54**

**90% of students  
Strongly Agree or Agree**

**Note: Percentages  
rounded to nearest  
whole number** <sup>15</sup>



**QUESTION 9: I HAVE A GREATER UNDERSTANDING OF HOW TO WORK  
WITH PROFESSIONALISM AND INTEGRITY IN THE BEST INTERESTS OF THE  
CLIENT.**



**IMC Core Competence:  
Ethics and  
Professionalism**

**N = 100**

5-Point Likert Scale

5 = Strongly Agree

4 = Agree

3 = Neutral

2 = Disagree

1 = Strongly Disagree

**Average Ranking = 4.66**

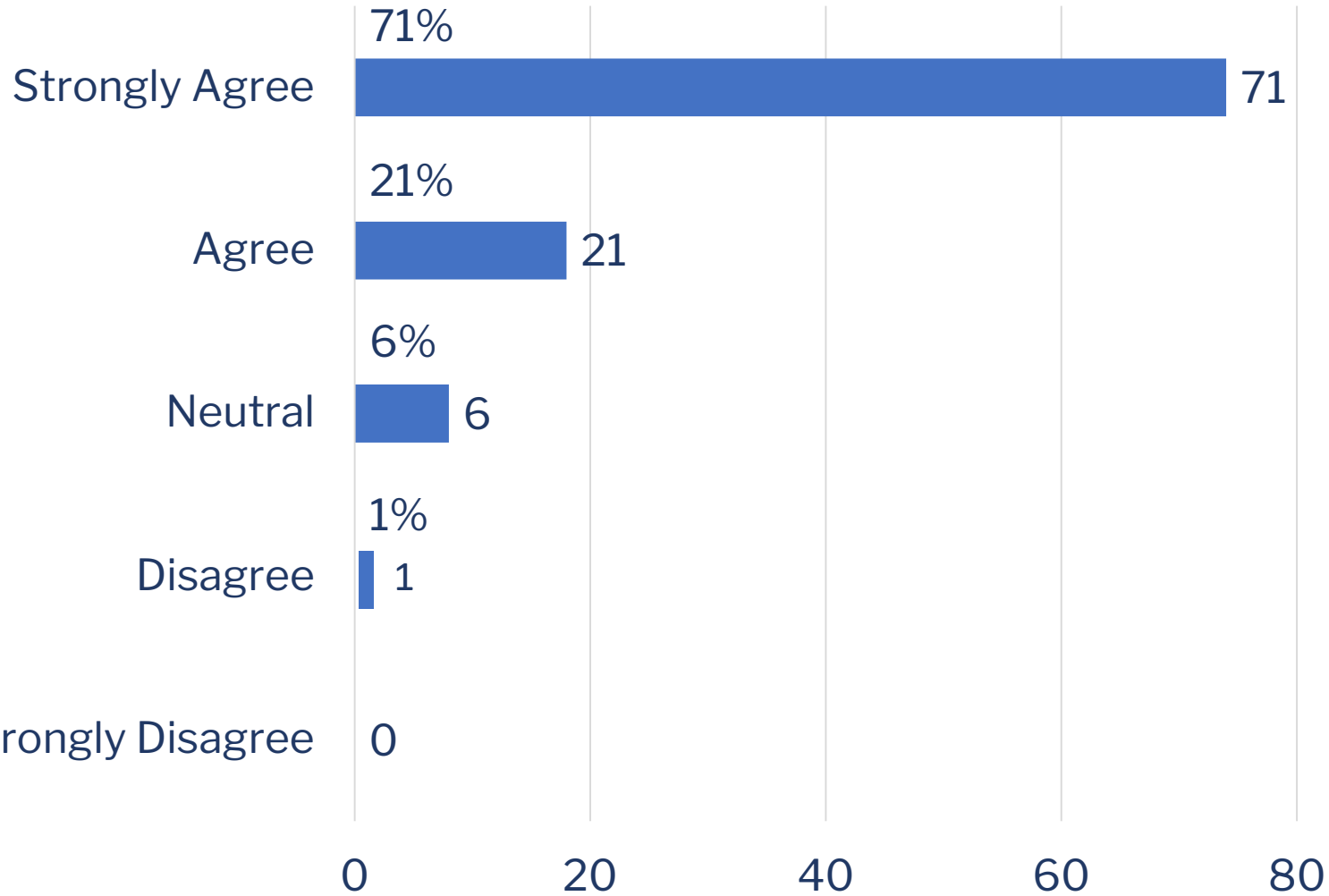
**92% of students  
Strongly Agree or Agree**

