

COMPETENCY COUNTS

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Photo: Heather Bennett, orchids in the Botanic Garden, Singapore

ICCI CERTIFICATION: THE GOLD STANDARD

BOARD OF GOVERNORS' ANNUAL MEETING

Members of the Board of Governors came from around the world to attend the annual meeting: *Jutta König*, (Board Chair), The Netherlands; *Allan Gatenby*, Australia; *Brian Schwartz*, China; *Joe Carroll*, *Kathy Voska*, *Spencer Liles*, USA; *George Parvanov*, Bulgaria; and *Heather Bennett*, Canada.

Held in Singapore, May 1-3, the meeting theme was *Certification in a Changing World*.

We were fortunate to have a local host, Lim Leong Fatt. Lim not only arranged for our hotel, meeting space and meals, featuring local cuisine, he also facilitated many of our sessions.

Sebha Husain, attended from India, and served as our moderator, ably taking notes and keeping track of flipchart pages and our decisions!

While we meet monthly by phone, for some board members this was the first time to meet, face to face!

Our agenda included: surveying the global career certification landscape; developing a statement of purpose; identifying growth areas; considering possibilities; developing a sustainable business model and an action plan.

We had an evening of celebration featuring a traditional meal of 10 courses, and a bumboat tour of Singapore's magnificent waterfront!

See page 3 for highlights of the meeting.

NEW!! ICCI PUBLICATION GUIDELINES

Members of the ICCI Marketing Committee have been actively seeking ways to increase visibility of ICCI by increasing the visibility of the ICCI website. Up-dating reference material is a major initiative, and *your help* is needed!

Thanks to the major efforts of Committee members Ms. Chris Bardwell, CMF, and Ms. Teng Teng Heng, CMF, publishing guidelines have been created for certificants interested in utilizing the ICCI website as a launching pad for articles. *Continued on page 4...*

INSTITUTE OF



CAREER CERTIFICATION INTERNATIONAL

APPLICATION REVIEW DIVISION (ARD) UPDATE

CONGRATULATIONS

Since April 2015, we congratulate the following individuals who have received, or updated, their certifications as follows:

Career Management Associate (CMA)

Charles Zinger, USA

Career Management Fellow (CMF)

Joseph Parent, USA

CMF RE-CERTIFICATION

Taunee Besson, USA

John Lees, UK

Lynn O'Connor, Canada

Bruce Requilez, USA

RE-CERTIFICATION CHANGES

As of May 1, 2015, CMP and CMF certificants are asked to re-certify *every 4 years* to maintain certification in good standing. This underlines the importance ICCI places on on-going professional development to enhance the competencies needed to provide quality service to clients as well as contributing to the field through a variety of means.

The Re-Certification application has been updated, giving certificants the opportunity to reflect and affirm our own professional growth and achievements. We don't often do this for ourselves and it is good practice and invaluable to self-assess what our next steps could be.

As part of the Re-Certification process, the reviewers conduct telephone or Skype interviews. They frequently comment on the exceptional caliber of ICCI certificants—our professional peers!

CERTIFICATION APPLICATION

ICCI's Certification Application has recently been revised so that the specific information to be provided is clearer. It is available to be viewed on the website as a .pdf document for those who may be considering applying for certification.

HEB



PROFILE:

TONY CROSBY, CMF ICCI REVIEWER

First Australian ICCI Certificant

Tony was the first career development practitioner in Australia to have achieved the Career Management Fellow status in 2008, of which he is justifiably proud!

Tony has illustrated tremendous commitment to ICCI through his involvement as a Reviewer since 2009. He is thorough; tough, but encouraging; and coaches certification and re-certification applicants to strengthen specific dimensions of their practices that will enhance their effectiveness.

When asked what he looks for when reviewing new or recertification applications Tony responded, “the applicant’s practical ability to understand a client’s career development needs. Whilst the appropriate qualifications are important, the ability to quickly identify a client’s complex personality traits, skills and aspirations is critical. Experience is a great teacher and this is always evident in all good career development practitioners. This, when combined with empathy and strong client leadership qualities are all essential ingredients that I look for in an application.”

As CEO of *Associated Career Management Australia*, Tony is recognized as one of Australia's leading career management professionals and authors, having successfully assisted thousands of clients, lectured on career management techniques, and appeared as an expert witness in career related matters.

Born in Melbourne, Tony is self-educated. His broad general knowledge of politics, economics, local and international affairs, management, technology and the arts, as well as being an active sportsperson, enable him to relate to, and assist clients from any background or location to maximize their vocational opportunities.

In addition to contributing to ICCI, Tony is a Fellow of the Career Development Association of Australia and a member of the Association of Career Professionals International.

Tony’s burning passion for personal development in all aspects of his own and his client's lives, plus the promotion of the career management profession in Australia and throughout the world contribute to his success as an individual practitioner and as an esteemed business owner. We are fortunate to have Tony as an ICCI Reviewer!

Heather E. Bennett, CMF and Chair ARD

ICCI CHARTS FUTURE COURSE

The Board of Governors' annual meeting in 2015 was particularly notable. After more than 20 years of certifying career professionals, it was important for the Board to consider what ICCI will look like in the next 20. The early Board and first generations of certificants created a solid foundation for expanding both the influence and credibility of the career management profession and ICCI. The decision to meet in Singapore signaled our desire to consider the future ICCI beyond our North American and European roots.

