

Francesco Messina , Centocinquanta (Catania, Italy)

Possibilism as a keystone in consulting

This work aims to show how a consulting company like CentoCinquanta uses Hirshman's possibilism framework as a keystone of his daily job.

This approach embraces the double loop learning approach avoiding the risk of a single loop learning mentality. The use of Hirshman's framework helps us as a consultant to help companies finding innovative way to cut wastes and new market opportunities; we help them to help themselves, we do not find a solution the fits for all, we educate management to identify their tension - thanks to affordable and trustable information - and to process internally among them.

We help them to identify their own "tensions", meaning with tension the gaps between the current reality and potential they sense. Hirshman's approach helps to develop a shared leadership culture and a proactivity way of finding, communicate and solve problems and opportunities among the firm.