



CiCMC

BiTES from BiM

January 2020
Volume 3 Issue 1

CiCMC Barbados Chapter
Suite D, Rendezvous Court, Christ Church
publicrelations@cicmcbarbados.com
(246) 247-3978 or (246) 228-2640

INSIDE THIS ISSUE

1. [President's Memo](#)
2. [Principles and Practices of Mgmt Consulting Course](#)
3. [PPOMC - Photos & Pictures](#)
4. [Chapter Mix-n-Mingle](#)
5. [Comedy Central](#)
6. [Upcoming Events](#)
7. [CiCMC Conference 2020](#)
8. [The Book Nook](#)

"The ultimate measure of a man is not where he stands in moments of comfort and convenience, but where he stands at times of challenge and controversy."

Martin Luther King, Jr.



CiCMC

"Excellence in Management Consulting"

President's Memo

Dear Members and Colleagues

Happy New Year and welcome to a new decade ... and to the many opportunities for professional development, resources and assignments it brings.

We were pleased to start off the year with a bang as we held our first chapter "*Mix-n-Mingle*" to build connections and linkages among our members.

Then there was the very successful "*Principles and Practices of Management Consulting*" course. Kudos to Norma and Olivia for what was from all reports a stimulating, informative and action-packed three days. We welcome all the new members who participated in the course and look forward to your active participation in the many events and initiatives which the new board has planned for the year.

This year will be an especially busy year - as we continue planning and organizing for CiCMC's Regional conference to be held here in Barbados under the theme: "*The Future of Work: Creating a Sustainable and Innovative Caribbean*".

Stay tuned. We will need all hands-on deck and will be calling on you. We ask for your active support in identifying and finalizing possible sponsors, partners and contributors, providing articles for the magazine and encouraging colleagues to attend.

Enjoy this bumper edition! Please send us your comments and suggestions ... and remember to SAVE-the-DATE for upcoming Chapter Activities and the [CiCMC Regional Conference and Training during May 20-22, 2020](#).

Monica Masino

Principles and Practices of Management Consulting Training (PPOMC) Course

The most recent in the regional series of PPOMC training courses was held in Barbados between January 22-24, 2020. The workshop was held at the Baobab Towers training room through the kind facilitation of Caribbean Export, and was facilitated by two experienced and certified members of the CICMC Barbados Chapter: Norma Shorey-Bryan, CMC, Lead Facilitator and Olivia Chase, CMC, Assistant Facilitator.

Our participants included twenty (20) persons - 4 of whom were from other Caribbean countries. We had a mix of individual consultants and entrepreneurial consultants, together with experienced business persons and a cohort of development officers from BDC. The sharing and interaction between participant and with the Facilitators created a stimulating discussions and valuable learning experiences. The course covered key concepts outlined in the CMC competency framework of ICMCI (International Council of Management Consulting Institutes) (further enhanced to address emerging issues facing Caribbean consultants.



Norma Shorey-Bryan, CMC, lead facilitator, conducting the session on the engagement summary framework

With its practical application involving experiential, simulation, role play and group activities, the workshop also enabled participants to develop and practice consulting skills aimed at improving their performance as management consultants.

A simulation exercise on the consulting process enabled participants to experience first-hand some of the key issues in consulting from the perspectives of both clients and consultants. Another practical activity allowed participants to role-play developing and presenting consultant/client interactions linked to the entry and the action planning phases of the Kubr management consulting framework and process. Other topics included:

- Characteristics, qualities and competencies of effective management consultants
- Managing a consulting practice including project and team management
- Approaches to winning and delivering consulting assignments
- Consulting tools and techniques and their use at different stages of a consulting engagements
- Understanding learning and communication styles and implications in the consulting process
- CICMC code of conduct and professional ethics and hands-on ethical dilemma exercises
- Requirements and process to attain the CMC designation including approach to engagement summaries.



