

Presidents Address November 2014

It has been a while since our last formal meeting as an institute. The last meeting of the institute was held during the ICMCI conference in Johannesburg in 2013. Much has happened since then.

I believe it is important to remind every member and stakeholder of the importance of professionalism and the existence of a professional body, despite difficult market conditions.

Despite a lack of general member support, the IMCSA has achieved remarkable results as a small and rather underfunded institute. Professional membership in non-regulated professions has been declining all over the world but the IMCSA has remained steady and even increased its membership somewhat.

According to our fellow institutes in the ICMCI, the IMCSA “punches well above its weight”, being a founder member and having been a steady contributor to its finances and activities since its inception in 1987.

The IMCSA was established as a “Professional Association not for Gain” in 1972, making it one of the world’s oldest institutes.

1 NAME AND SCOPE CHANGE

In 2010, the IMCSA made a presentation in Jordan to incorporate what was already an established practice within its ranks, acknowledging the fact that consultants have been coaching and mentoring their clients for many years prior to the popularization of these terms. In fact many foundational textbooks mention this fact long before the professionalization of coaching and mentoring under separate banners. This presentation was well accepted and has been published in the 2010 papers. Since then, Kiran Fakir and Angelo Kehayas have been working tirelessly to complete this work and a draft mapping of the coaching competencies (as the IMCSA sees them) has been completed and will be available for comment soon.

As a result of this incorporation, the IMCSA has been renamed to include master coaches as part of its scope. The aim is not to duplicate what already exists in the marketplace but to provide a unique perspective on executive, business and leadership coaching. Our model strictly requires the evidence of deep business competence as part of the framework.

2 ICMCI BIENNIAL CONGRESS 2013

The IMCSA hosted the ICMCI congress for the second time in its history and was commended for running “the best congress ever”. The delegates enjoyed themselves and were productive because the IMCSA saw to their every need and had planned the outcomes meticulously.

We incorporated the IMCSA achiever event at the high profile gala dinner which also hosted the International Constantinus Awards.

Thanks go to Kiran Fakir, Eva Kehayas for their support and Michael Lenaghan, who brought his unique skills to obtain great support from our local tourism authorities amongst other things.

3 ICMCI ANNUAL MEETING AND INTERNATIONAL CONFERENCE 2014

This was held in Seoul Korea and 300 delegates attended from all over the world. The focus was on Asia and IMCSA president Angelo Kehayas (FCMC) presented a paper on procuring, monitoring and evaluating professional consulting services – which was a summary of the workshop presented at GIBS 2 weeks prior to that.

Angelo was accompanied by Cromet Molepo (CMC), making up the 2 South African delegates.

4 ICMCI CONGRESS AND INTERNATIONAL CONFERENCE 2015

The next international event will be held in Noordwijk Netherlands during September 2015. This will be the largest ever held and is a must attend event. More details at <http://www.cmc-conference2015.com/>

5 RECOGNITION BY THE IDC

We have been working tirelessly to get the IDC and other government agencies to endorse the CMC and after 10 years of effort we made the first breakthrough in 2013, obtaining this endorsement in writing. We are now targeting other government agencies who are showing great interest since the Auditor General’s scathing report on the use of consultants by government services. Angelo Kehayas presented a workshop at GIBS and a summary paper on this topic at the 2nd ICMCI international conference.

The IDC has requested that the IMCSA assist with the professionalization of service providers to the IDC and this process is underway with a couple of workshops being presented over the past few months. These have been well received.

6 THE ICMCI AFRICA HUB

The two least served continents of the world in terms of the profession are South America and Africa. Having recognized this for a while, the IMCSA has been working on establishing links within Anglophone Africa for a while. We recognized that we were not geared to deal with other languages effectively at this stage. At the ICMCI congress in Johannesburg (2013), we gathered likeminded individuals from Nigeria, Botswana and Zimbabwe to resuscitate the Africa Hub if the ICMCI in order to address African specific issues.

We recognize the challenges due to limited resources and this remains a sharing and communication initiative until numbers increase.

7 THE BNPC

The Botswana National Productivity Centre has utilized ProfWeb, a registered training practice of the IMCSA to deliver an intensive Consulting Training course (Principles of Professional Consulting) to its consultants and senior managers. We see the next step as certification of the same individuals.

