

# CiCMC

## BiTES from BiM

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*"By failing to prepare, you are preparing to fail."*  
Benjamin Franklin

*"Life truly is a boomerang.  
What you give, you get."*  
Author unknown



"Excellence in Management Consulting"

### President's Memo

Dear Members and Colleagues

The time that we have hoped for has finally arrived, the reopening of Barbados. While the threat of COVID-19 is even more present throughout the world, we must ensure that we remain vigilant by taking care of our health and adhering to the national protocols.

The conditions in which we live are not all the same, of course, and it is encouraging indeed when the government of Barbados, threatened by the pandemic, stood firm and fulfilled its obligations to protect its citizens.

As usual, the return to everyday business may be slow at present but the expertise of Consultants is crucial to help prepare businesses for the new normal, the use of technology in every aspect of personal and business life. With some businesses, changes will be minimal while, in others substantial (in part due to the digital thrust into technology).

We have been met with a multitude of challenges over the past months, but we have survived. We have continued professional development activities by attending lots of online webinars focused on managing change and rebranding our enhanced skills to the new environment. Continuing professional development is also ICMCI's focus for Certified Management Consultants (CMCs) as well. We are emerging more prepared, with new skills and ready to focus on the future.

The Chapter extends its gratitude to all those persons who work the front-line, in the trenches and in a multitude of other ways to keep us safe and to take care of those persons in harm's way.

We wish you all good health!

Monica Masino-Lovell

## CICMC and Continuing Professional Development (CPD)

Continuous Professional Development (CPD) is considered to be “*Activities undertaken by individual members personally or in group activities that contribute towards the development of their individual knowledge, awareness or capacity upon which they are able to base their advice, consultation and support to clients and others.*”

As with all other professional service associations, CICMC encourages **ALL** members to continuously enhance their skill set and hone their competencies as management consultants through appropriate CPD activities. Such CPD pursuits are however **mandatory** for members who have attained the Certified Management Consultant (CMC) designation if they wish to maintain their professional capabilities in line with the CMC Global requirements.

Workload varies tremendously in the management consulting profession and opportunities for personal development may not necessarily occur on a specific “year on year” basis. In recognition of this, professional development credits can therefore be accumulated on a **rolling 3-year basis**, with the requirement that in any year, the sum of points from that year plus the immediately previous two years is 100.

There are three (3) general areas of development that contribute towards a CMC member’s annual achievement towards the average score of 100 points over 3 years. These areas have been identified to ensure that a member not only develops expertise but is recognized for contributions to the profession through participation in relevant activities.

Certified members have the individual responsibility to provide information on their CPD to CICMC in the mandated format.



### Professional Development (40 points)

This category includes the broad area of personal development, resulting from specific competency development in human relations, communications skills, problem solving or other areas, as well as activities that contribute towards development of the individual. These include:

- ❖ Attending courses, workshops or webinars
- ❖ Making presentations
- ❖ Teaching or facilitating learning sessions to build professional capacity in others
- ❖ Taking steps to develop yourself and improve specific competencies or skills
- ❖ Participating in CICMC activities

### Professional Activities (30 points)

Members whose expertise is focused in specific sectoral areas may also obtain CPD credits through participation in activities in their area of specialty. This category also comprises use of core expertise in the broad-based development activities including:

