

BACKGROUND

The Institute is the professional body representing management consultants. It sets and maintains standards for the profession in Bangladesh. It seeks to make the profession of management consulting recognized, respected and accepted as providing a valuable and indispensable service to organizations in Bangladesh and in the Asia Pacific Region.

We have established the Institute in May 1997 to develop and promote management consulting profession in the Country and it is the only professional body representing management consultants in Bangladesh. We have already obtained the membership of the world apex body, International Council of Management Consultants Institutes (ICMCI), USA. IMCB also received the license from Ministry of Commerce, Govt of Bangladesh to work as a professional institute and to offer CMC (Certified Management Consultant) certificates to the qualified consultants of the Country through examination process.

VISION

The Vision of the Institute is

"to be the body that qualifies management consultants by establishing such professional standards that clients will want to use only members".

The Institute will set and maintain high standards of independence, objectivity and integrity for Certified Management Consultants (CMCs) in Bangladesh. It seeks to make the profession of management consulting recognized, respected and accepted as providing a valuable and indispensable service to organizations in Bangladesh.

OBJECTIVE

This Institute is committed to:

- * improving the quality of management consultancy in Bangladesh
- * promoting greater recognition of the value of Certified Management Consultants (CMCs) to public and private sector clients
- * increasing the status of the profession
- * improving business opportunities for its members
- * providing guidelines, information and support to help consultants work more closely with their clients.

As the management consultancy market becomes more crowded and more mobile, clients are increasingly looking for differentiating factors to assist in choosing a consultant. Membership of the Institute and its qualification Certified Management Consultant (CMC) provides clients with independent proof of professional competence and integrity that is internationally recognized.

The Institute of Management Consultants Bangladesh campaigns for greater recognition of the profession and is active in pursuing its goals through negotiations with the Government, and major client organizations in Bangladesh and overseas on standards, methods of consultant selection, conditions of contract, training, resolution of disagreement and ethics.

INTERNATIONAL NETWORK OF PROFESSIONALS

Through the International Council of Management Consulting Institutes (ICMCI), IMCB has established links around the world, which provides members with an international network of professionals with similar standards and goals.

The Institute of Management Consultants Bangladesh (IMCB) is a member of the peak management consulting body in the world - the International Council of Management Consulting Institutes (ICMCI). There is over thirty member Institutes of the ICMCI. Membership of the Bangladesh Institute allows reciprocity of benefits with each member country without the need for further assessment or examination, offering distinct benefits to those members who travel in their job. This is particularly relevant for those who wish to practice in countries where the management consulting industry is regulated, such as in North America and parts of Europe.

The brief particulars of all the members of the Institute will be posted in the IMCB web site, which will be linked with the web site of ICMCI.

BENEFITS OF MEMBERSHIP

The full benefit of membership can best be achieved through active participation in the activities of the Institute. Some of the many benefits of membership and participation to consider are:

Recognition - Members are graded according to skills and experience and are required to abide by a Code of Professional Conduct. Private and public sector clients recognize members as respectable and reliable sources of advice.

Networking - Activities of the Institute facilitate networking with fellow professionals. Members may meet to exchange ideas and look towards cooperative opportunities.

Client Referral Service - The Institute maintains a comprehensive database designed to offer a choice of consultants that can be selected by a variety of skills, industry experience and geographical location. A valuable tool that is regularly upgraded and offers well targeted information for the discerning client.

Member Directories - Members are entitled to submit entries into management consultant directories published annually. The directories are a free publication broadly distributed to the business community and government bodies.

Newsletters - Newsletters are produced regularly throughout the year. These discuss relevant management consulting issues and information, and are a regular update forum for Institute members.

Journal of Management Consulting - The Journal of Management Consulting is an international publication focused on the professional. Members receive this journal as part of their membership subscription, twice yearly. New trends in management consulting are just some of the issues discussed within the journal.

Professional Development - Members can avail themselves of Quality Assurance training programs to third party certification and other professional development programs.

A Careers pack will be available for newcomers to the profession, as well as advice on setting up their own consultancy.

GUIDELINES

The institute will publish guidelines on a variety of professional issues including:

- * charging for management consulting services
- * promotion of management consulting services
- * ISO 9001 for consultants
- * membership for consultants abroad
- * terms and conditions of contract
- * executive recruitment consultants
- * subcontracting agreements
- * a professional indemnity insurance scheme.

TRAINING

All members in practice make an important annual commitment upon joining IMC Bangladesh to undertake a minimum of 35 hours continuing Professional Development. This means consultants can develop a portfolio of skills to help cope with the varied challenges of a consulting career and keep up to date with developments in their particular field. To support this commitment, IMC Bangladesh will define and publish a standard for training modules and accredits providers of training who match these standards.