The energy, innovation and multicultural make-up of Singapore serve as a proxy for how ICCI will need to act in the global context. East and West mix and mingle in all dimensions of life. The office buildings of familiar global players sit next to the iconic buildings of Singapore's past and spectacular new buildings re-imagine modern architecture. English is the lingua franca along with Malay, Mandarin, Tamil and other languages heard on the streets and in the marketplace. Buffet tables are laden with Indian, Chinese, Malay and Western foods, and it is perfectly acceptable to eat with chopsticks or forks! Residents live, work, study and play in local neighborhoods connected by an exceptional transit system. Small, inviting green spaces offer respite from the pace and heat of the city. To visit Singapore is to truly gain an experience of the future!

Lim Leong Fatt, Senior Project Consultant for Singapore's Ministry of Trade and Industry was our local host and facilitator. Lim led us through a comprehensive review of ICCI certification. This grounded us as we reviewed and evaluated ICCI's purpose; current and potential certificants, competitors, certification offerings; processes, and branding. Through intense conversations, the Board gained clarity for ICCI's purpose going forward, defined an enhanced marketing and sales approach, repositioned certification processes, and expanded ICCI's target market.

Over the next three years, the Board is committed to:

- Reviewing the criteria and support for graduates of career/talent management programs and recent entrants to the field from related backgrounds to obtain CMA certification
- Expanding certification offerings to organizations
- Reaching beyond North America, Australia, and Western Europe to Eastern Europe and emerging markets
- Establishing a robust and sustainable platform for growth
- Expanding the use of technology tools to support ICCI's processes and resources; increasing value for certificants, communities of practice, and our strategic partners

In short, the Board affirmed ICCI certification as the gold standard for the next generation of career and talent development professionals. We look forward to engaging you in our plans, inviting your input and continuing to encourage you to promote certification among your colleagues.

Jutta König, CMF and Chair, Board of Governors

Photo: Board of Governors, Hotel Grand Pacific, Singapore, May 3, 2015

Left to Right: Allan Gatenby, Brian Schwartz, Lim Leong Fatt, Heather Bennett, Kathy Vosca, Sebha Husain, Jutta König, George Parvanov, Joe Carroll, Spencer Liles



NEW ICCI PUBLISHING GUIDELINES (continued from page 1)

We encourage you to review the guidelines, posted on the ICCI website ([click here](#)) and submit your articles through the ICCI website ([click here](#)).

Your publication could appear in a future issue of *Competency Counts* or be included in our online directory of articles.

We look forward to hearing from you!



SUMMER READING!

If you are looking for books on a variety of career and talent management topics, take a look at the ICCI [Bookstore](#)! The following certificants are authors whose books are listed:

Sharon Armstrong, CMF

Joe Carroll, CMF

Susan Chritton, CMF

Sheryl Spanier, CMF

Helen Harkness, CMF

Jutta König, CMF

John Lees, CMF



RECENTLY PUBLISHED

Canadians Heather E. Bennett, CMF and Mark Franklin, CMF published “A Corporate Case Study: Adapting a Narrative Career Management Framework for an Organizational Leadership Engagement Program.” This will appear in the Fall 2015 issue of *Career Planning & Adult Development* (Volume 31, Number 3)

SELF CARE FOR PRACTITIONERS

As professionals, we are in the business of helping others at a time of job loss or career crisis. Individuals who have been downsized, let go, or have unexpectedly lost their employment due to a host of factors may be angry, bewildered, and uncertain about how to go about finding new work. Recent graduates looking for first jobs, or those wanting to change their employment may be uncertain about what work is right for them. Our role is to listen; assess; empathize; provide information, tools and practical support; encourage. In short, we help our clients to regain/develop resilience, see possibilities, and gain skills to find work that pays their bills and, ideally, provides joy.

Given the intensity of our work, self-care is a must. Some of us are better at this skillset than others! Belonging to a group of practitioners offering opportunities for reflection, anonymous debriefing or sharing best practices is a means of letting go of the emotional and mental weight we carry. Some of us write blogs, journal entries, or poetry! Some practitioners choose informal or formal supervision as another means of maintaining their own psychological health. And, some of us may need to try out practices to find what works for us!

In the northern hemisphere, summer means vacation time, or at least a break from the routine. This collective “downtime” means that it is acceptable to be found reading on a porch, in a park, by the pool, or at the beach! If you are planning to take a few days away, consider loading your tablet or book bag, with the following self-care titles to renew and re-energize!

Simple Self-Care for Therapists: Restorative Practices to Weave Through Your Workday. Ashley Davis Bush. W.W. Norton & Company Inc. 2015.

Leaving it at the Office: A Guide to Psychotherapist Self-Care. John C. Norcross and James D Guy Jr. Guilford Publications. 2007.

Secondary Traumatic Stress: Self Care Issues. B. Hudnall Stamm (Editor). The Sidran Press. 2nd Edition 1999.

The Resilient Practitioner: Burnout Prevention and Self-Care Strategies for Counselors, Therapists, Teachers, and Health Professionals, 2nd Edition. Thomas M. Skovolt and Michelle J. Trotter-Mathison. Taylor & Francis. 2010.

Online:

<http://vivianbaruch.com/free-stuff-3/my-articles-2/self-care-for-therapists/>

<http://idealistcareers.org/working-for-social-change-make-self-care-a-priority/>