

## Newsletter – May 2017



President - Noel Rodgers

The IMC NZ has started 2017 with a strong focus on management consultancy awareness and providing training programmes. Our council members and member volunteers on various committees have been busy over the summer period on a number of projects that are critical to the growth of the IMC NZ. Thanks for all your work to date, as your efforts are largely unseen by our members. Without the assistance of member support, the initiatives that are now coming to fruition would have taken much longer.

The launch of the **IMC NZ Professional Development** courses (both online and face to face) and **The New Zealand Guide for Aspiring Certified Management Consultants** were launched in February of this year at the Wellington and Auckland events.

The development of both has involved a significant amount of work from a number of people, providing substantial benefits for our members. I'd like to highlight the many hours of work that have been contributed by Professional Development lead Iain Matheson who launched the training courses and guide in Auckland and Wellington.



Iain Matheson launching IMC's new professional development courses in Auckland

The 'Assess my Consulting' tool has been tested and advertised as available to use in the coming month. Andrew Marr has dedicated much time to perfecting the assessment tool and the advertising video to promote the tool.

**Tauranga Chapter** has had their inaugural meeting. One of our more recent CMC's, Frances Denz has very kindly offered to sponsor the events by providing the venue for our events at the new Stellaris facility in Durham St which was opened in April. We look forward to continued membership growth in the Tauranga region in the coming months.

**International Management Consulting Day.** During the month of June we will be celebrating International Consultants Day. This is when IMC members throughout the world celebrate and remind clients/buyers of consulting services of the beneficial difference of CMC's versus non-CMC management consultants. We look forward to seeing you at the Wellington, Auckland and Tauranga June events, where the IMC NZ will be celebrating International Management Consulting Day. The invitations will be sent out in the next few weeks.

Following AGM we sadly farewell Iain Matheson, Karen Clarke, and Ian Abrahams from the Council, who opted not to stand for Council this year. We wish to take this opportunity to thank Iain, Karen, and Ian for all the hard work and consulting expertise that they contributed to Council activities and projects.

We are also pleased to welcome on board **Jane Farley** and **Scott Rodgers**.



Jane Farley



Scott Rodgers

**NZ Guide for Aspiring CMCs Launched in February**



With a good turn-out of members at both February events, Iain's presentations sparked lively discussions as the Guide and the Council's move into the provision of formal training opportunities for members and other consultants in New Zealand, were warmly welcomed.

Authored by Iain, the publication builds on the earlier work undertaken by **Lillian Lawrence** IMCNZ Fellow and others, with the foreword from **Professor Stephen Cummings** at Victoria University Wellington School of Management and Global-CMC Academic Fellow, this 40 page book comes in three parts:

Part one of this guide discusses:

- consulting internationally;
- consulting in New Zealand;
- Institute of Management Consultants New Zealand; and
- Certified Management Consultant (CMC) requirements.

Part Two presents Global-CMC's international Certified Management Consultant (CMC) Competence Framework.

Part Three covers:

- available professional development courses and programmes for consultants
- other available forms of support for aspiring consultants; and
- recommended consulting books, articles, websites, blogs and podcasts.

Despite the title's reference to becoming a CMC, much of the book's content will also be of relevance to CMCs, Fellows, non-members, and even those that purchase consultancy services. All IMC NZ members have received a pdf copy of the Guide which is also available to the public on our website

The Council would like to acknowledge the generous support of Scott Rodgers of Link Consulting, who sponsored both the Guide, and the Wellington launch event.

## Our first ever management consulting training course



(left to right)  
Ian Abrahams, Kevin Schwenker, Amanda Maxwell



(left to right)  
Scott Rodgers, Kevin Schwenker and Sid Gilomee

## *“a really worthwhile investment of both time and money”*

Last month, after almost 18 months of planning, IMC NZ brought one of our profession’s leading international trainers to New Zealand, **Kevin Schwenker** FCMC, to deliver the 3 day CMC-Canada *Fundamentals of Management Consulting* course. Ian Abrahams, Scott Rodgers, Amanda Maxwell, Hayden Green, and Sid Giliomee attended this inaugural event at the University of Otago Wellington Conference Centre.

This was IMC NZ’s first ever management consulting training course, giving IMC NZ members access to formal training opportunities that colleagues in Canada, the US and the UK, have long enjoyed, with the six participants whether highly experienced or less experiences, recommend this course. CMC-Canada will formally be collecting feedback from the participants and sharing that with the Institute.

There was also an event in Auckland the following week, with a 3 month online version planned to start in July, and Kevin hopefully returning to New Zealand again next year. If you would like more information on this course or any of our other new professional development courses and programme, please contact IMC NZ Secretary for further information.