**Note: Percentages  
rounded to nearest  
whole number**<sup>16</sup>





## QUESTIONS 1 - 9: OVERALL AVERAGES



## IMC Core Competencies: Overall Averages

N = 100

### 5-Point Likert Scale

5 = Strongly Agree

4 = Agree

3 = Neutral

2 = Disagree

1 = Strongly Disagree

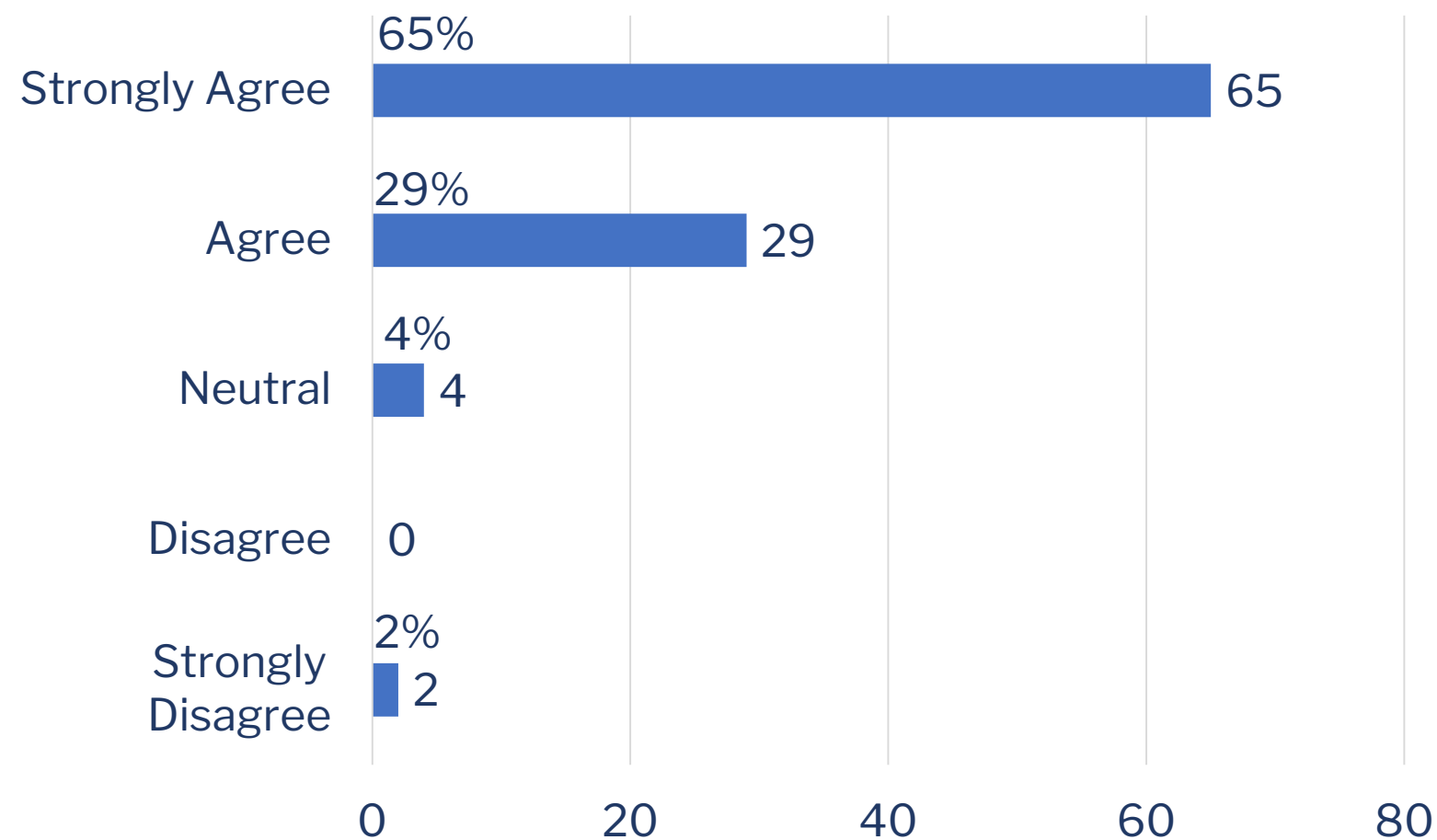
Average Ranking = 4.59

92% of students  
Strongly Agree or Agree

