



cNotes National Edition | April 2006

News and Ideas for Canadian Management Consultants

If you have trouble with any of the web links in this newsletter, please go to www.camc.com/index.cfm?PID=12638 to download a PDF version.

CAMC Career Centre – Recent Postings

Organizational Change Consultant – IBM Canada Inc, Calgary AB

Director, Client Service – Brendan Wood International, Toronto ON

Senior Consultant, Finance SG&A Cost Optimization – Karabus Management, Toronto ON

Visit www.camc.com/index.cfm?PID=12755 to view these opportunities and more (CAMC member login required).

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David Maister: The Courage of Your Convictions

It's not how good you are – it's how much you want it

Successful Consultants have Successful Client Relationships. Start off on the right foot today – Register yourself and your clients for this premiere CAMC event!

Tuesday May 16, 2006

9:00 a.m. to 3:30 p.m.

The Dominion Club, 1 King Street West, Toronto

Members: \$149 per person; Non-members: \$195 per person; Table of eight: \$1,200

Cost includes lunch

This event is a great opportunity to offer additional value to your clients. David Maister, a world-renowned thought leader on the management of people and professional services firms, will discuss relevant **issues that affect both consultants and clients in the current business environment, and offer solutions on how to overcome common challenges faced in the typical consultant-client relationship.**

David will speak about how to navigate the world of consulting, using his more than 20 years of experience advising clients and consultants working in the professional services industry.

Themes: What it means to:

- strategy
- management
- client relationships

Topic areas:

- **the charade** – consultants taking assignments where they know it will not make a difference (but it keeps the revenue stream flowing); clients hiring consultants for assignments that they know will not make a difference (but it looks like they're doing something)
- **the relationship** -- the nature of the relationship from the one-night stand through mistress to real romance
- **the metrics** – establishing measurements that we're not prepared to live up to
- **the courage** – being able to stand up for what you say you believe in, either as a consultant or as a client

Prior to David's presentation, **David Willis**, VP of Small and Mid Market Solutions & Partners at Microsoft Canada and **Geoff Kereluik**, VP of Small & Medium Business at Hewlett-Packard Canada will make opening remarks.

Attention CMCs: This event is worth seven points towards your Continuing Professional Development Requirements.

Sponsored by:

*Platinum Sponsor: **Microsoft Canada***

*Silver Sponsors: **Crossgrove & Co. Financial Services Ltd.; Deeth Williams Wall LLP; TD Meloche Monnex***

Registration

Click [here](#) to register online, or email registrations@camc.com.

Pre-registration is required due to limited space. Cancellations will be accepted in writing up to 48 hours before the event. Substitutions always welcome.

If you have food allergies or other dietary restrictions, please notify the venue staff upon arrival. CAMC is not responsible for food ingredients at any event.

What's New? A New Website Feature

Looking for the latest article, announcement or event on the CAMC website? We've made it easier for members to find the newest website postings. Look for the "What's New" heading on the www.camc.com homepage to stay up-to-date on all Association news and resources

Are you looking for new talent for your firm?

CAMC is partnered with universities in Canada with the specific goal of training future CMCs. To date, St. Mary's University, Royal Roads University and University of Ottawa have all signed memorandums of understanding with the Association. For more information on these programs, visit www.camc.com/index.cfm?PID=12631.

This issue's featured partner:

Sobey School of Business, Saint Mary's University, Halifax, Nova Scotia – CAMC celebrates its fifth year of cooperation with Saint Mary's University.

Students graduating from the Sobey School of Business MBA with a concentration in Management Consulting have undertaken the flagship CAMC program, Essentials of Management Consulting and training in the Code of Professional Conduct along with all the functional training, a course in project management and two courses in interpersonal skills.

Sobey MBA students generally come to the MBA program with at least two years business experience; some come with experience in management consulting either working for a firm or as internal consultants. They are well on their way to achieving the CMC designation, having only to complete their three years full-time management consulting experience, submit their engagement summaries and successfully pass the comprehensive exam. The Essentials of Management

Consulting course (including Professional Conduct) is taught at the Sobey School of Business by Kevin Schwenker, FCMC and Connie Bean, CMC.

