



## **Certified Management Consultant (CMC) – *the what, why and how!***

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### **1: Topics**

- What is CMC?
- Why should I become a CMC?
- Am I eligible?
- What are the assessment criteria?
- How do I apply?
- What is the CMC process?
- How will be I assessed?
- What is the re-certification process?



## 2: What is CMC?

- Global [ISO standard](#)
- Independently awarded by the IMC as a member of the ICMCI / CMC-Global
- Competency based management consultant certification
- Independent endorsement of competency
- Recognised in over 48 countries
- 9,000+ CMCs globally

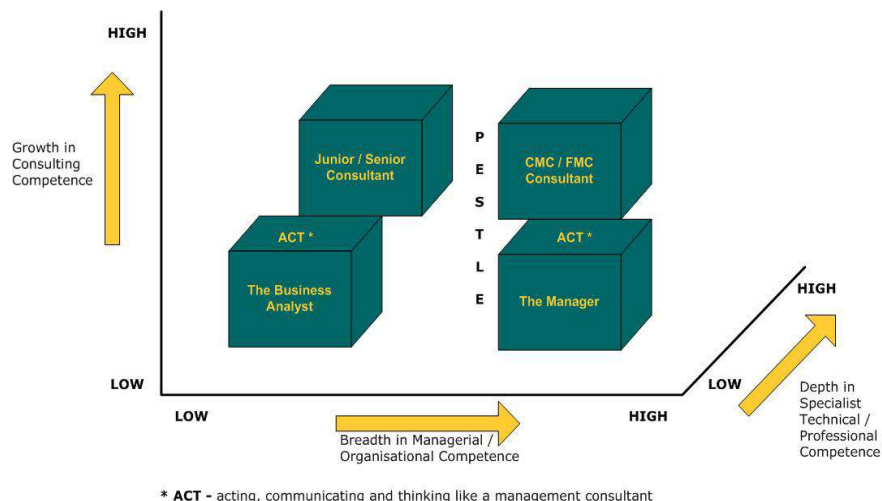
Source: [www.cmc-global.org](http://www.cmc-global.org)



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## 3: CMC Positioning



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## 4: Why should I become a CMC?

- **Credibility with clients** - a guarantee that you have experience and knowledge to deliver impartial, professional and cost-effective interventions with the interest of the client central to your work
- A route for **engagement with the profession** outside your own practice – internationally portable accreditation
- Demonstrates **a commitment to life-long learning** and establishes a discipline of continuing professional development
- Provides **a competitive edge** – the ISO standard for management consulting (ISO 20700) has been developed and is being finalised for announcement in 2017
- May be a mandatory requirement for **consulting work in some other member countries.**



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## 5: Am I Eligible?

Five requirements:

1. Continuous practise as a management consultant during the last three years
2. Relevant qualifications and experience in your professional field:
  - A relevant professional or academic qualification (degree level or higher), or
  - Relevant experience gained in consulting or managerial roles in your primary area of technical specialisation, or
  - An unrelated first degree followed by an accredited development program over a minimum of a twelve month period
3. Fulfilment of the competencies in the competency framework
4. Clients who value the contribution, delivery and impact you make to their business
5. Membership of IMC and adherence to the Code of Ethics and Consultant's Pledge



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## 6: Overview of CMC Elements

- Stringent eligibility criteria that complies with ICMCI CMC-Global audit requirements
- Simple but rigorous process:
  - Demonstrate competence, knowledge and delivery within the CMC Framework, and
  - Candidate, Assessors and Client Referees are involved.
- Personal and professional benefits



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## 7: Assessment Criteria

You will be assessed against:

1. The ICMCI CMC-Global Core Competency Framework
2. The Common Body of Knowledge, and
3. The IMC Code of Ethics



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## 8: Assessment Criteria

The CMC Core Competencies and Sub-Components are:

- Business Competence:
  - Client Business Insight
  - Consulting Business Insight
- Technical Competence:
  - Functional Specialisation
- Consulting Competence:
  - Client Focus
  - Assignment Management
  - Consulting Knowledge
  - Consulting Process
  - Tools and Methodologies
  - Risk and Quality Management
- Ethics and Professionalism:
  - Professional Behaviours
  - Analytical Skills
  - Personal Interaction
- Continued Learning and Development:
  - Personal Development



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## 9: Assessment Criteria

The Body of Knowledge:

- The history and purpose of management consulting,
- Understanding the client - consultant relationship,
- Understanding of the breadth of management /organisational competence required of a management consultant,
- Understanding of the need for an in depth specialist knowledge,
- Understanding of the prevailing political, economic, social, technological, legal and environmental situation, and
- Demonstrate acting, communicating and thinking like a management consultant and the ability to refine these through experience.



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## 10: Assessment Criteria

The Code of Ethics and Pledge

<https://www.imc.org.au/code-ethics-pledge>



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## 11: The CMC Assessment Process

1. Completed application and fee:
  - Personal details, CV, qualifications and consulting experience,
  - Brief write-ups of 3 consulting projects or professional area,
  - Client referee details,
  - Fee \$A575 + GST, and
  - Review of application and contact candidate by CMC Assessor.
2. Assessment by interview, candidate presentation and client referee checks by Assessment Panel:
  - CMC Assessor
  - State Chapter member who is a CMC
3. Recommendation to CMC Certification Committee by Assessment Panel
4. Award of CMC by CMC Certification Committee on behalf of IMC



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## 12: The Assessment Interview

- Face-to-face meeting with Assessment Panel:
  - Competency-based interview to discuss your experience, skills, methods and knowledge
  - 15 minute presentation to the Assessors of one of the consulting projects written up in your application OR professional area
- Assessment of candidate against Core Competencies, Common Body of Knowledge and Code of Conduct
- 2 forms of evidence required for each competency area as per CMC-Global preferred methods
- Assessor contacts 2 of your clients to verify competencies against the assessment criteria



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## 13: Notification of the Outcome

- If you are **deemed competent** the CMC Certification Committee will award your certificate on behalf of IMC Federal Council.
- If the Assessors feel you are **not yet competent** in some areas, they will help you by providing you with feedback and may suggest mentoring to help you to gain the experience, skills or knowledge you require.



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## 14: Appeal Process

If you are unhappy or dissatisfied with the process or the outcome, you may contact the Chair, CMC Certification Committee to discuss the issues.



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## 15: Re-certification

To maintain CMC accreditation, CMC-Global a re-certification process **every 3 years** is now required:

- Confirmation of all the undertakings of the initial certification
- Evidence of continuing practice as a Management Consultant
- Promise of compliance with the IMC Code of Ethics



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## 16: Next Steps?

- Obtain an Application Form from IMC website: <https://www.imc.org.au/become-cmc> (\$575 + GST)
- Self-assess against the CMC Core Competency Framework and familiarise yourself with the Common Body of Knowledge and the Code of Professional Conduct
- Complete the Application Form and forward to [cmc@imc.org.au](mailto:cmc@imc.org.au) and lodge your payment online
- Visit [www.imc.org.au/become-cmc](http://www.imc.org.au/become-cmc) or [www.cmc-gobal.com](http://www.cmc-gobal.com) for further information about CMC
- Email any inquiries to [cmc@imc.org.au](mailto:cmc@imc.org.au)



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## 17: Questions



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