Note: Percentages  
rounded to nearest  
whole number<sup>17</sup>



## QUESTION 10: I AM BETTER ABLE TO ADAPT EFFECTIVELY TO STRESSFUL OR CHANGING ENVIRONMENTS OR SITUATIONS.



N = 100

5-Point Likert Scale

5 = Strongly Agree

4 = Agree

3 = Neutral

2 = Disagree

1 = Strongly Disagree

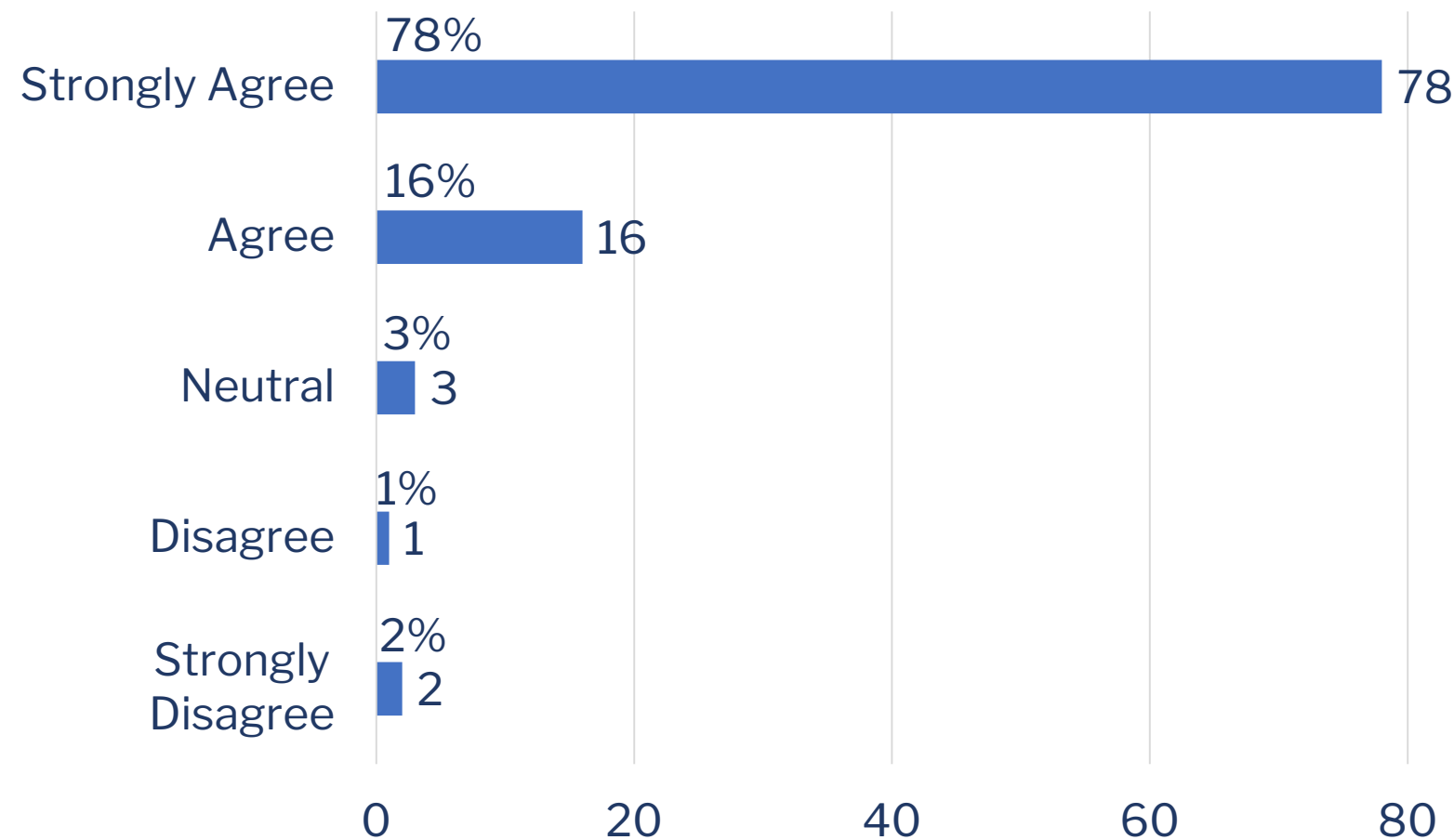
Average Ranking = 4.55

94% of students  
