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## Association of Internal Management Consultants (AIMC) and Baker Tilly Release Competency Assessment Tool

The Association of Internal Management Consultants (AIMC) and Baker Tilly have co-developed and released the *Internal Consulting Competency Assessment Tool* designed for leading global Fortune 500 companies and other organizations. The online tool assesses the proficiency levels of survey respondents against the competencies required of effective internal consultants. These competencies include change management, business acumen, client service, project management, strategic business planning, team building, and other areas. The tool was developed based on the *Competency Model for Internal Consultants*, another product recently co-developed by the AIMC and Baker Tilly. A link to the assessment tool is available on the AIMC website at [www.aimc.org](http://www.aimc.org).

Thomas O'Rourke, Baker Tilly Principal, and Dr. Bill Trotter, AIMC Managing Director, unveiled the *Internal Consulting Competency Assessment Tool* to association members at the AIMC's 2009 Conference. "I'm pleased with what our working relationship with AIMC has achieved and with the product we were able to develop collaboratively," O'Rourke said. "This tool is a testament to the collective power and strong relationship between internal and external consultants."

In one example of its use, the tool was customized and applied at one of the largest integrated health care facilities in the world to identify gaps between the organization's current internal consulting staff competencies and future needs. Based on assessment findings, the organization created a program to foster a consistent level of core competency within the company's consulting team. The survey results identified areas that could be strengthened within their

consulting group. It also indicated where the organization excelled by determining which staff members qualified as experts in specific competency fields. The survey results inspired a number of internal consultants to obtain further certification and training in project and change management.

To date, more than seventy internal consultants have completed the assessment. As a result, a broad database of benchmarking data has been established, which is used to compare individual respondents and individual company results with the overall AIMC data. Participants complete the survey anonymously on the AIMC website and gain information about how their responses compare to those of other participants. The resulting information is used to enhance the development and skills of participants and to help AIMC develop training opportunities for its members.

On June 1, 2009, the former Virchow, Krause & Company, LLP changed its name to Baker Tilly Virchow Krause, LLP (Baker Tilly). With staff totaling more than 1,100, Baker Tilly provides a wide range of accounting, tax, assurance, and consulting services and has offices in Chicago, Detroit, Minneapolis, New York, and throughout Wisconsin. Baker Tilly is an independent member of Baker Tilly International, the world's 8th largest network made up of 145 high quality, independent accounting and business services firms in 110 countries, with more than 25,000 professionals. The Human Capital services team of Baker Tilly is comprised of top consultants with expertise in providing talent management, change management, Human Resources (HR) and Payroll technology, and HR transformation services. Baker Tilly refers to Baker Tilly Virchow Krause, LLP an independently owned and managed member of Baker Tilly International.

The Association of Internal Management Consultants (AIMC) is a powerful network of internal consulting professionals in Fortune 500 corporations and public sector entities, and the external experts with whom they work. The AIMC covers a wide range of practice areas including Organizational Effectiveness and Development, Process Improvement, Six Sigma and Quality Management; Strategic Planning and Performance Measurement/Management; Project Management and Implementation; Leading Change Programs; and Leadership/Management Development and Organizational Learning/Training

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