



CMC - GLOBAL

Observer Policy

1. Purpose:

The Purpose of the Observer Policy for ICMCI is to provide guidance for the admittance and contribution of non-member organizations which have an interest in or wish to participate in ICMCI's activities, or those of the IMCs.

2. Scope

This Observer policy applies to all organizations which are active within the professional and management consultant ecosystem and have an interest in contributing to the management consulting profession at national, regional, and international levels. The Observer status also provides an opportunity for ICMCI to continue the relationships with professional members which have exited from ICMCI membership.

3. Criteria for Eligibility

Organizations or Associations of professional services organizations which operate in various sectors that bear a relationship with management consulting at the national, regional, or international level can be admitted as Observers¹ to the ICMCI and its related IMCs.

The potential Observer must be an organization that:

- Provides professional services within the context of formal guidelines and standards which govern its operations.
- Has built and maintains relationships with either the ICMCI itself or one or more IMC(s).
- Is interested in supporting and contributing to the growth of professionals who provide management consulting services.

4. Process of Admission

¹The organization which is interested in being an Observer to the ICMCI will submit an online application² which will be forwarded to the ICMCI Member Growth and Development Committee (ICMCI-MGDC) for review³. The application process and documentation will include:

- Description of the organization and its goals, activities, and principles of operation.
- Information on the organization's linkages with IMCs or the ICMCI and statements of how its activities are complementary to those of the ICMCI and/or IMCs, and bring diverse perspectives.
- Demonstration that the organization operates within established structures and systems.
- Confirmation that it understands the ICMCI goals, is willing to abide by the Code of Ethics, and is prepared to sign a non-disclosure agreement consistent with the policies of its organization.
- A letter of recommendation from an IMC (or the ICMCI) supporting the proposed Observer Status

¹ We hereby make a clear distinction between Observer Institutions and Observer Affiliate Organizations, whether operating as Not for Profit or For Profit.

² The online application requirement can be waived if at least one member of the Board of the ICMCI makes a case for the potential Observer organization at an ICMCI board meeting.

³ The ICMCI-MGDC is responsible for reviewing the application and developing recommendations. A list of potential Observer organizations will be presented to the ICMCI Board for their consideration and ratification.

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When the ICMCI-MGDC is satisfied with the documentation provided, it will submit a positive recommendation to the ICMCI Board. In all the other cases, the ICMCI-MGDC may request additional data, or identify the conditions that will need to be met before the Observer status be recommended.

The ICMCI Board will agree by majority vote for an organization to receive Observer Status on the basis of an ICMCI-MGDC recommendation.

5. Requirements and Expectations of an Observer to ICMCI

As part of the entry requirements, Observer organizations will be required to sign a non-disclosure agreement with ICMCI. Once an organization has achieved Observer status with the ICMCI, it will gain following opportunities to participate in and contribute to the ICMCI and member IMCs:

- Receive invitations to attend public and selected private sessions and events of ICMCI and IMC members (as appropriate).
- May submit written comments and contribute to the work, initiatives and activities of the IMCs at national, regional and international levels (as appropriate) including participating in debates, interactive dialogues, panel discussions and informal meetings.
- Be invited to organize complementary “parallel events” on issues relevant to the work of the ICMCI’s mission and mandate.

However, an Observer may not:

- Volunteer or have its representatives participate in ICMCI Committees and other governance structures.
- Vote on ICMCI resolutions.

Furthermore, an Observer will:

- Pay an annual Observer status fee - fee structure to be announced.
- Accept a bi-annual review of eligibility for Observer Status by the Membership Committee.
- Have the opportunity to apply for membership if it complies with the membership criteria of ICMCI.
- Adhere to disciplinary and dispute resolution procedures adopted by ICMCI and IMCs.

If for any reason, the Observer status of an organization may need to be withdrawn or suspended by the ICMCI Board, this organization will no longer be allowed to participate in the internal affairs and related activities of the ICMCI or of any IMC.

6. Monitoring of Organizations with Observer status

The ICMCI-MGDC will be expected to maintain a register of organizations with Observer status. It will solicit from IMCs feedback on the contribution made by the Observers, and encourage Hubs and IMCs to explore ways of building productive relationships with Observers for the mutual benefit of individual members and their Institutes. In collaboration with the Governance Committee, the ICMCI-MGDC will also monitor any issues, challenges or risks that result from the participation, involvement, or interactions with the Observers.

The ICMCI-MGDC will report to the Board on at least two Board Meetings during the year on the status, roles and value-add from the participation and contribution of Observers.

