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implementation whole system strategies and ethics are included but in general it simply fine tunes Block's proven advice to match the transformations that business and society have undergone since initial publication two decades ago The days of long studies and expert driven answers are passing the author proclaims in his new preface The task of the consultant is increasingly to build the capacity of clients to make their own assessments and answer their own questions. He then subtly modifies his established recommendations accordingly for every step from the initial client meeting and problem diagnosis through data collection and the execution of solutions. In the section on Conducting a Group Feedback Meeting for example he advises Treat the group as a collection of individuals Ask each person what he or she wants from the meeting This will surface differences and force the group to take responsibility for some of the difficulties that may arise Howard Rothman

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