

COMPETENCY COUNTS

ISSUE 5

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Photo: Heather Bennett, Spring Blooms in Toronto, Canada

ICCI 2016: BOARD OF GOVERNORS MEETING

ICCI's Board of Governors will meet **May 6-8, 2016 in Toronto, Canada** for its annual meeting. The Board will review progress of the work begun following its 2015 meeting in Singapore and to build on this in the coming year.

Outcomes of the 2015 meeting included a plan to:

- Review support for graduates of career/talent management programs to offer mentoring and expand strategic alliances
- Revise the criteria for the *Career Management Associate* (CMA) designation
- Review criteria to obtain the *Career Management Practitioner* (CMP) and *Career Management Fellow* (CMF) designations
- Attract mentors for CMA holders wanting to obtain the CMP or CMF designations
- Improve ICCI's website and certification processes
- Reach out to practitioners in emerging markets

THE BOARD WANTS YOUR INPUT!

In preparation for the May meeting, the Board wants to hear from *you!* Complete the [online survey](#) by **April 30** to offer your input.

2016 BOARD OF GOVERNORS

Allan Gatenby, CMF (AUS) Chair

Dr. Jutta König, CMF (The Netherlands) Past Chair

Heather Bennett, CMF (Canada) Chair, Application Review Division

David Bowman, CMF (USA)

Joe Carroll (USA) Chair, Marketing Committee

Dave Cordle, CMP (UK) Chair, Global Council

Robyn Greenspan, CMF (USA)

Joy Packard, CMF (UK)

George Parvanov (Bulgaria)

Dr. Brian Schwartz, CMF (China)

Kathy Voska, CMF (USA) Treasurer

ON-GOING PROFESSIONAL DEVELOPMENT

We continue to scour the world for quality career/talent management conferences, podcasts, blogs, and recommended resources to share these with fellow certificants.

On page 2, you'll see a list of 2016 conferences we've heard about.

The ICCI Bookstore offers a wealth of suggested resources of value to certificants and to our clients.

We welcome YOUR suggestions and recommendations to keep the information we share current.

Send these to Joe Carroll, joekane@aol.com



A WORLD OF PROFESSIONAL DEVELOPMENT

A look at the list of conferences being held around the world reveals the concerns and trends related to employment and career/talent management:

Commit to Excellence *Promoting Inclusiveness* **Inspiring Excellence through**

DATE	2016 CONFERENCE NAME & LINK	SPONSORING ORGANIZATION	LOCATION
April 15-17	NLP Conference http://www.nlpconference.co.uk/	NLP	Central London, UK
Apr 26-27	Alberta Career Development Conference: Commit to Excellence http://www.careerdevelopment.ab.ca/event-2143675	Career Development Association of Alberta	Calgary, Alberta Canada
May 18-22	Career Counselling Best Practices in the Asia Pacific Region: Promoting Inclusiveness http://www.asiapacificcda.org/2016-Conference	Asia Pacific Career Development Association	Taipei, Taiwan
May 25-27	Inspiring Excellence through Evolution, Innovation and Transformation http://www.cdaaconference.com.au/	Career Development Association of Australia	Melbourne, Victoria Australia
May 31- June 1	Learn, Connect and Collaborate http://www.cacee.com/cgi/page.cgi/_evtcal.html?evt=714	Canadian Association of Career Educators and Employers	Montreal, Quebec Canada
June 30 - July 2	Fostering Well-Being through Meaningful Work http://associationdatabase.com/aws/NCDA/p_t/sp/conference_home	National Career Development Association	Chicago, Illinois USA
September 3-4	European Summit on Developing the Career Workforce of the Future http://www.nice-network.eu/european-summit-on-developing-the-career-workforce-of-the-future/	Network for Innovation in Career Guidance & Counselling in Europe (NICE)	Canterbury, England
September 18-21	Promoting Equity through Guidance & Counselling. Reflection, Action, Impact http://iaevg.net/	International Association for Educational and Vocational Guidance	Madrid, Spain
November 7-11	CareerPro2016: Virtual Career Development Conference http://careerproconference.ca/	Career Professionals of Canada	Virtual—on-line
January 23-27, 2017	Cannexus 17 http://cannexus.ca/	CERIC	Ottawa, Ontario Canada

Evolution, Innovation and Transformation

Learn, Connect and

Collaborate

Promoting Equity through Guidance & Counselling, Reflection, Action, Impact

Fostering Well-being through Meaningful Work **Developing the**

Career Workforce of the Future

APPLICATION REVIEW DIVISION (ARD) UPDATE

CONGRATULATIONS!