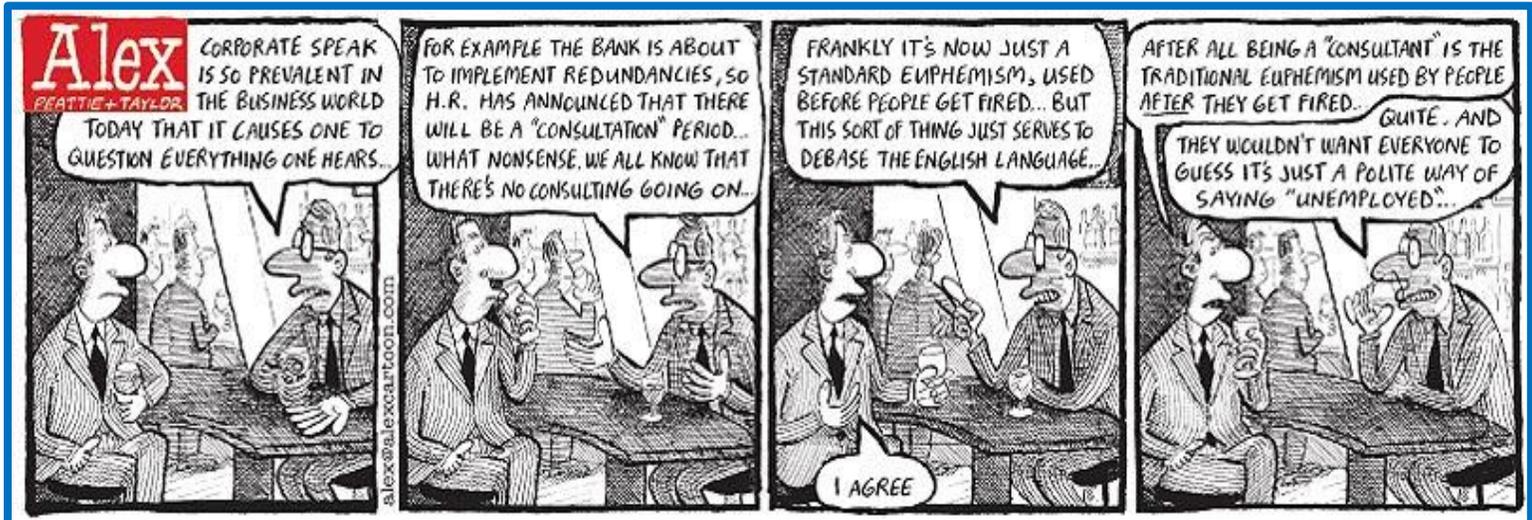
- ❖ Consulting activities within your field(s) of expertise
- ❖ Expanding your field(s) of expertise
- ❖ Providing consulting services for NGO, not-for-profit or community-based entity
- ❖ Teaching graduate level course on MC or in your specialty area
- ❖ Undertaking activities to promote ethical behaviour in our profession

### Outreach and Service (30 points)

Members undertake various activities for outreach and service as they provide services to CICMC at regional and national level, as well as to professional and educational organisations, public or private sector bodies, NGO, nonprofit or trade associations and organisations including:

- ❖ Serving on Committees or Board of the CICMC
- ❖ Serving on Committees or Boards of other organisations
- ❖ Supporting the development of other colleagues or consultants
- ❖ Providing mentorship to a CMC candidate
- ❖ Publishing in a national/regional journal

## Comedy Central



## CMC Global and CICMC Regional Spotlight

During May, CMC Global continued its series of weekly ZOOM webinars / seminars to IMCs, CMCs, and Management Consultants. Held each Thursday morning, May's events covered a myriad of useful and valuable insights from world class presenters and colleagues across the globe. Topics covered included "[Social Media Marketing in times of crisis: Why and How](#)", "[Managing Teams in Turbulent Times](#)" and most recently "[Coaching after Disasters](#)". Members who were unable to participate can review by visiting the ICMCI website at <https://www.cmc-global.org/search/node/webinars>

Our CICMC regional members also continue to make valuable contributions during these difficult times by leading a variety of webinars and on-line seminars. The latest on behalf of Caribbean Export was led by our very own CICMC Barbados past president Norma Shorey, CMC who facilitated an absorbing and dynamic session entitled "[Tips for Leaders during Turbulent Times.](#)"

Earlier in the month, past VP of CICMC regional, Dr Nsombi Jaja, CMC led an informative and thought-provoking session on "[Supply Chain Management during COVID-19.](#)"

Visit [www.carib-export.com/webinars](http://www.carib-export.com/webinars) to view past webinars in case you missed this one or any in the series.

