



# CiCMC

## BiTES from BiM

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*"To succeed, you will soon learn, as I did, the importance of a solid foundation in the basics of education—literacy, both verbal and numerical, and communication skills."*

*Alan Greenspan*



**CiCMC**

"Excellence in Management Consulting"

### President's Memo

Dear CiCMC Members and Colleagues!

The first three months of 2019 have flown! I trust you have had been involved in activities which gave you a good start to a productive 2019!

As you would already be aware CiCMC has deferred the Regional Conference to focus on maximising our efforts for an impactful CMC Global International Conference in the Bahamas in October- the first time in its 32-year history it will be held in the Caribbean! It's NOT too early to book your travel to the Bahamas!

We fully appreciate the efforts of all the Barbados Team members who were actively involved in planning for the Regional Conference! The CiCMC Barbados Chapter will draw on our efforts, using a similar theme for our activities to mark International Consultants Day on June 6th: *Imagine the Future! The Age of Innovation, Digitalization and Disruption.*

Stay tuned! We will keep you informed as our plans are finalized. Most importantly we need YOUR support in mobilizing colleagues and clients to attend. Let's surpass the success reached in our 2018 ICD Conference!

In this Newsletter are highlights of a successful collaborative meeting with HRMAB - exploring similarities and synergies in the roles of internal and external consultants. Members also benefited from presentations and discussions at a February BCCI breakfast meeting with the President of the Guyana Chamber of Conference on Doing Business in Guyana!

In moving forward, look out for information on our Chapter efforts to create opportunities for the export of services!

*Norma Shorey, CMC*

## Collaborative CiCMC & HRMAB Session

### Best Approaches for creating Value for the Internal HR Consultant:

How do we recognize and value the internal consulting role and strengthen collaboration between Internal and External Consultants?

This was one of the challenges discussed at the February CiCMC Chapter meeting, a collaborative meeting with HRMAB. The idea had been birthed in one of the presentations at the 2018 HRMAB Conference which highlighted the importance of the role of HR Managers as Internal Consultants.

The February session was an opportunity to explore some of these dynamics. It was jointly led by Shane Howell, President of HRMAB and Norma Shorey, CMC, President, CiCMC Barbados Chapter.

A Case Study sparked lively discussions on the challenges faced by many HR practitioners in gaining credibility at the highest level of the organization, and challenges they face in influencing senior decision makers. The case focused on the dilemma of a CEO in a company that had rapidly expanded, but without putting in place proper HR and accountability systems.



*Shane Howell, President of HRMAB speaking to the attendees*



*CiCMC Chapter President Norma Shorey, CMC, making a point to the session attendees from both organisations*

**The issue: How would a newly appointed HR manager (an internal consultant) address the issues? What would be the appropriate approach for an external consultant contracted to address this organizational issue?**

The lively discussions highlighted that many HR Practitioners, and other professional staff do not see themselves as internal consultants, nor do they fully appreciate the potential they have to operate differently to influence policies and practice in their respective organizations.

The polling of participants' views through the use of the Slido interactive polling generated a buzz! Presentation of the international competency frameworks expected of HR Professionals (through SHRM), and that of the Management Consultants, through CMC Global, highlighted many similarities in the professional approaches expected of both internal and external consultants.

The feedback from participants on the session indicated that it had been thought provoking - as it highlighted some of the roles of HR practitioners as internal "Consultants", explored ways to enhance the relationships between internal and external consultants, and provided encouragement to HR practitioners, and other internal consultants to approach their role more strategically.

Follow up collaborative sessions are certainly in order! We invite HRMAB members to participate in the upcoming ICD Conference.

## CICMC Explores Guyana Opportunities

CICMC members joined other Barbados Chamber of Commerce and Industry (BCCI) members in attending a “Doing Business in Guyana” breakfast event on February 27, 2019. Mr Deodat Indar, President of the Georgetown Chamber of Industry & Commerce delivered key insights into doing business in Guyana and accessing the emerging business opportunities. **Bites from BiM (BfB)** sat down with two CICMC members who attended: Alison Beckles (AB) and Colin Daniel (CD) to find out their perspectives on the morning’s event.

**BfB:** What was the most important take-away for you from the GCIC presentation and discussions?”

**AB:** “The opportunities in Guyana are not limited to those directly related to the oil and gas industry, but are really around supporting the needs of an expanding nation for e.g. training (in a variety of areas), tourism etc.

**CD:** Guyana will be leading the economic expansion in the region due to the identification of major oil reserves in the past couple of years. All indications is that the extraction of these reserves will be easier than normal. The addition of major oil revenues to Guyana’s national wealth will create a frame to fund the expansion of other exploitable sectors in their economy and put the country back on the development path that has stagnated since the 1970’s due to the multiple devaluations of its currency.

**BfB:** How does Guyana’s new wealth impact the rest of the region?”

**AB:** Guyana’s financial prosperity can also bring prosperity to the region if handled correctly. Based on the presentation, many international countries and companies are seeking to align themselves with Guyana to profit from the oil wealth that has been discovered. The Caribbean islands are Guyana’s brothers and sisters, we are familiar with its history, its culture, people, politics. and more than any other country or company are better poised to provide the “right” type of assistance that ensures wins for both Guyana and ourselves. Sitting back and letting others come in especially in areas for which we have expertise would be disadvantageous to Guyana and the rest of the region.

**CD:** There are opportunities for Consultant’s in the country across all industries. Regional consultants should refine their skills to help guide their clients on how to effectively manage rapid grow in their companies and industries. We should be mindful that with a relatively small population of 785,400 Guyana should expect net migration into the country. Consultants must be in a position to identify the expectations of new immigrants to the country during this period.



*Above: Alison Beckles, CMC,  
Principal Consultant,  
Intrinsic Data Inc*

*Below: Colin Daniel, Principal  
Consultant - Strategic Consulting  
& Advisory Services and  
Managing Partner, Transaction  
Services - Limestone Capital SRL*



## Upcoming Events ... Save the Date

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

Date	Event	Location	Comment
June 6 2019	CiCMC Barbados International Consultants Day Conference	Accra Beach Hotel	Theme <i>"Imagine the Future: The Age of Innovation, Digitization and Disruption"</i>
September/ October 2019	ISO 20700 training; PPOMC training	TBD	Indicate interest early! Spaces on a first come/first serve basis
October 15 <sup>th</sup> -18 <sup>th</sup> 2019	CMC Global International Conference	Bahamas	Join us for the first ever CMC Global conference in the Caribbean!!



## Comedy Central

A physician, a civil engineer, and a consultant were arguing about what was the oldest profession in the world. The physician remarked, "Well, in the Bible, it says that God created Eve from a rib taken out of Adam. This clearly required surgery, and so I can rightly claim that mine is the oldest profession in the world."

The civil engineer interrupted, and said, "But even earlier in the book of Genesis, it states that God created the order of the heavens and the earth from out of the chaos. This was the first and certainly the most spectacular application of civil engineering. Therefore, fair doctor, you are wrong: mine is the oldest profession in the world."

The consultant leaned back in her chair, smiled, and then said confidently, "Ah, but who do you think created the chaos?"

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



### CiCMC Barbados Chapter

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