Since December 2015, the following CMF certificants re-certified:

- Heather Bennett, Canada
- Aileen Crown, Canada
- Suzanne Gosselin, Canada
- Barbara Kofman, Canada
- Ray Blush, USA
- David Bowman, USA
- Susan Chritton, USA
- Marilyn Stika, USA
- Beth Ann Wilson, USA

RE-CERTIFICATION

As of May 2015, re-certification is required every *four (4)* years for *Career Management Practitioners* and *Career Management Fellows*. Previously, this was required every five years. Extensive and rapid changes affecting career/talent management led the Board to make this change.

Why Re-certification?

- Assures the buying public that those certified by ICCI continue to meet the competency and ethical standards certification represents.
- Provides an opportunity for you to reflect on your development to date as a professional as well as areas of focus you want to pursue.
- Recognizes your competencies through on-going practice; professional development, and contributions made to the career/talent management field.

FINDING CERTIFICATION & RE-CERTIFICATION APPLICATION FORMS

Look for the *Request an Application* button on ICCI's homepage. This takes you to a page where you can preview or request the application. If you know of colleagues who are considering certification, direct them to this!

To obtain the *Re-certification* application, CMPs and CMFs first need to **Login** on the [ICCI homepage](#). This takes you to the *Certificants* page where you'll see a **Re-certification** section.

NEW BOARD OF GOVERNORS MEMBERS



Joy Packard, CMF (UK)

Past ICCI Certification
Application Reviewer; Board of
Governors Member as of January
2016

Joy has worked as a professional Career Coach and Trainer since 1995. She works with people in transition: supporting them to reassess who they are, what they stand for, and reflect on what they want to get out of life. This then forms the basis of a pragmatic action plan and job search support until the outcome is achieved. She has worked with clients in the UK, Nigeria, China, Vietnam, and Qatar.

In addition to completing her CMF certification, Joy is a registered professional with the Career Development Institute (CDI) in the UK. Joy is an associate of the Executive Development Unit at Newcastle University as well as Newcastle Business School at Northumbria University.

David Bowman, CMF (US)

Board of Governors Member as of
January 2016



David is the Founder and Chairman of TTG Consultants, a Human Capital consulting firm with worldwide partner locations. He is past president of the International Association of Career Consulting Firms (IACCF).

David has authored several books and audio series, and he frequently writes about career and workplace issues in print media. His "Career Advice" is often featured on national TV and radio news/talk shows, and his public and university seminars have re-focused careers throughout America.

David's corporate management career has included: The Mead Corporation, USM Corporation and several entrepreneurial ventures.

His education includes Dartmouth College and Stanford University Graduate Business School.

ICCI NEEDS YOU!

ICCI is a global, virtual organization offering certification/re-certification for career/talent management practitioners. All certification/re-certification Reviewers, members of the Board of Governors, and members of committees are **volunteers**. ICCI is poised to grow significantly to support current and future certificants as they offer recognized, quality services to their individual and organizational clients. We're looking for certificants to:

Serve on the Marketing Committee

- Encouraging use of social media, especially LinkedIn, Facebook; adding tools and resources to the website; contributing to the Competency Counts newsletter

Serve on the Professional Development Committee

- Identifying and promoting quality professional development resources from around the world including articles, blogs, books, podcasts, websites and conferences

Current CMFs are invited to:

Offer support and expertise as a Fellow Mentor

- For certification applicants at all levels—Career Management Associate (CMA), Career Management Practitioner (CMP) or Career Management Fellow (CMF).

Offer mentoring

- For up to 2 years to a Career Management Associate (CMA) to enhance their competence as a practitioner.

Review Certification and Re-certification applications

- Validating evidence of competencies through review of applications and interviews

Serve on the Board of Governors

- Attending a virtual meeting monthly to further the growth and value of ICCI certification; uphold the values, policies and integrity of ICCI certification; be an ambassador for ICCI in one's home country and in the international arena

To Make Your Interest Known and Get More Information

Please contact Allan Gatenby, CMF and Board of Governors Chair, at info@careercertification.org (put "ICCI Volunteering" in the subject line) for more information about a particular area of interest.

ICCI WEBSITE REFRESHED

If you haven't visited ICCI's [website](#) lately, please do! Not only does the new site, have a fresh new look, it's mobile-friendly. We're looking to add useful tools and resources to the website!

Currently we have:

- A **bookstore** featuring books written by ICCI certificants and as well as recommended titles
- **Articles** published by certificants
- A **video** describing what it's like to apply for certification
- An **industry events** listing

Email **Joe Carroll, Marketing Committee Chair** at: joekane@aol.com with your suggestions!