Strongly Agree or Agree

Note: Percentages  
rounded to nearest  
whole number



## QUESTION 11: I FEEL MORE CONFIDENT IN MY ABILITY TO NAVIGATE FOREIGN ENVIRONMENTS.



N = 100

5-Point Likert Scale

5 = Strongly Agree

4 = Agree

3 = Neutral

2 = Disagree

1 = Strongly Disagree

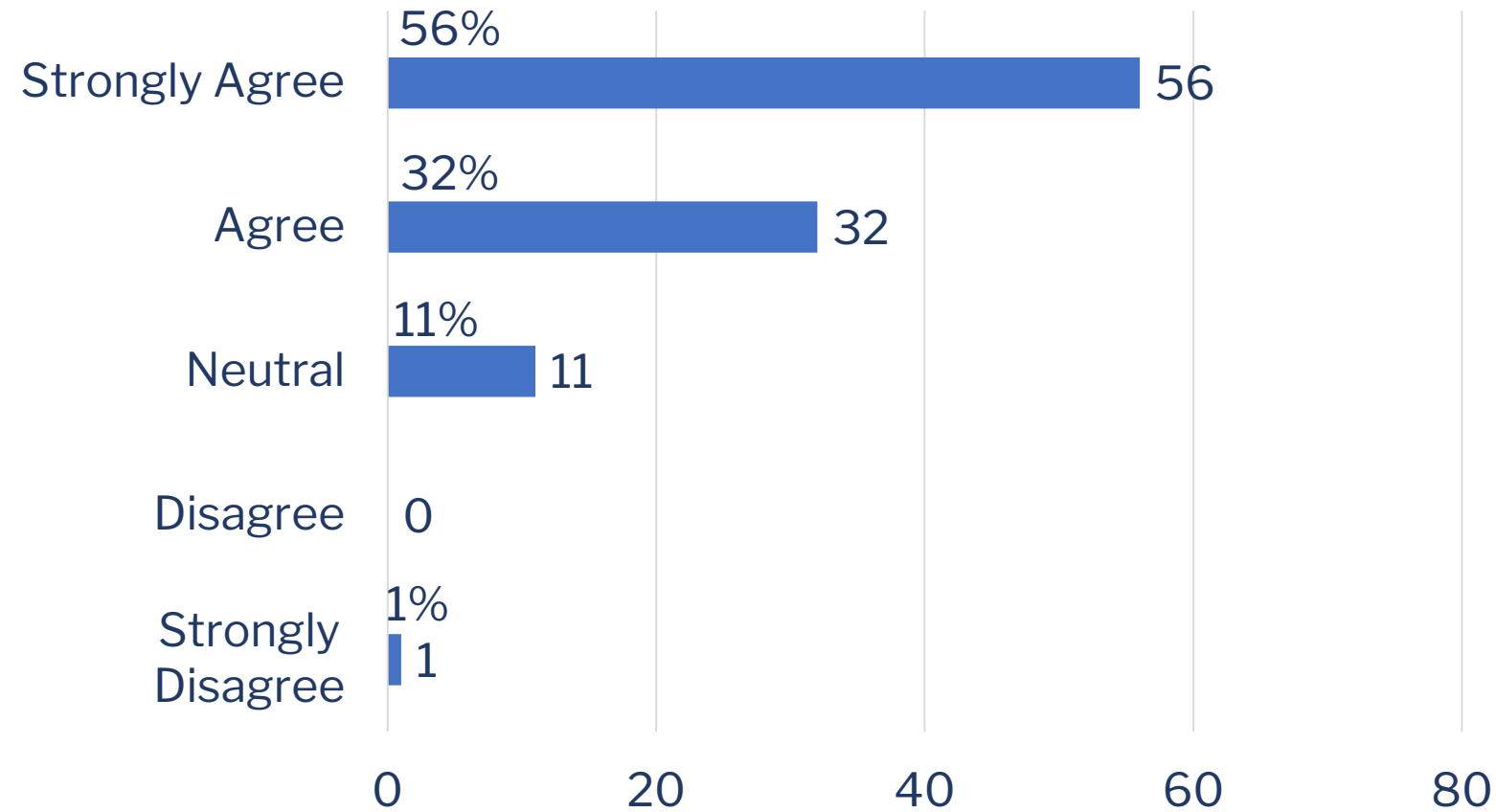
Average Ranking = 4.67

94% of students  