At Saint Mary's University, the contacts who can provide you access to their graduates are Leah Ray, Managing Director of the Sobey MBA Program at 902-420-5729 or Joan McIntyre, Sobey MBA Program Assistant at 902-420-5002. Or you may reach them through mba@smu.ca.

Here's what some of the students have to say about the Management Consulting Course and Program at Saint Mary's:

"The Essentials of Management Course taught me principles and applications that can be used in all aspects of your career."

"I found Essentials of Management Course useful for me as an MBA, regardless of whether or not I become a management consultant. The information provides a practical approach for managing business issues in most situations."

"The Essentials of Management Course is one of the most practical and useful courses I've taken within the MBA. This course has value even to individuals not considering management consulting as a career given that many of the skills are universal to any work environment."

Professional Development and Networking Events for Management Consultants

The Association website includes listings of PD and networking events of interest to management consultant. Visit www.camc.com/index.cfm?PID=12514 to see a list of events across Canada.

Attention CMCs: All Professional Development events are worth one point per hour towards your CPD requirements.

The Alberta Labour Force Strategies Conference: A one day overview of the labour force situation in Canada and Alberta

May 29, 2006 at the Coast Edmonton Plaza Hotel

Statistics Canada and sponsoring partners are proud to present an essential conference on a topic of crucial importance in the province's and the country's growing economy. Join us on May 29th, 2006, for an engaging and informative discussion of the demographic and economic factors that have shaped and will continue to shape the labour market, and the challenges and opportunities a tightening labour supply will present in the future. You will gain significant insights into not only the changing nature of the labour market but also strategies to deal with both the current and ongoing labour supply constraint in the province.

Our panel of dynamic and expert speakers will share their knowledge of, observations on and approaches to the critical topics of:

- Demographic trends that led up to our current labour situation
- Occupational supply and demand forecasts from Alberta Human Resources and Employment
- An essential program and policy development tool—Statistics Canada's Labour Force Survey
- Provincial government strategies for finding qualified workers

Who should attend?

Policy Analysts, Government officials, employers, employees, unions, contractors, educators and others will all benefit from learning more about the current and future job market in Alberta.

[Click here](#) for a PDF brochure and registration form.

Executive Top Up Solution – A message from Crossgrove & Company Financial Services

Being a consultant, you will appreciate the following analysis concerning the typical Group Disability Insurance that you or your colleagues may be relying upon.

Executive Coverage Shortfall Analysis – A Typical Executive's Income

Gross income:	\$16,666 monthly	\$200,000 annually
Bonus:	\$ 8,333 monthly	\$100,000 annually
<u>Total Gross Income:</u>	<u>\$25,000 monthly</u>	<u>\$300,000 annually</u>
Approx. "Take-Home":	\$14,460 monthly	\$173,000 annually
Current Long Term Disability Protection:	\$5,0000	35%
Additional Disability Available through an Executive Top Up	\$6,850	
Potential Disability Available with an Executive Top up	\$11,850	82%

The fundamental problem executives face with most group long term disability is that the plan is designed for the average person within the corporation and does not recognize the unique needs of today's executives.

As specialists in working with Executives and Consultants we know where you are coming from and the optimum structures you require. We look forward to working with you personally or with your corporation in the near future.

For more information or to arrange a free consultation please [click here](#).

Testimonial

"Crossgrove & Company is the Association's sole preferred intermediary for critical illness, disability and life insurance products, as well as health and dental plans and has been since 1993" - Heather Osler, CAE, President & CEO Canadian Association of Management Consultants

Member in the News: Dr. James Bowen CMC

James, a member of the Eastern Ontario Chapter of CAMC, recently published *Global Wolves are at the Door: Be the Future or Be History*. James is Vice President of CompEngServ Ltd., located in Ottawa, and has been a CMC since March 2005.

Special Offer for CMCs!

If you would like to review this book, please send an email to hmillier@camc.com by Friday, May 5, 2006. A draw will be held on Monday, May 8 and the winner will receive a complimentary copy of *Global Wolves are at the Door*. A book review earns CMCs five Continuing Professional Development points, and the review will be published on the CAMC website and a future edition of cNotes.

