



CMC - GLOBAL



*The worldwide professional recognition
for the Management Consulting Firms*

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Noordwijk, The Netherlands



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What  is :



The worldwide “Professional Recognition”
for the Management Consulting Firms



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What  is :



“Professional Recognition”

for the Management Consulting Firms,
assigned by ICMCI

to national large and medium large consulting firms
who play key roles in the industry and its
development at a national level,
and who manage and/or are seeking international
connections within a top international environment
where ICMCI is the main player.

Target



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Each **CMC** FIRM will be included in the GLOBAL directory of the CMC Firms, managed by ICMCI

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National IMC



Is Member of ICMCI



Is NOT Member of ICMCI



ICMCI Operation	IMC	CMC Firm
ICMCI operates through not for profit institutes at a national level	Not for profit	For profit so does not comply with our operational model
ICMCI assessment	Conducted for the CMC process that an IMC should have developed and is authorized to provide the CMC to individual consultants based on this process/scheme	Conducted for the delivery of consulting services as CMC Firms do not provide the CMC certification and do not have a certification scheme for the CMC
UN NGO Status	Automatically passed on to the IMCs being a member of the ICMCI	A designated firm and is not a member of the ICMCI so they do not enjoy that status
Services (CMC, ACP, CSM, Academic Fellow, AMCC, CMC Firm ...etc)	As a member of ICMCI, an IMC benefits from the services and can implement those programmes/services nationally and designate individuals where applicable	As a designated firm a CMC Firm cannot implement the programmes/services as they are only beneficiaries of one of the services themselves and cannot designate individuals or employees and if they wish to add the number of CMCs within their employees they would have to contact the national IMC for the individual membership and designation
Attending conferences	Yes	Yes
Attending congresses	Yes, as active voting members that are part of the general assembly of ICMCI	Yes as attendees/spectators with no voting power as they are not part of the general assembly of ICMCI
Attending hub meetings	Yes and they could also be the hosts of the related hub meeting	Yes, but they cannot host a hub meeting, and their attendance is of benefit to the host financially
Hold conferences	Yes at national, regional, international levels either as an IMC or on behalf of ICMCI with the needed support from ICMCI to support the CMC brand and enhance membership and recognition of both the IMC and the CMC	Yes, at national, regional, international levels as a for profit firm prerogative. ICMCI attendance is to support the CMC brand that will for sure add to membership prospects for the national IMC's benefit

Who the  is :



Is a consulting firm who

- has a minimum number of CMCs as partners and/or employers
- Is endorsed by the local IMC, member of ICMCI
- Is well recognized by the MC Industry in the Country
- voluntary applies to the ICMCI for the  Recognition
- is in the condition to prove that the Firm's consulting practice reflects compliance with the code of conduct and CMC Firm standards

within an international appraisal and re- appraisal managed by ICMCI



Areas of Appraisal

**ETHICS
AND RELATIONSHIPS
WITH THE CLIENTS**

- 1 Commitment of Firm to Professional Code of Conduct
- 2 Code of Ethics Professional Conduct Content

IN THE INDUSTRY

- 8 Minimum number of CMCs
- 9 Endorsed by the local IMC
- 10 Well recognised by the industry in the Country



MANAGING THE TALENTS

- 3 Considerations in selection and hiring of new consultants
- 4 Use of Consultant Performance Evaluation and Reporting by Clients
- 5 Use of Interviews in reaching decisions regarding Promotion to senior consulting positions
- 6 Commitment of the firm to the core competencies, skills and tools of Consulting
- 7 Supervision Mentoring and Providing Feedback to Consultants

Areas of Appraisal

1 Commitment of Firm to Professional Code of Conduct

- a. Code of Ethics / Professional Conduct in place and adherence to Code supported by Firm's management and committed to by consultants;
- b. Training in place for management and consultants to learn how to deal with ethical and conduct dilemmas.
- c. ...

3 Considerations in selection and hiring of new consultants

- a. Degree or equivalent experience in areas of specialty, trade, or industry of intended client
- b. Training or experience in core consulting skills or competencies ...
- c. Training or experience in Professional Skills and Behaviors for Consultants
- d. Professional misconduct
- e. ...

2 Code of Ethics Professional Conduct Content

- a. Serve clients with integrity, competence, independence, objectivity, and professionalism.
- b. Mutually establish with clients realistic expectations
- c. Accept assignments for which consultant possesses the requisite experience and competence to perform...
- d. Before accepting any engagement, firm will ensure that they have worked with clients to establish a mutual understanding of the objectives, scope, work plan, and fee arrangements.
- e. Will treat appropriately all confidential client information that is not public knowledge, ...
- f. Will avoid conflicts of interest
- g. Will offer to withdraw from a consulting assignment when consultant's objectivity or integrity may be impaired
- h. ...



Areas of Appraisal

4 Use of Consultant Performance Evaluation and Reporting by Clients

5 Use of Interviews in reaching decisions regarding Promotion to senior consulting positions

- a. Focus to ensure that candidates can successful meet client needs...
- b. ...

7 Supervision Mentoring and Providing Feedback to Consultants

- a. Description of any formal mentoring programs in place for consultants.
- b. Commitment to clear understanding of responsibilities and goals for supervisory and management personnel dealing with consulting engagements
- c. Commitment to provide feedback that enables professional growth of personnel involved in the execution of client engagements.
- d. ...