Strongly Agree or Agree

Note: Percentages  
rounded to nearest  
whole number



**QUESTION 12: I AM BETTER ABLE TO WORK COLLABORATIVELY WITH OTHERS TO ACHIEVE SHARED GOALS.**



N = 100

5-Point Likert Scale

5 = Strongly Agree

4 = Agree

3 = Neutral

2 = Disagree

1 = Strongly Disagree

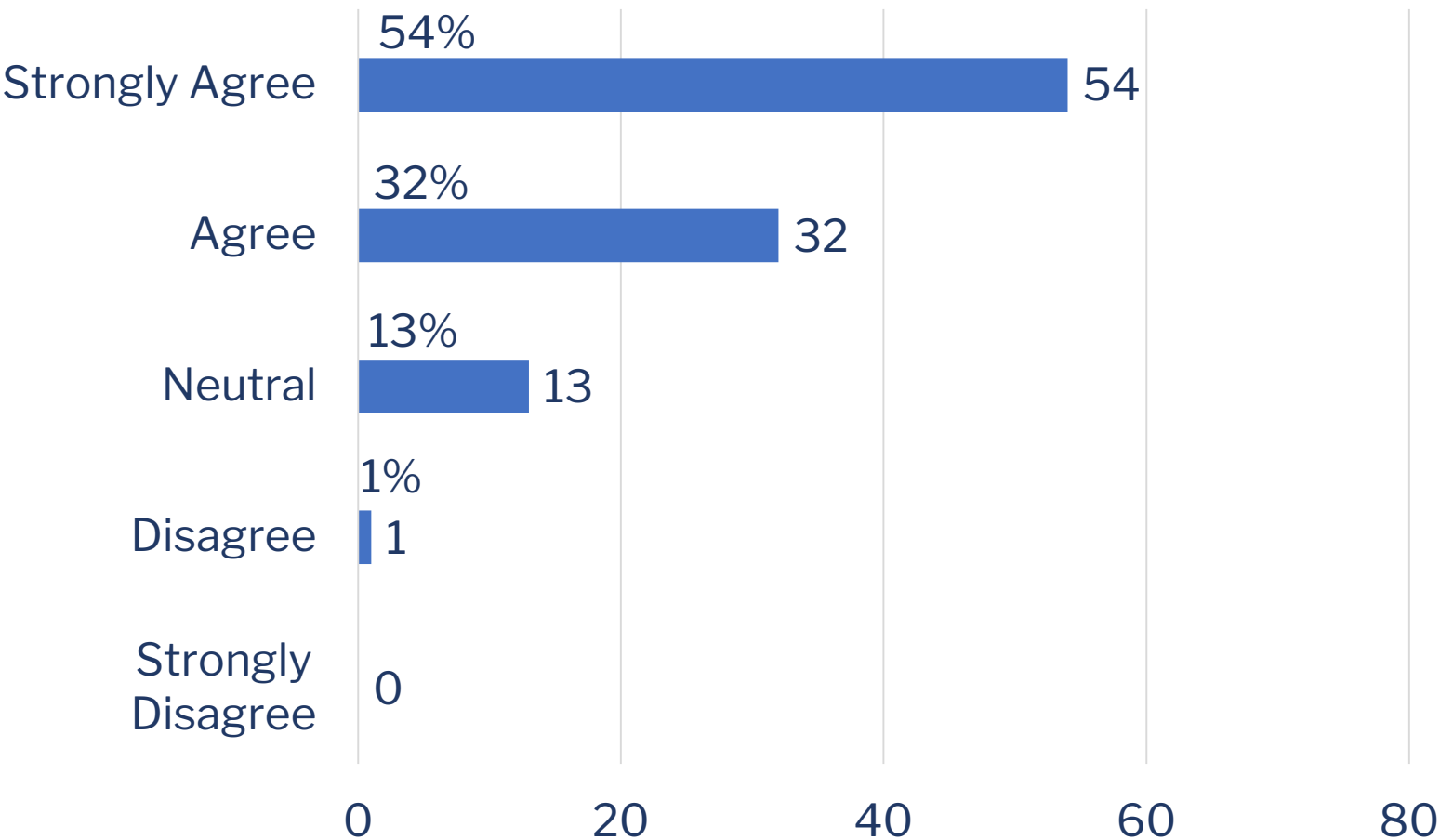
Average Ranking = 4.42

88% of students  