More About *Global Wolves are at the Door: Be the Future or be History*

Modern technology means that all products are affected by technology either in the product, the process, the manufacturing, the delivery or even in its usage. In this book we need to understand that the technology infrastructure that has been implemented over the last twenty years has radically changed our approach to management.

Global Wolves is written to address these issues and provide a handy action checklist.

The author, Dr. James Bowen, PMP and CMC has provided the issues and solutions relevant for every consultant that looks to change companies for the better.

Get the methodology and the action list:

http://www.productivepublications.com/global_wolves_are_at_the_door.htm

**If you have published a book or article, or given a media interview, please let us know!
Email hmillier@camc.com and we will include a notice in an upcoming issue of cNotes.**

The Meridian – Latest Edition Now Available Online

The Meridian is ICMCI's newsletter focused on building a sense of community among member Institutes. The latest edition includes:

- Message from the Chair
- Report from the World Management Forum, Shanghai
- Report from the tenth ICMCI Congress, Beijing
- Hub news from China, Korea, Russia, Chinese Taipei, Thailand and Croatia

[Click here to download the PDF newsletter.](#)

Business Book Summary Service – Special Savings for Association Members

High performing business people are always looking for new ways to:

- excel by learning how the best business leaders achieved their success...and then emulating their accomplishments;
- stay up-to-date on best practices in many different areas of business;
- find new ways to create value by using the latest customer service techniques; and
- save time while increasing their productivity.

We've found a service that can really help CAMC members in all of these areas.

It's a business book summary service that offers the best ideas from the top business books. A book summary only takes about 15 minutes to read, but you learn the best ideas from leading experts – it's a really easy way to stay on top of today's best business thinking.

Since this is the kind of service that we think would be of value to you, CAMC has partnered with The Business Source to offer you their exceptional business book summary service (it's called the Executive Business Program) at a **substantially reduced price**.

This service retails for \$130, but because of our partnership you can receive a one year subscription for **only \$25.00 (a savings of 80%)**.

Plus, until May 9th CAMC members can also receive the Business Essential Library for **only \$28.00 (70% off the regular price of \$99.00)**. The library contains 36 summaries of great business books - ones that belong on the shelves of every business person who wants to stay on the leading edge.

Think of the investment you can make in your career with this program.

This is a limited-time offer. Please respond by May 9th, 2006 to avoid disappointment.

If you wish to learn more or subscribe, [Please Click Here](#).

What Do Your Employees Think About Your Workplace?

Get inside their heads by registering for The Best Small & Medium Employers in Canada Study (2006)

The study, conducted by Queen's School of Business in cooperation with Hewitt Associates, is an

opportunity for companies to benchmark their HR practices against the very best. To be involved, companies must have 50-400 employees, and have been in operation for 3 years. Participating companies will receive a complimentary highlight report outlining key employee engagement measures. In addition, companies selected as **Best Employers** will be featured in the **Globe and Mail's Report on Small Business Magazine**. Registration **deadline is August 31st**, so sign up soon!

To register or for further details, simply visit <http://business.queensu.ca/qcbv/sme>, email BSME@business.queensu.ca or call the Queen's Centre for Business Venturing at **(877) 955-1800**.

How to get the CMC logo

You've worked hard to achieve the CMC designation, now it's time to tell the world! If you would like to add the CMC logo to your business card, letterhead, proposal documents, PowerPoint presentations or website, please contact Sandi Cox at scox@camc.com. Please indicate how you intend to use the logo to ensure you receive the appropriate file type.

Make your voice heard

If you have comments about what you've read in cNotes, or have a contribution or suggestion for the Editor, we want to hear it. We can't reply to every email we receive, but we do read *all* of them and we take your opinions seriously. [Click here to send a message to the Editor](#)

Visit our website

Get more information on the world-renowned CMC designation, find a consultant, and make connections in the profession. All this and more is available to you every minute of every day on the Association's website. www.camc.com

cNotes is the newsletter of the Canadian Association of Management Consultants. We hope you find it useful and enjoyable, but if for any reason you wish to remove yourself from our mailing list, [email sgriffith@camc.com](mailto:sgriffith@camc.com).