CMC - GLOBAL

**A ZOOM Webinar by ICMCI**

19th May 2020  
10-11am

**TIPS FOR LEADERS DURING TURBULENT TIMES**

5th May 2020  
10-11am

**SUPPLY CHAIN MANAGEMENT DURING COVID-19**

## Focus on a Strategic Partner

This month, we are happy to provide information on our foundation and long-standing strategic partner - the **Caribbean Export Development Agency (CEDA)**. The only regional trade and investment promotion agency in the African, Caribbean and Pacific (ACP) group, CEDA was established in 1996 by an Inter-Governmental Agreement as the regional trade and investment promotion agency, serving the 15 States of the Caribbean Forum (CARIFORUM).

### Core Business

- CEDA carries out numerous programme-based activities designed to enhance the competitiveness of regional small and medium-sized enterprises (SMEs), promote trade and development among the CARIFORUM states, promote trade and investment between CARICOM and Dominican Republic, French Caribbean Outermost Regions (FCORs) and Overseas Counties & Territories (OCTs) in the Caribbean.

### Mission

- To enhance the competitiveness and value of Caribbean brands through the delivery of transformative and targeted interventions in export development and investment promotion.

### Vision

- To be internationally recognised as the leading driver for Caribbean private sector development.

### KEY RESULTS AREAS (KRAs)

#### Fostering an enabling environment

- We foster an enabling environment for trade and investment within the region through regional integration, cooperation and advocacy initiatives. These are designed to position the region more effectively in the world economy.

#### Enhancing Competitiveness

- We increase the competitiveness of firms in CARIFORUM countries in selected sectors through:
  - investment
  - management and product development
  - market expansion
  - export diversification

#### Promoting Investment

- We promote the Caribbean region as a prime destination for intra and extra-regional investment.

#### Strengthening Institutional Capacity and Networking

- We strengthen and enhance the capacity of public and private sector Business Support Organisation's (BSOs) particularly:
  - sector associations
  - trade promotion organisations
  - investment promotion agencies
- We also support the development of vibrant Caribbean business networks to improve services to clients.



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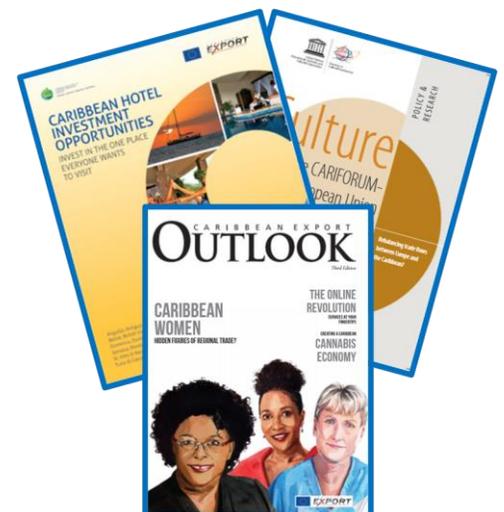
### PRIORITY FOCUS AREAS

- ❖ Agro-processing
- ❖ Creative Industries
- ❖ Financial Services
- ❖ Health and Wellness
- ❖ Information & Communication Technology
- ❖ Manufacturing
- ❖ Professional Services
- ❖ Renewable Energy
- ❖ Specialised Tourism

### COLLABORATIVE AGENCIES

CEDA often collaborates with other agencies that support development of the CARIFORUM private sector including:

- ❖ European Union
- ❖ Deutsche Gesellschaft fur Internationale Zusammenarbeit (GIZ)
- ❖ World Bank
- ❖ Caribbean Development Bank
- ❖ Inter-American Development Bank
- ❖ UK Department for International Development



