

*Newsletter, October 2019*

## Good advice on employment law

On 29 August, Alan Knowsley, Partner at Rainey Collins, presented to IMC on employment law issues that can keep executives awake at night.

As consultants these things are important to us. We need to know what matters to our clients; understand the risks of strategic change and be aware of the stakeholder consultation that needs to occur. Alan led a lively, frank and honest session, highlighting his experience at the sharp end of employment law. He provided valuable insights for everyone who attended.

It was an eye-opener to some to realise how important process and fairness is to good employment practice and change management. Alan also stressed the importance of practising good communication, decency and fairness rather than taking an unnecessarily adversarial approach. There are clearly plenty of fishhooks that we and our clients need to be able to recognise and avoid. Thanks to Alan for running a great session that taught many seasoned consultants a few things.



Jacquie Hamer CMC,  
President

### What's been happening at IMC New Zealand?

#### IMC New Zealand Website

We are delighted to announce that IMC New Zealand has a brand-new website – [www.imcnz.org.nz](http://www.imcnz.org.nz). The new website showcases our branding and gives users home page links to the content most sought after by our audiences. We have added:

- An Events page with the ability to register directly from the website
- A simpler Join Us page with everything you need to join up online
- A “Find a Consultant” feature to help clients hire a CMC
- A Members Area where members can create and update their own profile and make online offers for services.

- Easier navigation across the website
- More content about professional development

Please take a look at the new website and set up your online profile. You should have received an email and password to allow you to login to the member’s area. Student members can use their login to update their details on our membership database but cannot create an online profile until they upgrade to Associate membership.

### New Members

We are pleased to welcome Ian Calder as our latest Professional Member and CMC.



### Use of post nominal letters

The following post-nominal letters can be used by IMC New Zealand members on their CV, business cards, proposals and online profiles:

Student member	None
Associate member	AIMCNZ
Professional Member	MIMCNZ
Fellow	FIMCNZ
Member with CMC Certification	CMC

Please note that you may only use one or more of these post-nominals if you are a current paid-up member of IMC New Zealand.

### Upcoming IMC New Zealand Events

Paul Holmes, Managing Director at INFO by Design, will be speaking at the IMC Wellington event on November 14th. Paul is recognised across New Zealand as one of the country’s leading privacy experts and he will discuss proposed changes to the Privacy Act and their impact on organisations, as well as how to make good privacy practice a competitive advantage. Details have been posted on the new IMC website and you can also register your attendance directly through the website. Details will be posted on the IMC New Zealand LinkedIn Group and emailed to members and those on our mailing list.

### Joint professional development events – IMC New Zealand and Ministry of Business Innovation and Employment

We are very pleased to announce that IMC New Zealand has just signed a contract with the Ministry of Business Innovation and Employment to provide an AOG professional services education programme. Events will be organised for both AOG agencies and for suppliers and they will be held between 24 February and 6 March 2020. The programme will be

delivered by Kevin Schwenker CMC and Fellow of CMC-Canada, a world-leading educator in professional services method and practice.

Your IMC Council has been working on this initiative since our Action Day earlier this year so we are very pleased to see it come to fruition. We will provide more details as we finalise planning with MBIE.

[ICMCI Annual Meeting of Delegates and CMC International Conference - Nassau - Bahamas 15-18 October 2019](#)

The ICMCI Annual Meeting of Delegates and CMC International Conference has just concluded in Nassau, Bahamas. IMC New Zealand did not send any delegates this year and we appointed Lydia Goh of IMC Singapore as our proxy. Lydia convenes the Asia-Pacific Hub of CMC-Global. We will update you on decisions and initiatives once we hear more back from our international colleagues. The conference photo below includes plenty of faces familiar to past IMC New Zealand delegates.



*CMC conference Nassau October 2019 ICMC*

[International CMC-Global events for 2020](#)

CMC-Global (The international Council of Management Consulting Institutes) have announced the following events in the 2020 International meeting calendar:

<b>Event</b>	<b>Date</b>	<b>City</b>	<b>Country</b>
Asia Pacific Hub Meeting	5-7 May 2020	Yerevan	Armenia
Euro Hub Meeting	4-5 June 2020	Istanbul	Turkey
CMC Global Meeting & Conference	5-9 October 2020	Beirut	Lebanon

## Invoices and Professional Development Returns

The 2020 invoices will be sent out in November for the 1 January to 31 December 2020 year.

Please start preparing your annual PD return which can be filed online from the new IMC website. Professional members must complete a minimum of 30 hours professional development per year, and Associates 20 hours, to retain active membership. Attendance at our regular events counts towards this. If you have not yet registered your hours for 2019 please do so here <https://imcnz.org.nz/professional-development/>

## Your Council

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