### **Assess My Consulting**

The ‘**Assess My Consulting**’ project has consolidated the existing assessment tool and produced an advertising explainer video to assist with marketing of the assessment tool.

(<http://assessmyconsulting.com/blog/index.php/2017/03/05/explainer-video/>)

The tool is continuing to attract consultants globally to complete the assessment especially from Europe and North America. This is in addition to the sizable number of New Zealand consultants that have also completed the assessment.

You are welcome to use the Assess My Consulting tool for free! You can also secure the full personalised report for free using the promo code ‘HAPPY’. Let us know how you found using Assess My Consulting. Jane Farley has recently initiated a series of LinkedIn posts to promote the Assess My Consulting tool.

Please email your feedback to [info@imcnz.org](mailto:info@imcnz.org) as we are always seeking to improve the assessment tool.

### **Welcome to New Members**

Welan Rorimpandey	Affiliate	Hamilton
Jenson Varghese	Affiliate	Auckland
Dean Britz	Affiliate	Auckland
Tony Wilson	Affiliate	Auckland
Lesley Steeples	Affiliate	Auckland
Sneha Patil	CMC	Auckland
Daniel Merriott	CMC	Auckland
Michael Iddon	CMC	Auckland
Erudite Consulting Ltd	Corporate Affiliate	
Link Consulting Ltd	Corporate Affiliate	



Noel Rodgers presents Frances Denz with her CMC Certificate (Tauranga)



Noel Rodgers presents Sneha Patil with her CMC Certificate (Auckland)



Ilan Abrahams (right) presents Simon John with his CMC Certificate (Wellington)



Jerry Ball (right) receives his CMC Certificate from Ilan Abrahams (Wellington)

## Regional Meetings

In conjunction with the launch of the 3 Day Course, Kevin Schwenker was our guest speaker in both Auckland and Wellington for March speaking on '*Ethical Behaviour for Management Consultants*'.

Kevin led a very interactive session and some great case studies and that encouraged discussion, with the recommendation for management consultants to look at their terms of contract to ensure they maintain independent objectivity in an assignment. It is sometimes the case that a particular outcome is being demanded by the client when commissioning an 'objective' study.

Thank you Kevin for sharing your experience and the bonus slide below:

1. Will my action be legal?
2. Does my action comply with the Code of Conduct?
3. Is it in the best interests of the organization as a whole?
4. As a decision-maker, do I have a conflict of interest?
5. Would I tell my client, colleague, mother, child, etc.?
6. Am I doing the right thing?
7. Can I justify my chosen course of action?



Kevin Schwenker (left) and Noel Rodgers (IMC New Zealand President (right))

## Thank you to our Assessors

Our nationwide team of volunteer membership assessors perform a critical function in the certification of Associate and CMC members. We wish to take this opportunity to thank you all for the time and dedication you contribute to uphold the international standards and also for the encouragement you provide to management consultants seeking to improve their professional skills.



Ian Abrahams presents Karen Clarke with her certificate of appreciation (Wellington)



Noel Rodgers presents Peter Leong with his certificate of appreciation (Auckland)

Each assessor will be receiving a certificate of appreciation at the next regional event they attend and we were delighted to recognise Peter Leong (CMC) and Karen Clarke (CMC) at recent meetings.

## Articles

### Beware of the state of your skills



Beware of the state of your skills. They require monitoring. Just because you're still doing something well doesn't mean you're doing it as well as you once did.

We can generally spot rust—it's obvious and ugly—but we can't spot "pre-rust," the weakening of the original material. It's not failure that's usually the problem, it's the ongoing diminishing of the original state. That's why bridges are checked periodically and we don't wait for them to fall down to learn

there's something wrong. It's why your car battery may "suddenly" die—it's actually been degrading for some time but you haven't noticed the indicator.

When you deliberately change, and don't simply repeat the "same old/same old," you force yourself to pay attention. But when you simply go through the same paces daily, you won't notice the diminution, the attenuation, the decline. Like the frog in gradually boiling water, by the time you realize you're in danger, it's too late.

The answer here is conscious competency, not unconscious competency. That's why airline pilots go through the same checklist before every flight and on every landing. They're forced not to rely on habit, not to allow skills to slacken.

Maybe it's time to stop giving the same speech, making the same conversation, going to the same places. Check for the rust, before your business and/or life fall down.

**Alan Weiss PhD, President, Summit Consulting Group Inc., [www.alanweiss.com](http://www.alanweiss.com)**  
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#### Current Council Members

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