Strongly Agree or Agree

Note: Percentages  
rounded to nearest  
whole number



## QUESTION 13: I HAVE DEVELOPED A LASTING PROFESSIONAL NETWORK.



N = 100

5-Point Likert Scale

5 = Strongly Agree

4 = Agree

3 = Neutral

2 = Disagree

1 = Strongly Disagree

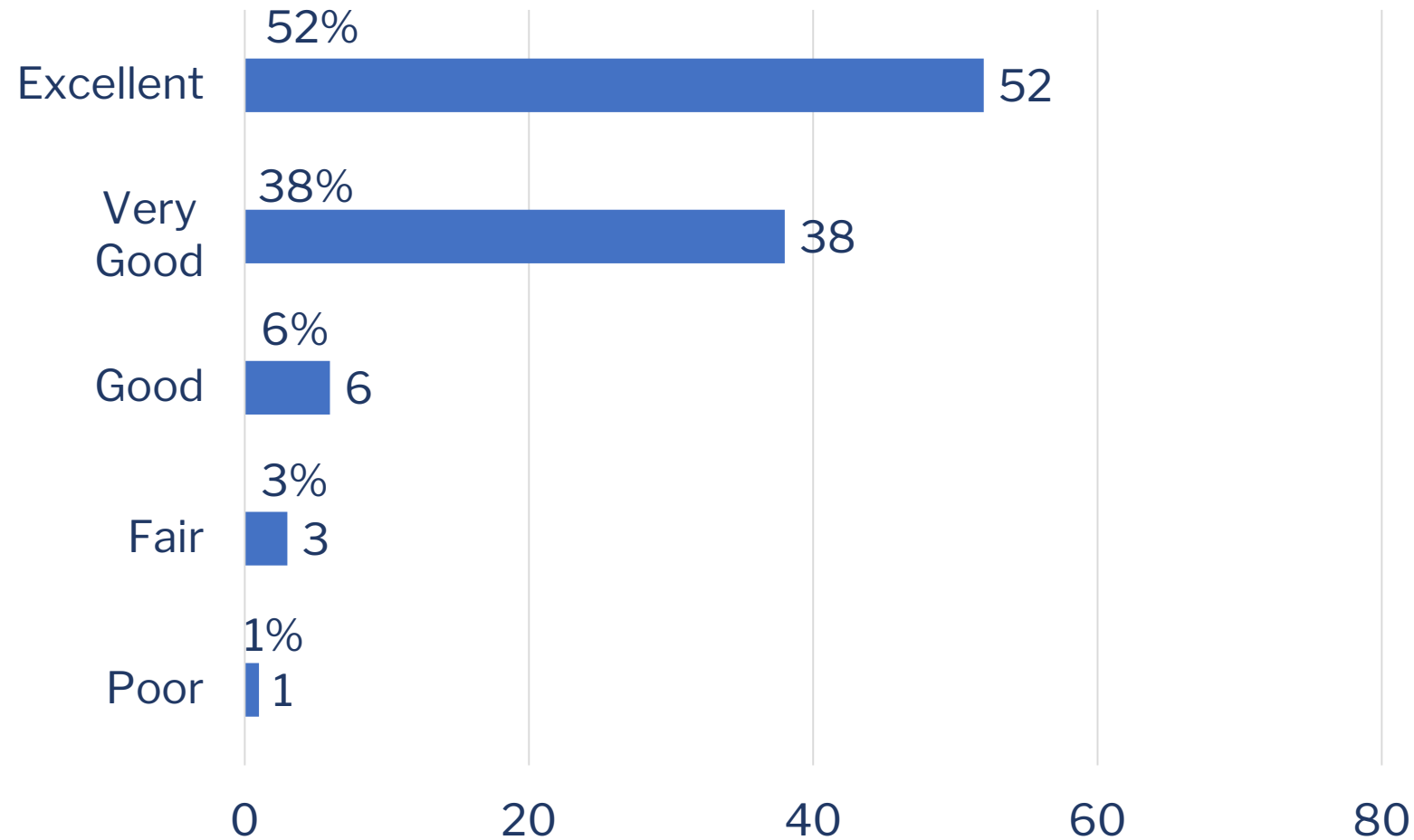
Average Ranking = 4.39

86% of students  
Strongly Agree or Agree

Note: Percentages  