ARBITRATION, ADJUDICATION AND MEDIATION

If members and their clients experience difficulties in their working relationships, IMC Bangladesh will locate and engage a suitably qualified mediator, adjudicator or arbitrator depending on the nature of the contract between the parties. The Institute aims to resolve disputes quickly and effectively whilst maintaining or rebuilding trust and confidence between client and consultant.

MAKING THE CHOICE - Becoming a Member

Membership of the Institute is available to:

- * Management consultants whose principal activity is the practice of management consulting, whether they are self-employed or employees of a firm in public practice.
- * Internal Consultants whose employers are not engaged in the public practice of management consulting for a fee.
- * Academics who consult to management. Members also satisfy the standards required by the Institute in respect of qualifications, experience and personal qualities. Members are entitled to use the post-nominal designated for the particular grade of membership.

The Institute offers six type of membership:

- 1 Associate Member
- 2 Full Member
- 3 Fellow Member
- 4 Affiliate Member
- 5 Corporate Member

Associate (AIMC)

A graduate with less than three years management consulting experience or a non-graduate with more than eight years management consulting experience may qualify as an Associate.

Members of the academic professions and those people who provide internal consulting are to be classified as Associates until such time as they can demonstrate they have the equivalent of three years management consulting experience, at which time they may be classified as a Member.

Member (MIMC)

A graduate with three years management consulting experience may be graded as a Member. If an applicant does not possess a degree but has eight years management consulting experience and is working full time as a management consultant they may be accepted as a Member.

Fellow (FIMC)

A Member, who has held that grade for not less than five years, practiced management consulting for not less than fifteen years and is deemed to have served the profession with distinction, may be graded as a Fellow.

Affiliate

The grade of Affiliate is intended for those individuals who can demonstrate a genuine and proven interest in the profession of management consultancy and who are not eligible to become an Associate or Member. Individuals admitted to the grade of Affiliate will be termed Affiliates. The following group has been identified as likely and suitable, though not necessarily exclusive, sources of Affiliates.

- i Accountants chartered engineers, lawyers and other professional managers and advisers whose work includes independent management consultancy;
- ii Management consultancies' senior practice support staff;
- iii Staff at universities and business schools;
- iv Entrants to the profession prior to becoming IMCB Associates;
- v MBA graduates;
- vi Students if recommended by their tutors.

CERTIFIED MANAGEMENT CONSULTANT (CMC)

Certified Management Consultant is the mark of competency for the management consulting industry and is recognized internationally. The CMC designation is consistent with internationally accepted standards and indicates that a management consultant meets certain requirements of character, education, and experience.

Members with a minimum of three years consulting experience are eligible to become a Certified Management Consultant (CMC) by examination. The examinations are offered to Members of the Institute and are held frequently throughout the year. To retain the CMC designation, members must perform 800 hours of management consulting annually and 100 hours of professional development every three years.

A CMC practicing certificate is issued annually upon fulfillment of the professional development and practicing hour's requirements.

GUIDELINES - When Applying for Membership

Membership applications should be sent to the relevant address marked in the accompanying information, together with your payment for the application fee.

Upon receipt of your application you will be contacted to arrange a suitable time for an interview to discuss membership.

If you require further information regarding the Institute of Management Consultants Bangladesh (IMCB), please contact at the following address.

IMCB

House 357 (2nd Floor), Lane 27, New DOHS, Mohakhali, Dhaka 1206, Bangladesh Tel: 8834046, Fax: 8834046
E-mail: info.imcb@gmail.com, imcbangladesh@gmail.com, Web Address: www.imcbangladesh.org

CODE OF PROFESSIONAL CONDUCT

All members agree to abide by the Institute's Code of Professional Conduct. The International minimum guidelines are:

Confidentiality

A member will treat client information as confidential and will neither take personal advantage of privileged information gathered during an assignment nor enable others to do so.

Unrealistic Expectations

A member will refrain from encouraging unrealistic expectations or promising clients that benefits are certain from specific management consulting services.

Commissions/Financial Interests

A member will neither accept commissions, remuneration nor other benefits from a third party in connection with recommendations to a client without the client's knowledge and consent, nor fail to disclose any financial interest in goods or services which form part of such recommendations.

Assignments

A member will accept only assignments which the member has the skills and knowledge to perform.

Conflicting Assignments

A member will avoid acting simultaneously in potentially conflicting situations without informing all parties in advance that this is intended.

Conferring with Client

A member will ensure that before accepting any engagement, a mutual understanding of the objectives, scope, work plan and fee arrangements has been established and that any personal, financial or other interests which might influence the conduct of the work have been disclosed.

Recruiting

A member will refrain from inviting an employee of a client to consider alternative employment without prior discussion with the client.

Approach

A member will maintain a fully professional approach in all dealings with clients, the general public and fellow members.

Other Management Consultants

A member will ensure that other management consultants carrying out work on behalf of the member are conversant with and abide by the Code of Professional Conduct.