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Membership Committee Overview and Members in Good Standing

Membership Committee – Glenn Yonemitsu, FCMC



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Membership Requirement (KPI initiative)

Helping IMCs get stronger

Proactive Membership

Identifying & developing IMCs strategically

Membership Administration

New, provisional, renewal

Members in Good Standing

Members in Good Standing

Full members	46
Provisional members	<u>5</u>
TOTAL	51

Warning recommended	7
Arrangements made	<u>-5</u>
IMCs WITH CONCERNS	2

Less: warning not rectified	-1
Less: recommend suspension	<u>-1</u>
MEMBERS IN GOOD STANDING	49





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KPI's and Institute Good Practices

Membership Committee – Peter Csakvari



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KPI+GP Form – initiated in 2018, pilot run: Summer 2019

Key Performance Indicators

- Participation in ICMCI events
- Communication with Secretariat and fellow IMCs
- Strategy, annual budget
- Market Penetration
 - # individual members + %age of total consultants in market
 - # individual members plus all professionals employed by corporate members + %age
 - # CMC's + %age
- Website
- Financial Health

- Participate in and promote global products
 - CMC Firm
 - Accredited Consulting Practice (ACP)
 - Accredited Management Consulting Course (AMCC)
 - Constantinus International Award nominations
 - ISO 20700 training for consultants
 - CMC Today distribution
 - CMC Directory
 - ICMCI Academic Fellow

Good Practices

- National events, number of participants
- Active volunteers
- Governance good practices
- Feedback and complaints function
- Professional development and training
- Member and CMC monitoring capability
- Young members percentage

Highlights from the pilot year – 1 – Institute activity & health



- we received responses from all but 2 institutes (**96%**)
- 11 institutes did not participate in ICMCI events in the previous twelve months (**>20%**)
- 11 institutes (mostly **not** those above) gave limited response to ICMCI written communication (**>20%**)
- 8 institutes indicated serious financial problems that they are not certain to be able to handle (**>15%**)
 - only 3 of these overlap with the 11 institutes that did not participate in any events...

Highlights from the pilot year – 2 – Market penetration

	TOTAL	MIN	MAX
Number of CMCs <i>% of individual members</i> <i>% of market</i>	6 491 44.0%* 0.34%	3**	1 885
Number of individual members <i>% of market</i>	14 500* 0.70%*	11**	4 585*
Number of members and employees <i>% of market</i>	42 166* 2.20%*	11**	16 458*
Estimated number of consultants	1 900 000	135	500 000

* *excluding Austria*

** *excluding provisional members*

Highlights from the pilot year – 3 – Other metrics

- promotion/implementation of ICMCI global products is very inconsistent
- over 50 000 participants in events
- 1800 volunteers world-wide
- 4 institutes do not follow ICMCI governance/transparency preferred practices
- 5 institutes do not provide professional training
- 11% of members (0%..65%) are below 35 years of age

- any comments, concerns, suggestions on
 - form content
 - format, language
 - timing
 - technology

- what format/depth of communication should be used to make this the most useful for member institutes?

- medium-term goal: incorporation of results into MGS Report



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Proactive Membership Committee Initiative

Summary of Findings – Reema Nasser



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Background and Criteria

The initiative was formulated to ensure growth of ICMCI in countries where Management Consulting is mature, and countries considered strategic for our growth to support ICMCI's vision.

The specific objectives were to;

- provide the CMC Global Board with structured information regarding the most notorious white spots on the world map and
- serve as funnel manager for growth efforts

Initiative was presented and approved in Milan and taskforce was constituted in March 2019 with the final total of 6 members.

	Criteria	Description
1	More developed economies	Assumed to correlate to the level of development of consulting industry <ul style="list-style-type: none"> • OECD Countries • EEA Members
2	Larger economies	Assumed to correlate to the sustainability of a national professional institute
3	Traditionally good business ties in groups of countries (eg., Spanish-speaking countries)	A good connection to one member country of a group creates an efficient entry point to other members <ul style="list-style-type: none"> • Spanish Speaking • French Speaking
4	Ease of entry	An active and successful ICMCI member in a country with close ties can be an easy entry point <ul style="list-style-type: none"> • FEACO • Contacts • NGOs

OECD: Organization for Economic Cooperation and Development

EEA: European Economic Area

FEACO: European Federation of Management Consultancies Associations



Recommendations

Country	Remarks and Recommendations
Belgium	<p>Remarks</p> <p>In addition to meeting the criteria, Belgium is home to the headquarters of the EU which which makes it a strategicall important country for ICMCI.</p> <p>Recommendation:</p> <p>The board to appoint a liaison to establish contact and pursue establishment of an IMC. OR Establishing a contact as a guide or an ambassador via the CMC-GI.</p>
France	<p>Remarks</p> <p>In addition to meeting the criteria, France is home to the Chairmanship of FEACO - Eric Falque is now chair of FEACO.</p> <p>However, historically there have been issues regarding the official language of ICMCI.</p> <p>Recommendation:</p> <p>Utilize our Members who are on the board of FEACO to introduce our chair, to build chair to chair relationship.</p>
Spain	<p>Remarks</p> <p>Spain is a federation of several autonomous regions. As a result, there are multiple managment consulting associations within the country – at least 4.</p> <p>Recommendation:</p> <p>CMC-GI to utilize its current member as an ambassador to create awareness.</p>

Country	Remarks and Recommendations
Malaysia	<p>Remarks</p> <p>Malaysia is a potentially large market due to the large population and large GDP.</p> <p>A solid contact was established who is interested in forming an IMC.</p> <p>Recommendation:</p> <p>Membership committee to assign a liaison to the country for follow up and support.</p>
Greece	<p>Remarks</p> <p>Greece is recovering and growing in economy and a previous member of ICMCI.</p> <p>We have recently been able to re-establish communication.</p> <p>Recommendation:</p> <p>Membership committee to assign a liaison to the country to re-build the relationship and provide support</p>

Membership Committee Supporting Recommendations

Enhanced human resources for the Task Force – we urge you to augment the Task Force with key human talent – who can help them progress by making better contact with some of the identified countries. Having some professionals who have strong networks, and the resources from their firms to support their work, will help accelerate this work.

Focused, prioritized effort – we all acknowledge the scarce resources that ICMCI has, so to make progress, we recommend clear prioritization on 2 or 3 countries. By focusing, we can make progress

Visible senior support – progress will be made if there is senior attention paid to the initiative. We recommend that you assign a senior Board member to ensure attention and to lead the outreach and solicitation to each of the prioritized countries.