The 2020 Barbados PPOMC cohort in a relaxed mood at the end of the very intensive 3-day training workshop: The two facilitators centre (Norma Shorey CMC and Olivia Chase CMC), flanked left (Brenda Pope CMC, VP CICMC regional) and right (Monica Masino, President Barbados chapter)

PPOMC Training Course ... in Photos & Pictures



Left: (top 3 rows):
 PPOMC participants engaged in a variety of interactive exercises and discussions over the course of the packed three days.



Inset:
 Brief presentations at closing ceremony by
L: Allyson Francis (CEDA)
R: Monica Masino (CICMC Barbados Chapter President)

Above (bottom 3 rows):
 PPOMC participants all smiles at the closing ceremony as they receive their certificates from Brenda Pope CMC, Vice President of CICMC regional

Chapter Mix and Mingle

To kick the year off on the right foot on January 10, 2020, the CICMC Barbados chapter hosted the first of what are expected to be regular “*Mix-n-Mingles*”. The purpose of this particular session was to foster greater camaraderie among members, to allow them to get to know each other’s strengths and capabilities and interests better.

Although not as well attended as hoped, the session was lively and informative. Chapter president Monica Masino led off with a few remarks reminding of the new 2019/2021 board’s strategic focus for the next 12 months. Then those present enjoyed light refreshments as they discussed opportunities and shared consulting experiences and perspectives.



L: attendees sharing lighter moments
Below: Chapter president, Monica Masino speaking briefly at the start



Comedy Central

THE ANGER MANAGEMENT CONSULTANT SAID HE WASN'T GOING TO ALTER HIS ***** DATES AT THIS ***** STAGE WHICH FITS IN WITH THE 'MANAGING CHANGE' CONSULTANT WHO SAID IT WAS TOO LATE TO CHANGE HER PLANS, BUT NONE OF IT MATTERS BECAUSE THE 'MAXIMISE YOUR EFFICIENCY' CONSULTANT FORGOT TO BOOK THE ROOM!



We're brainstorming here, and there are no dumb ideas. But if we weren't brainstorming, that would have been a really, really dumb idea.



“So what you’re saying is that we’ve been defunct and out of business for over two years and you’ve just been waiting for the right time to tell me?”

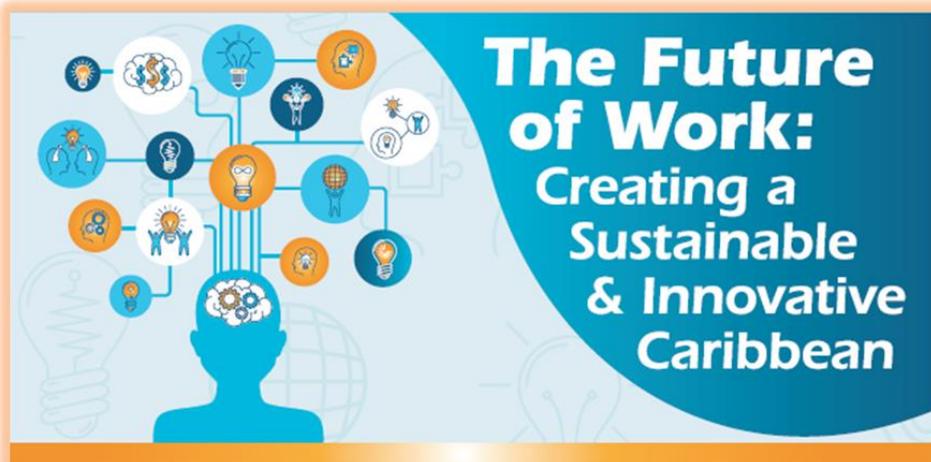
Upcoming Events ... Save the Date

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

Date	Event	Location	Comment
February 20, 2020	CiCMC Barbados Chapter Meeting	BCSI conference room, BCSI	Presentation on pricing and practice management
May 20-22, 2020	CiCMC Regional Conference & Training	Accra Hotel Barbados	Join us for our CiCMC Regional Conference and training



Conference 2020 Barbados – Call to Arms!