8 ZIMBABWE

Angelo Kehayas has travelled to Zimbabwe on a number of occasions to assist the new Zimbabwean National Institute of Consulting (ZNIC) and to deliver a keynote address at the re-launch. Namrod Gonyora and Peter Mazikana have shown great commitment to the profession and were the first CMCs certified for ZNIC. They were further equipped and accredited as assessors during a visit to Zimbabwe, where an additional 5 CMCs were certified.

9 REGISTRATION WITH SAQA

The IMCSA has submitted its documentation to start the process of professional body registration with SAQA. Additional information has been requested but we are confident that our professional standing will see us through, given that we have successfully passed an ICMCI national assessment in December 2013.

10 SUCCESSFUL ICMCI ASSESSMENT OF SOUTH AFRICA

The IMCSA was assessed as fully compliant with the international standards which ensure that member institutes are applying the required standards in certification. The IMCSA was commended on the standard of its documentation and this certificate is now valid until 2016. It is important to note that the ICMCI is a partner organization of the IAF which is responsible for ISO standards worldwide. The ICMCI standards that are applied to member institutes have been found to be the equivalent of ISO 17024 personal certification standards and certain member institutes have progressed to formal accreditation in this regard. The IMCSA will not be pursuing this option for reasons of cost.

11 AWARDING OF FELLOWSHIP AND HONORARY AWARDS

The IMCSA does not take the awarding of fellowship lightly and only bestows this honour on individuals who have served the profession with distinction. It was my great honour to confer the award of fellowship on Kiran Fakir at the Gala dinner of 2013.

At the same time, the second lifetime achievement award ever awarded by the IMCSA was conferred on Ken Robinson of Accenture for his unwavering support of the IMCSA. Ken is also a past president of the IMCSA.

12 PARTICIPATION ON THE PROFESSIONAL STANDARDS COMMITTEE

IMCSA fellows Kiran Fakir, Angelo Kehayas (Chair) and Namrod Gonyora (CMC) are all serving on the ICMCI professional standards committee. Numerous documents, standards and proposals have been submitted, whilst some, like the recertification standard and the master coach standard are due for submission at the next ICMCI Congress in Noordwijk Holland in 2015.

13 WORKING WITH LARGER PRACTICES

Accenture have been a staunch supporter of the IMCSA for many years, being a Registered Training Practice and having some 2000 staff subject to the IMCSA code of conduct.

The IMCSA has been approached by numerous consulting practices to assist with training curriculum design, specifically aimed at developing more formal standards and moving to Accredited Consulting Practice.

14 CAREER EVENINGS AND EVENTS

Over the last few years, the IMCSA has participated in career evenings at GIBS, MGI and functions in conjunction with UCT and GIBS, the most recent being a very successful consulting conference hosted at GIBS and co-designed by the IMCSA. GIBS have now agreed to host a repeat of this event in July 2015.

15 LEADEREX

The IMCSA was approached by Coldpress media to participate in two activities, namely the Financial Mail HR & Skills Development guide and the Leaderex exhibition to be held at the Sandton Convention Centre on the 17th of September 2015. The guides are available on http://www.businessessentials.co.za/digital_publications/hrsd2015/ and we will notify you by mail when the new copy is launched. Our information link is to be found on <http://www.fmessentials.com/ourguides/hr-and-skills-development/coaching/coach-training/institute-of-management-and-master-coaches-of-south-africa>

Between 5000 and 10000 delegates are expected and The IMCSA will be hosting the consultants' forum at the exhibition. More information will be provided as the agenda and speakers are firmed up.

16 CONSTANTINUS AWARD

The ICMCI Constantinus Award is now a regular feature at annual ICMCI events and represents one of the most prestigious awards in the profession. The next award will be hosted at the ICMCI Congress in Noordwijk Netherlands in September 2015. This coincides with the IMC Netherlands 75th Anniversary of establishment, making it one of the oldest institutes in the world.

More on Constantinus at www.constantinus-international.com

17 PROTECTION OF THE CMC

The IMCSA has formally protected the CMC logo and designation by renewing this protection in 2013 for a further 10 years. As a result, no one else may use this designation in South Africa.

18 ADMINISTRATION AND FINANCES

As many of you may be aware, an institute of the size of the IMCSA would not be able to function without the support of an effective secretariat and this has been provided for many years by ProfWeb, after a formal decision was taken at an IMCSA AGM. At this meeting, open offers were requested to provide this service and there were none forthcoming. ProfWeb willingly offered to provide this service as a loss leader and has continued to do so for the past 10 years. Mmotsa Makhene is the individual who has handled administrative queries and support for the last 6 years.

