

Reciprocity of recognition of CMC between members: The current reciprocity rules

SUMMARY

The principle of reciprocity is that a consultant who has been awarded CMC by a full member of ICMCI should have their CMC recognised by all other members of ICMCI, without the need for further testing or assessment, unless these additional requirements have been registered with ICMCI.

PREAMBLE

CMC (Certified Management Consultant) is the international professional standard and qualification for individual management consultants, developed and quality assured by ICMCI. It has been continuously refined and improved by ICMCI over some 20 years, in order to assure its continued relevance to current best practice. It is now the most widely recognised international standard and qualification for management consultants worldwide, respected as a mark of excellence.

All the national professional bodies which are full members of ICMCI are authorised to award the CMC qualification within their countries. In order to do so, they are required to demonstrate through an assessment process that they have in place a national CMC standard which is fully compliant with the ICMCI CMC standard.

The ICMCI standard allows variations in certain areas, in order to respect valid differences in national culture and history. But every full member must demonstrate that its national CMC standard is at least the equivalent of the ICMCI standard in all its mandatory respects. This compliance is further assured by a quality assurance system, which requires re-assessment of every full member's CMC standard (including its certification process) against the ICMCI standard every three years. Continued compliance is a condition of continued full membership of ICMCI.

THE PRINCIPLE OF RECIPROCITY

By means of these arrangements, the CMC standard of every full member of ICMCI is assured as being at least the equivalent of the ICMCI CMC standard. Consequently every management consultant awarded CMC in any member country has had to demonstrate that he or she meets at least the standard required by ICMCI. As a result of these arrangements, the consistency of the CMC qualification awarded anywhere in the world is assured.

This is the basis on which the ICMCI principle of reciprocity of recognition of CMCs worldwide is founded.

The principle was first adopted by the ICMCI Copenhagen Congress in 1989, and has been a condition of full membership ever since. The rules governing it were last modified by the Istanbul Congress in 2003, in order to accommodate the move to a competency framework basis for the CMC standard, which was also agreed at the same Congress.

This paper summarises what the current reciprocity rules are. These rules are binding upon every full member organisation of ICMCI.

Current reciprocity rules

THE RECIPROCIITY RULES

The basic, central rule is that every full member organisation of ICMCI is required to recognise the validity of CMCs awarded by every other full member.

A number of subsidiary rules complement this basic rule, in order to specify what this means in practice, and to recognise and define certain exceptions and limitations.

These are mostly expressed from the point of view of a full member (Institute A), when approached by a management consultant with a CMC awarded by another full member (Institute B), seeking recognition of their reciprocity rights. This will normally be when a consultant has relocated to the country of Institute A, or is spending significant time working there. However, it is not necessarily confined to these circumstances.

These subsidiary rules are as follows.

1. On receipt of any request from a CMC for recognition of reciprocity rights, Institute A is entitled to check with ICMCI that Institute B is a current full member of ICMCI, and with Institute B that the consultant is a current CMC in good standing in that institute.
2. If this is confirmed, and the consultant wishes to become a member of Institute A, then Institute A must accept them as a CMC member of Institute A, without any further documentary evidence, assessment, or examination.
3. An exception is if there are any legal or statutory restrictions against this in the country of Institute A, in which case these override reciprocity rights and obligations.
4. Another exception is if Institute A has formally recorded with ICMCI, as part of its national standard, any additional competencies over and above those in the ICMCI competency framework (the "CMC core"), in which case Institute A is entitled to assess or test for these as reasonably appropriate. (Note: as at March 2010, no full member of ICMCI has recorded such additional competencies with ICMCI).
5. A further exception is in respect of any requirements for membership of Institute A, outside of and apart from those concerning certification as a CMC, in which case the consultant must satisfy these in the normal way.
6. If the consultant does not wish to become a member of Institute A, but rather simply requests confirmation of the validity of their CMC by Institute A (for example, in order to confirm to his client that he is recognised as a CMC by Institute A), then (subject to subsidiary rule 1 above) Institute A is obliged to so confirm.
7. Any dispute regarding reciprocity issues, whether to do with individual cases or institutional matters, will be channelled via the QAC to ExCom. In all cases, QAC will attempt to resolve the dispute before referring it to ExCom. ExCom's decision will be final.
8. If an ICMCI member organisation loses full member status, and reverts to provisional membership or leaves ICMCI completely, then full members of ICMCI are no longer required to recognise reciprocity in respect of CMCs awarded by that former full member, until and unless that organisation regains full member status