



# IMCA - the Institute of Management Consultants and Advisers

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## Graduate Membership Overview

## Presentation Overview

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- Overview of the IMCA
- Benefits of Graduate Membership
- IMCA Ethical Guidelines and Code of Conduct
- Professional Development for Consultants
- Graduate Membership Requirements

## Positioning IMCA

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- Our mission is to foster and promote the value, quality and benefits of business consulting and advisory services in Ireland.
- We achieve this by establishing, supporting and measuring quality standards, by representing and supporting the profession and by promoting the value and benefits delivered to clients.

# IMCA

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- Voice of management consulting and business advisory professionals nationally and internationally
- Approximately 900 members including:
  - 12 Accredited Consulting Practices
  - 65 Registered Consulting Practices
  - Individual members
  - Graduate members
- Recognised by the international body for consultants to award CMC (Certified Management Consultant)

# CMC - A Global Standard



Members as of April 2011. Regulation by Ruzhina Marilouk



The ICMCI governs the Certified Management Consultant qualification. Each country has only one Member who is authorised to issue this qualification. All qualifications must comply with set international standards.

**Only certificates issued by full ICMCI Members are valid.**





# IMCA Graduate Programme

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- Open to students undertaking approved Master-level programmes or equivalent.
- Graduate membership is for the remainder of the programme of study and the immediate year following.
- You can transfer to Associate membership for a further year at a preferential rate.
- Graduate membership is free, with a fee to attend some events.

# IMCA Graduate Programme

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## Benefits

- CV building (Graduate member IMCA designation)
- Access to IMCA resources (website, LinkedIn group)
- Access to CPD/Networking events for a lower Graduate member fee (usually €20 per session)
- Ability to attend Careers in Consulting event (Winter Semester each year)
- Access to practitioners

# Code of Conduct

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Covers 3 areas:

- Meet client's requirements
- Integrity, independence, objectivity
- Your responsibility to both the profession and the Institute



# Meet Client's Requirements

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- Assignments – take on jobs that you are competent to do
- Unrealistic expectations – manage client expectations, don't raise unrealistic ones
- Confidentiality

# Integrity, Independence, Objectivity

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- Disclose conflicts of interest
  - Commissions/financial interests – you do not have an alternative agenda and undisclosed financial interest in the assignment
- Recruiting – cannot steal your client's staff

# Responsibility to the Profession and the Institute

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- Personal conduct
- Standard of service
- Use of other management consultants – they must keep the same standards

# Ethical Guidelines

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- Ensuring that the interests of 'stakeholders', third parties are protected
- Note – client's interest come first (except in the case of illegal activity)
- Transparency – can people make decisions based on false information or in appropriately undisclosed information?
- Vulnerability – to what extent are the interest of third parties at stake?
- If your advice and decisions were made public, would you be comfortable defending it to your family, friends, peers or the general public? Would you be happy to sit in front of a Tribunal and defend your actions?
- There is an IMCA panel available to discuss the issues with you in confidence (and free)

# Professional Development

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- Professional membership(s)
- Training
- Education
- Practice

# Graduate Membership Requirements



- Be a student on an approved programme
- Your Programme Manager/Director submits the class list to the IMCA early in Semester 1
- Students receive details by email from the IMCA
- Early in Semester 2, you receive a further email asking you to confirm you have:
  - Successfully completed Semester 1 and
  - Reviewed the IMCA Code of Conduct and Ethical Guidelines

## Final Thoughts...

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- The guidelines are there to help members
- It's YOUR reputation, which is almost impossible to regain once lost



## Further information

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