



# CiCMC

## BiTES from BiM

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*"A corporation is a living organism; it has to continue to shed its skin. Methods have to change. Focus has to change. Values have to change. The sum total of those changes is transformation."  
Andrew Grove*



"Excellence in Management Consulting"

### President's Memo

Dear CiCMC Member and Colleagues!

**Yes! It's a challenge!** There are so many activities taking place in Barbados - to capture our personal and professional interests....and we are all SOOO... stretched!

Nevertheless - please "carve out" time to join us at our **Chapter AGM Forum on October 31st**, as we welcome The Hon. Dwight Sutherland to be our guest speaker on the topic: **"Building a Culture of Entrepreneurship"**. Stay tuned! Join us to learn about interesting directions and collaborations which will provide new opportunities.

Those who attended the BCCI / UWI Economic Symposium appreciated the comprehensive and insightful presentations and discussions which provided greater insights into some of the ways forward through the economic challenges our nation faces.

We applaud the initiative of our partner BCSI in the October 17<sup>th</sup> launch of Services Weekend November 17<sup>th</sup> - 19<sup>th</sup> - which seeks to create linkages between services sectors through informative and networking events.

You will not want to miss the first Regional training on the ISO 20700 Standard on Management Consultancy services on November 21<sup>st</sup>. Stay tuned for more details!

Norma Shorey-Bryan, CMC

## Upcoming Events ... Save the Date

Reminder to **Save-the-date!!!** in your calendars for the following activities which are already confirmed or planned by CICMC or our sister associations.

Date	Event	Location	Comment
October 31 <sup>st</sup> , 2018	Barbados Chapter AGM and Forum on Building a Culture of Entrepreneurship	BCSI Conference Room	Our annual general meeting and Special Forum
November 7 <sup>th</sup> - 8 <sup>th</sup> , 2018	BIDC Conference Innovate Barbados 2018: Engineering New Connections.	LESC	Focus on innovation and human imagination for creating a Better Barbados
November 17 <sup>th</sup> - 19 <sup>th</sup> , 2018	BCSI Services Weekend	Mount Gay Visitor Centre	Focus on Culture, Technology and Creativity
November 22, 2018	ISO20700 training course for consultants	TBD	First edition of ISO20700 Standard course. <b>Register early! Places are limited.</b>
May 17 <sup>th</sup> - 19 <sup>th</sup> 2019	CICMC Annual Regional Conference	Barbados, TBD	<b>Barbados was chosen as the next venue for CICMC's 2019 event</b>



## Call to Arms ... CICMC Annual Conference

As we have indicated over the past 3-4 months, Barbados has been selected as the venue for the next CICMC annual regional conference in May 2019. While there is a Regional Planning Committee (RPC) providing guidance and oversight, we are reaching out to all Barbados Chapter members to come forward and be counted ... and join or agree to support the Local Organizing Committee (LOC). Email [cicmcbarbados@gmail.com](mailto:cicmcbarbados@gmail.com).

Join us - lend us your special talents and abilities and help us to get across the finish line with flying colours and make this the best CICMC conference ever!



## ISO20700 Training Opportunity

You will shortly receive an invitation to register for the first regional ISO 20700 training. Be sure to register early as spaces are limited ... and invite your colleagues and consultant contacts as well!

All consultants who attend will be able to use the nomenclature "Trained in ISO 20700 by CMC-Global"



## CICMC chapter members give back!

On Saturday September 15, 2018, CICMC member joined with myriad Barbadians in participating in the national beach clean-up sponsored by the Future Centre Trust. This was the first corporate social responsibility (CSR) activity that CICMC members participated in. Given the small numbers of members expressing interest, CICMC therefore linked up with KPMG’s staff group to clean the stretch of the beach from Hastings Rocks down to the Drill Hall, which KPMG undertakes each year.

The troupe set out around 6:30 with bags, gloves, hats ... and in the case of treasurer Monica ...trusty stick! Around 90 minutes later the group wrapped up having collected a small but respectable pile of both recyclable and non-recyclable garbage. According to the KPMG staff the good news is that since the FCT initiative started about 10 years ago, each year the pile has become smaller and smaller!!!

We then joined our KPMG colleagues back at their office for a light breakfast before everyone departed rightly feeling pumped after their individually small but collectively important contribution to our country. Stay tuned ... and join us for our next planned CSR activity!



Above: Some CICMC chapter members and family at the start  
L to R: Norma, Mariette, Ted, Brenda



KPMG Staff group and some CICMC members (circled) with the “fruit” of their morning’s labour



Above: CICMC chapter members and friends at the finish. L to R: Wendy’s Grandson, Wendy, Monica, Norma, Ted, Brenda

## Comedy Central

- The classified ad said, “**Wanted:** CEO needs a one-armed consultant, with a social sciences degree and five years of experience.”
- The man who won the job asked, “I understand most of the qualifications you required, but why ‘one armed?’”
- The CEO answered, “I have had many consultants, and I am tired of hearing with each advice the phrase ‘on the other hand.’”



## Resource Roundup

**Resource:** Lean Change Management: Innovative Practices for Managing Organizational Change

**Author:** Jason Little

**Type:** Book

**Description:** This book will help you implement successful change and bypass change resistance by co-creating change. Using examples of how innovative practices can dramatically improve the success of change programs, this book changes how you think about change via topics like:

- Why does change resistance emerge and what you should NOT do about it.
- How to customize your own change program

- Step-by-step descriptions of how to combine ideas from many change methods to develop a customized change management process
- How you can involve the people affected in the change in the design of that change.

**Submitted by:** Dr Monica Masino, Managing Director/Principal Consultant, ELMOD Consulting Inc, [monica.masino@elmodcorp2.com](mailto:monica.masino@elmodcorp2.com)

**My Reason:** This book speaks to co-creating change and how combined ideas from various change methods such as: Agile, Lean Startup, Change Management, Organisational Development and Psychology can be combined to deliver well-rounded sustainable change. A practical must-read for the Management Consultant at any level!

## Opportunity Corner

The following links to consulting or training opportunities came from CICMC regional in the last few weeks of September 2018:

- Please find the most recent 100 news posts published on DevelopmentAid during the previous week. Read all the news [here](#).
- Please note that some of the jobs are only available to DevelopmentAid members. To become a member and get access to "member-only" jobs, follow [this link](#).
- #GLOBALDEWOMEN VIRTUAL CAREER FAIR - November 13-14, 2018 Online Career Fair. For more information follow this link ([two-day virtual career fair](#))



We welcome your feedback and suggestions for future issues of **CICMC BITES from BiM**, please send us:

- short, relevant articles
- news of your activities that you want to share
- brief descriptions of MC opportunities that may be of interest to others
- announcements of upcoming workshops, seminars, conferences and so on
- internet links of value to members
- ideas for activities and events you would like the chapter to undertake



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