6 Commitment of the firm to the core competencies, skills and tools of Consulting

- a. Evidence of Firm's use of information about new hires and candidates for promotion reflecting their mastery of the Core Competencies and skills...
- b. Evidence of Firm's measures to provide or support training in the Core Competencies and Skills
- c. Evidence of certification candidate's completion of training

How to apply

- CMCs
- Information
- Involvement in the Industry
- Endorsement



Consulting Firm

National IMC

Member Institutes
Australia
Austria
Bangladesh
Brazil
Bulgaria
CMC-GI
Canada
Caribbean
China
Chinese Taipei
Croatia
Cyprus
Denmark
Finland
Germany
Hong Kong
Hungary
India
Iran, Islamic Republic of
Ireland
Israel
Italy
Japan
Jordan
Kazakhstan
Korea, Republic of
Kyrgyzstan
Ukraine



CMC - GLOBAL CMC Firm Committee

- Information
- Submit Application

CMC FIRM Quality Assurance Committee



- Appraisal

2013-2015

National IMC

- Member Institutes**
- Australia
 - Austria
 - Bangladesh
 - Brazil
 - Bulgaria
 - CMC-GI
 - Canada
 - Caribbean
 - China
 - Chinese Taipei
 - Croatia
 - Cyprus
 - Denmark
 - Finland
 - Germany
 - Hong Kong
 - Hungary
 - India
 - Iran, Islamic Republic of
 - Ireland
 - Israel
 - Italy
 - Japan
 - Jordan
 - Kazakhstan
 - Korea, Republic of
 - Kyrgyzstan



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Excom



- Francesco D'Aprile, Italy (Chair)
- Sorin Caian, Romania
- Brian Ing, UK
- Jan Willem Kradofer, The Netherlands
- Jeremy Webster, UK
- Sak Hutnuwat, Thailand
- Reema Nasser, Jordan (Esecutive Director ICMCI)

- Genevieve Bonin, Canada (Chair)
- Liew Shin Liat, Singapore
- Marjo Dubbeldam, The Netherlands
- Louis M. Loizou, Cyprus
- Fan Yu, China
- Franco Guazzoni, Italy

National IMC



IMCs Role

- ◆ Promotion
 - Adopt the CMC Firm Scheme and communicate to ICMCI any questions or needed clarifications
 - Promote CMC Firm Recognition and Contact Medium to Large Consulting Firms in their country/region
 - Customize the benefits for firms content to their local market where applicable
 - Involve CMC Firm Committee with prospect at the application stage.
 - Be involved with appraisal process (training of appraisers is an option – will be announced to all IMCs)
- ◆ Project management
 - Be involved in the process as for the CMC Firm scheme

CMC Firm



Consulting Firm

- Be a part and have access to the global directory and related services / opportunities
- Increase the competitiveness and attractiveness of the firm.
- Increase the value proposition and attractiveness of the firm in the eyes of new talent (recruiting)
- Be a part of an organized and recognized profession with an accompanying community of professionals - Recognition of the firm's international standing
- Reinforce ethical standards and code of conduct among participant staff
- Reinforce ethical standards and code of conduct to the clients
- Reinforce Firm status vis-a-vis the major international firms
- CEO is able to demonstrate that the firm is set up properly and professionally

National IMC



IMC

- Spreading the brand of the CMC within large to medium local and regional consulting firms and professional environments
- Increased channels indirectly promoting the CMC designation
- Revenue generation to the IMCs through the share in the designation fee
- Supporting the income the IMCs by increasing number of individuals seeking the CMC designation
- Growth in the number of CMCs internationally

What about

Ireland
The Netherlands
New Zealand
Finland
UK

CMC Firm Scheme	ACP Scheme
- International Status	- National Status
- The Firm's consulting practice reflects compliance with the code of conduct and CMC Firm standards	- The Firm's consulting practice reflects the compliance of their HR processes required for the ACP award
- Minimum number of CMC on board	- HR process set in place to assure CMC recruiting and development path
- Managed by ICMCI	- Managed by the IMC
- Gaining the CMC Firm status against a fee	- Gaining the ACP status via the national institute if available through the normal ACP award process
- Can NOT Certify their consultants as CMCs	- Can Certify their consultants as CMCs

CMC Firm Quality Assurance Committee

- Appraisal of CMC Firms
- Scouting of new appraisers
- Training of new appraisers
- Appraisal of ACP schemes



CMC - GLOBAL CMC Firm Committee

- Web Site Directory
- Web meetings with IMCs
- Promotion
- Support to CMC Firms activities
- Signing ACP Agreements

National IMC

Member Institutes
Australia
Austria
Bangladesh
Brazil
Bulgaria
CMC-GI
Canada
Caribbean
China
Chinese Taipei
Croatia
Cyprus
Denmark
Finland
Germany
Hong Kong
Hungary
India
Iran, Islamic Republic of
Ireland
Israel
Italy
Japan
Jordan
Kazakhstan
Korea, Republic of
Kyrgyzstan



- Web meetings with ICMCI
- Promotion
- Support to CMC Firms activities
- Signing ACP Agreements

Let us fix our goal

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Dec. 31, 2016

Thank you

Francesco D'Aprile
Chair CMC FIRM Committee, 2013-2015

