

# Why you shouldn't hire experienced Business Managers for your consulting firm

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An intentionally ironic article that debunks the false arguments against hiring experienced Business Managers. A useful read to rethink autonomy, demand, and performance in consulting.

## Why you shouldn't hire experienced Business Managers for your consulting firm

In the consulting world, hiring experienced Business Managers seems like a no-brainer. After all, who wouldn't want a seasoned professional who has already proven themselves in business development and management? But make no mistake, there are several reasons why hiring experienced Business Managers could be a serious mistake. Here are, with a touch of sarcasm, a few of these reasons.

Experienced Business Managers come with years of experience and know-how. They already know how to manage teams, develop business strategies, and optimize performance. But where's the challenge for you, as the head of your consulting firm? Having someone who already knows how to do everything could make your role less crucial. You wouldn't want your expertise to be questioned by someone who already knows the job, would you?

## They are too independent

These management veterans are often very autonomous. They don't need constant supervision, which can be a problem if you like to keep an eye on every detail of their activity. Their independence could deprive you of the pleasure of micromanaging their daily work. Furthermore, their confidence might lead

them to ignore your precious advice, which would obviously be unacceptable.

## **They ask difficult questions**

Experienced Business Managers tend to ask sharp questions and challenge the status quo. They might even push you to improve your processes and modernize your management tools. What a horror! Having someone push you out of your comfort zone and demand changes could be extremely unsettling. You might prefer someone more pliable, who accepts things as they are without asking questions.

## **They are costly**

Let's be honest, experienced Business Managers are not cheap. They expect to be paid commensurate with their experience and skills. If you hire someone less experienced, you can save on salary. And who doesn't love saving money, even if it means paying dearly for training, support, and all the mistakes that will be made due to inexperience.

## **They have their own methods**

Experienced Business Managers have developed their own techniques and strategies over the years. They may not easily conform to your way of doing things. Imagine they want to take the time to properly qualify a client's request when you're asking them to throw out resumes as quickly as possible to cover the ground! What chaos if every member of your team used different methods! It's much simpler to hire beginners that you can train in your image and who will follow your directives to the letter, without deviating from the norm.

## **Conclusion**

Hiring experienced Business Managers might seem like a good idea at first glance, but as we've seen, it has many drawbacks. You risk having an autonomous, difficult to manage, expensive team full of people asking uncomfortable questions. So why take the risk? Opt for less experienced recruits who will be easier to shape according to your desires and who won't challenge your authority.

In the end, let's not forget that the irony of this article aims to highlight the importance and undeniable advantages of experienced Business Managers. Don't let the fear of change or competition stop you from hiring talents who could transform your consulting firm for the better.

Author's note: This article certainly applies to experienced Business Managers in many sectors. I chose to speak only about the sector I know perfectly, namely IT and engineering consulting.