There are benefits and drawbacks associated with employing internal versus external consultants. Some organizations, despite the availability/competencies of an internal consultant, still require employees to assist in change efforts.

Think about a time that your organization underwent a change. Provide details about your organizational change example and offer information about the change. Then, detail if an internal consultant or an external change consultant was hired. Based upon the type of individual consultant who was hired, make an argument for the opposite. For example, if your organization utilized an internal change consultant, argue why it might have been better to select an external change consultant and vice versa.

Embed course material concepts, principles, and theories, which require supporting citations along with **two** scholarly peer-reviewed references in supporting your answer.