We need **YOUR** help ...



Submit articles on related topics for the conference magazine!!

CiCMC
Regional Conference 2020
 May 20-22, 2020
 Accra Beach Hotel Barbados

TOPICS:

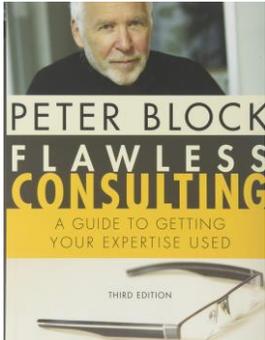
- Innovation and ICT: Revolutionizing the Future of Business
- Digital Disruption in the New Economy and the World of Work
- Smart Work, Smart Citizens, Smarter State
- Preparing for the Future of Work: Seizing The Opportunity
- The Management Consultant for the Future: the new Psyche
- Trading Places: Exploring New Frontiers for Management Consulting Services
- Nuts and Bolts of your Consulting Practice – Enhancing your Creativity and Innovation
- Management Consulting Best Practices and ISO Standards

For more information:

Caribbean Institute of Certified Management Consultants
 Suite D, Rendezvous Court, Christ Church, Barbados

Tel: 246-228-2640 E-mail: info@caribbeanimc.com Web: www.caribbeanimc.com

The Book Nook



Flawless Consulting: A Guide to getting your expertise used

Peter Block

When the landmark best-seller *Flawless Consulting* was first published more than three decades ago, it was quickly adopted as the "consultant's bible." With his legendary warmth and passion, Peter Block explained how to deal effectively with clients, peers, and others. The book speaks to people in a support function inside organizations as well as to external consultants.

Thoroughly revised and updated, it includes new insights about how to organize our consulting around discovering the strengths, positive examples, and gifts of the client organization or community. The book remains a practical and specific guide for anyone who needs to develop a capacity for deeper relatedness and partnership - which means it is for all who wish to make a real difference in the world.

This new edition covers the consulting challenges that have arisen from the way we routinely communicate electronically and live in the virtual world. Block suggests ways to overcome the distancing and isolating effects inherent in electronic connects. The book also

includes practical guidance on how to ask better questions, gives suggestions for dealing with difficult clients, and contains expanded guidelines on more engaging forms of implementation.

Flawless Consulting shows how consulting skills can be useful (and often transformative) in a broader context. New illustrative examples point the way for achieving changes for leadership in business, government, religion human services.

Roger Harrison - independent consultant and author of *Consultant's Journey: A Dance of Work and Spirit*: "Surpasses the high standards of relevance, clarity, and wisdom characteristic of previous versions ... Whether one's consulting experience spans 5 years or 50, there is a great deal in this new edition to prompt us to reflect on our own practice and to discuss with colleagues."

Jim Kouzes - award-winning coauthor of best-selling *The Leadership Challenge* and *The Truth About Leadership*, and Dean's Executive Professor of Leadership, Leavey School of Business, Santa Clara University "... has been my go-to guide since the first edition... not just a practical, useful, and inviting book for practitioners. It's all those things, but also a book about some of the most vexing issues we face when consulting to organizations—issues of resistance, truth, doubt, vulnerability, and accountability. If you find yourself giving advice to people making choices, then this book is a must-have for you. Buy it today, use it tomorrow."

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

Suite D, Rendezvous Court, Christ Church

[☎ \(246\) 228-2640](tel:2462282640) (between 9am – 12pm)

[✉ publicrelations@cicmcbarbados.com](mailto:publicrelations@cicmcbarbados.com)

[f https://www.facebook.com/cicmcbarbados/](https://www.facebook.com/cicmcbarbados/)

[in https://www.linkedin.com/company/cicmc-barbados/](https://www.linkedin.com/company/cicmc-barbados/)