



The Caribbean Institute of Certified Management Consultants

**Norwick, #11 John's Plain,
Holders Hill, Saint James, BB23001
Barbados (246) 432-2722**

dstrong@supremeservice.com.bb

Preamble

Certification Tracks

The Caribbean Institute of Certified Management Consultants has developed the Membership Tracks described below in recognition of the requirements of the Canadian and International certifying bodies, but slightly modified to reflect the special requirements of the Caribbean region. In particular, the experience requirements have been modified to reflect the large number of small island countries that comprise the bulk of the Caribbean region. As in larger and more developed countries, consulting in the Caribbean is carried out by professional firms, academics and a few in-house groups, notably in some public sector agencies. Many consultancies are carried out in combination with other business in order to achieve financial viability. Some are part-time consultancies carried out with the permission of full-time employers. The membership tracks and their requirements reflect this professional industry structure

Track Requirements

The CMC designation will normally be granted to members who follow the 'Member Track'. The special tracks designated as the Foundation, Academic and Executive tracks have been developed to address special circumstances and permit certification for individuals in a special position to contribute to the profession in the region. *Note that Members who apply to follow one of the exceptional tracks may be advised to follow the normal 'Member Track'.*

Following are the four proposed tracks:



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1. Member Track to CMC (CICMC)

- Undergraduate degree or equivalent.
- Completed application form, including signed adherence to the Uniform Code of Professional Conduct.
- Two CMC Sponsors (sponsors must be members in good standing)
- Submission of three 'consulting engagement summaries' of projects in which the candidate has been involved, over the past five years.
- At least three years consulting experience
- Completion of the Best Practices and Professional Standards online exam within six months of approved membership application.
- Completion of Essentials of Management Consulting course and exam.
- Completion of one course in Project Management.
- Completion of two courses in interpersonal/personal skills.
- Completion of comprehensive written exam.
- Completion of an in-depth interview with a committee made up of CMCs.

To maintain the CMC designation, membership must be maintained and a report submitted every three years describing the member's on-going professional development activities.



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2. Foundation Member Track to CMC (CICMC)

- Undergraduate degree or equivalent.
- Completed application form, including signed adherence to the Uniform Code of Professional Conduct.
- Two CMC Sponsors (sponsors must be members in good standing)
- Submission of three 'consulting engagement summaries' of consulting projects in which the candidate has been involved, over the past five years.
- Substantial (at least twenty years) experience as a management consultant.
- Completion of the Best Practices and Professional Standards Online Exam.
- Completion of an in-depth interview with a committee made up of CMCs.

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3. Executive Member Track to CMC (CICMC)

- Undergraduate degree or equivalent.
- Completed application form, including signed adherence to the Uniform Code of Professional Conduct.
- Two CMC Sponsors (sponsors must be members in good standing)
- Submission of evidence of significant responsibility for special projects (at least three), for which reports are available for examination, in which the candidate has been involved in a significant role, over the past five years.
- Evidence of significant experience with consultants and consulting programmes.
- Substantial (at least twenty years) experience in management, and at an executive level (at least five years).
- Completion of the Best Practices and Professional Standards Online Exam.
- Completion of an in-depth interview with a committee made up of CMCs.



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4. Academic Member Track to CMC (CICMC)

- A Ph.D. or graduate degree with a professional designation.
- A full-time tenured academic appointment or long-term contract appointment at the rank of Lecturer (equivalent to Assistant Professor in North America) or above, with at least 6 years of experience in course design and delivery, at a recognized university.
- Completed application form, including signed adherence to the Uniform Code of Professional Conduct.
- Two CMC Sponsors (sponsors must be members in good standing)
- Submission of three 'consulting engagement summaries' of consulting projects in which the candidate has been involved, over the past five years. These can include academic research projects for which a report was prepared for the participating organization's leadership.
- Submission of course outlines for material taught in courses for either academic credit or external executive development that covers substantive portions of the material covered in the Essentials of Management Consulting course. Examples of courses include, but are not limited to, Essentials of Management, Strategic Management, Project Management, and Change Management. Student teaching evaluations or other testimonials to the quality of the course material and delivery should also be included.
- Completion of the Best Practices and Professional Standards Online Exam.
- Completion of an in-depth interview with a committee made up of CMCs.

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