The secretariat service covers many things including administration, mailers, website maintenance, Facebook pages, LinkedIn groups, member application support, approvals, invoice generation, financials, functions, international events, ICMCI levies, Assessments and more.

A substantial portion of our revenues go to the ICMCI to maintain a presence and voice internationally. Our CMC accreditation and good standing is dependent on these annual subscriptions being paid. We also have to bear the costs of assessments and the costs of attending ICMCI events.

Internationally, the secretariat is still in the Netherlands under the control of MOS who also manage affairs for IPMA worldwide. An executive director has been appointed as an outcome of the ICMCI breakthrough strategy, which the IMCSA also contributed to for three years. These details can be obtained off the ICMCI website at www.icmci.org

19 ELECTRONIC MAGAZINE

ProfWeb procured 25000 US Dollars' worth of articles from the IMCUSA for use by IMCSA members for free. Members are encouraged to publish on the portal, so that we maintain new and critical thinking. Members are to ensure that they have password controlled access to www.thought-leader.co.za

20 WEBSITE

The IMCSA website has stabilized and we have received many compliments in this regard. Our Facebook page is receiving regular hits and the LinkedIn groups are active but not active enough. It is up to our members to provide input and keep these busy and relevant.

21 CREDIBILITY

We believe that we have re-established some credibility for the IMCSA and we are ready to move to the next level of activity. The IMCSA has been approached by development funders such as the World Bank for information and advice on the profession in South Africa. The World Bank is firmly of the opinion that the IMCSA is adding value and serves a specific purpose.

22 THE IMCSA COUNCIL

The IMCSA council has not had formal face to face meetings despite our best intentions and this needs to change. For the first time in a number of years, we have volunteers for both president and vice president plus many of the council members are prepared to stand for their portfolios. That does not mean that new blood is not welcome. It is necessary that younger individuals are capacitated to take over the more complex portfolios, such as practice certification, registrar and professional standards.

23 CONCLUSION

We are still faced with the challenge of being relevant in the bigger picture and with the limited resources at our disposal, this is a formidable challenge. We believe the time has come to continue encouraging government to support the principles the IMCSA stands for, and endorse what we stand for.

Financially, we are always at a break even, due to the fact that ProfWeb has supplied all the administrative resources to the IMCSA for a very small consideration. This is not a problem in the short term and the IMCSA is more fortunate than many small professional institutes over the world, being one of the lowest cost certification providers and having the lowest membership costs of most institutes in the ICMCI.

We thank Accenture once again for their willing support in making venues available and hosting our AGM.

Should we wish to have more relevant events, this does require active participation by our members. We find that non-members outnumber our members at all events and this should tell us something? We need volunteers and suggestions in this regard.

We have found the largest demand to be for membership and recognition and remain committed to ensuring that we comply with international standards.

The international fraternity has grown to some 50 countries, with the Asian block growing fastest. The ICMCI is on a drive to recruit member institutes or startups in the uncovered territories, which are mostly in Africa, South America and Asia.

We have managed to increase membership numbers, although our membership is by no means representative of the broader market. The number of Certified Management Consultants has not increased (apart from Zimbabwe) due to retirements and few new entrants. We intend to promote the CMC more actively going forward and need champions in various sectors to assist us in achieving this target.

The council requires self-starters who will take on portfolios and run with them despite work pressures and financial constraints. Historically, this has proven to be a challenge and we look forward to a change of heart in the profession.

Active networking must be supported and encouraged to maximise the value of membership and this remains a key interest of our individual members. We need volunteers to organise such events and rekindle some of the excitement we had a few years ago. We are planning to arrange for new functionality on the website to enable members to contact each other.

I look back on my term as President over the last year and believe we have made remarkable progress and achieved way beyond our financial capabilities.

I would like to thank those dedicated volunteers and staff who have stood by me through thick and thin and who have provided moral support when I was overwhelmed by the task facing me.

If I have learned anything from this period it is to reemphasise the old saying that an institute is only as good as the sum of its members and that one should not ask what the institute can do for them, but what they can do for the institute. I remain committed to and passionate about what the IMCSA and the ICMCI stands for.

I encourage everyone to contribute positively to make this happen.

Angelo Kehayas

President

IMCSA

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