rounded to nearest  
whole number



## QUESTION 14: THE VALUE OF THIS PROGRAM FOR YOUR CAREER PURSUITS POST GRADUATION.



N = 100

5-Point Scale

5 = Excellent

4 = Very Good

3 = Good

2 = Fair

1 = Poor

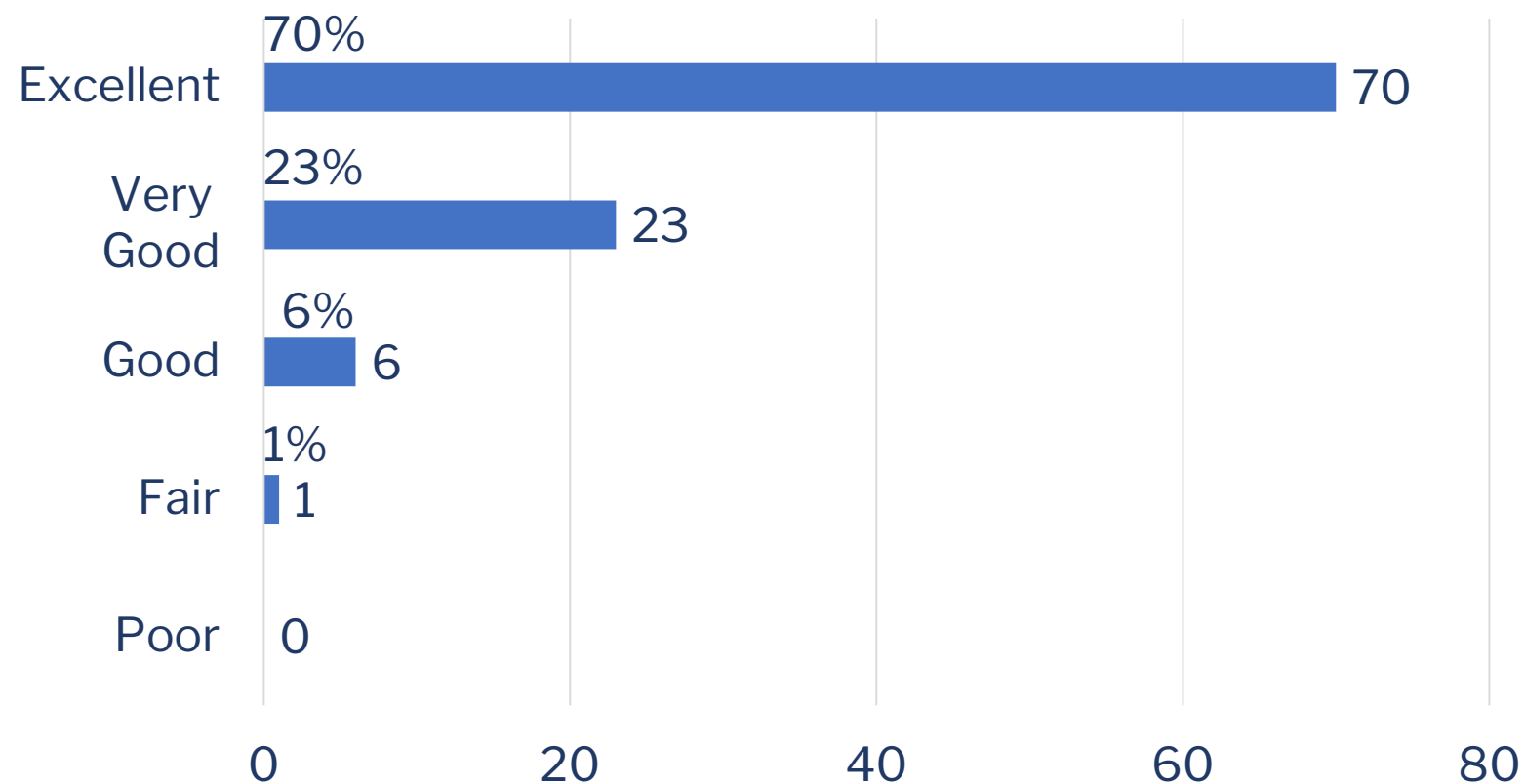
Average Ranking = 4.37

90% of students responded Excellent or Very Good

Note: Percentages rounded to nearest whole number



**QUESTION 15: THE VALUE OF THIS CONSULTING EXPERIENCE ABROAD  
WHEN YOU ARE DISCUSSING YOUR WORK EXPERIENCE DURING  
INTERNSHIP, JOB, OR OTHER INTERVIEWS.**



N = 100

5-Point Scale

5 = Excellent

4 = Very Good

3 = Good

2 = Fair

1 = Poor

Average Ranking = 4.62

93% of students  
responded Excellent or  
Very Good

Note: Percentages  
rounded to nearest  
whole number