## 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
Wed June 3, 2020, 6:00 pm	BCSI- coordinated "Fishbowl Conversation	Virtual Webinar! <i>"COVID-19 a Catalyst for Transformation"</i>	Panellists incl current & past chapter presidents Dr Monica Masino & Norma Shorey CMC
Thursday June 4, 2020 2:00 pm	Annual International Consultants' Day (ICD)	Virtual Event!! <i>"Disruption &amp; Resilience: Management Consulting in a Digitally Connected World"</i>	In collaboration with all CiCMC regional chapters and CMC Global



## International Consultants Day Webinar

**Calling all Consultants...** to leverage the upcoming opportunity provided by CiCMC regional in conjunction with Caribbean Export - a special International Consultants Day "webicon" with a cadre of panelists providing global, regional and industry perspectives. **Register Now!!**

<https://register.gotowebinar.com/register/4798534132820313612>

**Date:** June 4<sup>th</sup>, 2020

**Time:** 2:00 pm EST  
6:00 pm UTC





### International Consultants Day

*Topic :* Disruption and Resilience:  
Management Consulting in a Digitally  
Connected World

**Panelists**

**Dwight Mihalicz** – *Chairman ICMI/ Global* 

**Sylvia Dohnert** – *CEO, Compete Caribbean* 

**Anthony Watkins** – *Independent Consultant.* 

**Donald Demeritte** – *President, CiCMC* 

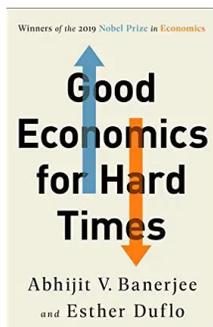
**Moderator:** Hubert Edwards, *CiCMC (Radio Host)* 

**Topics**

- Relevance of ICMI in the new paradigm
- Compete Caribbean Perspective on Consultancy Services
- Independent Consultant viewpoint on the new reality
- CiCMC pivoting to facilitate new breed of Regional Managing Consultant

**Register @:** <http://attendee.gotowebinar.com/register/4798534132820313612>

## The Book Nook



### Good Economics for Hard Times

Abhijit Banerjee and Esther Duflo

The winners of the 2019 Nobel Prize show how economics, when done right, can help us solve the thorniest social and political problems of our day.

Figuring out how to deal with today's critical economic problems is perhaps the great challenge of our time. Much greater than space travel or perhaps even the next revolutionary medical breakthrough, what is at stake is the whole idea of the good life as we have known it.

Immigration and inequality, globalization and technological disruption, slowing growth and accelerating climate change--these are sources of great anxiety across the world, from New Delhi and Dakar to Paris and Washington, DC. The resources to address these challenges are there--what we lack are ideas that will help us jump the wall of disagreement and distrust that divides us. If we succeed, history will remember our era with gratitude; if we fail, the potential losses are incalculable.

In this revolutionary book, renowned MIT economists Abhijit V. Banerjee and Esther Duflo take on this challenge, building on cutting-edge research in economics explained with lucidity and grace. Original,

provocative, and urgent, *Good Economics for Hard Times* makes a persuasive case for an intelligent interventionism and a society built on compassion and respect. It is an extraordinary achievement, one that shines a light to help us appreciate and understand our precariously balanced world.

**The Economist:** "Excellent...Few have grappled as energetically with the complexity of real life as Esther Duflo and Abhijit Banerjee, or got their boots as dirty in the process...A treasure trove of insight...[Readers] will be captivated by the authors' curiosity, ferocious intellects and attractive modesty."

**The Times (UK):** "A canard-slaying, unconventional take on economics...This might look like yet another conventional state-of-the-world economics book, but it is anything but. It is an invigorating ride through 21st-century economics and a treasure trove of facts and findings."

**Wall Street Journal:** "'Good Economics for Hard Times' lives up to its authors' reputations, giving a masterly tour of the current evidence on critical policy questions facing less-than-perfect markets in both developed and developing countries, from migration to trade to postindustrial blight."

**Nature:** "The studies they cite probe hot topics such as climate change, immigration and the viability of continued economic growth. Banerjee and Duflo synthesize the literature on what is agreed and what is controversial in an accessible, often entertaining way."

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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