In 2015, ICCI’s Board undertook a number of strategic initiatives to enhance the value of certification:

- Published the quarterly Competency Counts newsletter to promote developments within the ICCI community and professional expertise.
- Expanded opportunities for professional development through courses offered by our strategic partner, CDI in Great Britain, and guidelines for publishing papers through ICCI’s website and newsletter.
- Simplified the re-certification process every four (4) years.
- Increased promotion and recognition of professional profiles and networks through social media.
- Certificants and board members presented at many conferences; partnered in certification related projects in Canada, Europe and emerging nations.
- Developed strategic alliances with CDI in Great Britain, ACPI Greater Philadelphia and ACP Toronto Network, bringing additional benefits to their members.
- Strategically increased the global reach by building connections with career and talent management professionals and training organizations in Asia, India, the Middle East and Eastern Europe.
- Began creating a robust certification process for career and talent management training programs and organizations enabling practitioners to develop and meet ICCI’s competencies.
- Initiated a project to review and update the competency framework for career and talent management professionals to recognize changes in the profession, globalization and expectations about standards of service. This will be showcased in early 2016.

How Do You Define “Talent Management”?

If you offer ‘talent management’ services as well as career management services, how do you define ‘talent management’? We’d like to hear from you! Consider these definitions:

Talent management is the
~ systematic attraction, identification, development, engagement, retention and deployment of those individuals who are of particular value to an organisation, either in view of their ‘high potential’ for the future or because they are fulfilling business or operation-critical roles. (CIPD-UK)

~ implementation of integrated strategies or systems designed to increase workplace … See page 3
One of the great benefits of ICCI Certification is the opportunity to be part of a global community of career and talent management professionals.

Are you aware that as well as connecting with other certified career and talent management professionals through the “Find” function on ICCI’s website (www.careercertification.org), or as members of ICCI’s LinkedIn and Facebook groups, you can keep up-to-date with what’s going on in career and talent management across the globe, by clicking on “Global Council Updates” under the “Global Council” tab?

ICCI’s Global Council brings together certificants from around the world in a virtual meeting held twice a year—in November and May. They report on what’s going on in their countries with each Global Council member also providing a written report looking at:

1. What’s happening in the country’s economy, political arena and labour market
2. What’s happening in the profession of career and talent management
3. What’s going on in the country’s professional career and talent management organisations
4. What strategies career and talent management professionals are using to compete in today’s marketplace

It’s interesting to note the similarities in the challenges being faced by career professionals, even where the political and economic landscapes are different!

Our latest call was on 17th November and you’ll find all the country reports and a recording of the call on the ICCI website (as above). Why not refer your clients and network to this information to enhance your own reputation in the career and talent management services field?

Dave Cordle
Chair, ICCI Global Council

P.S. We currently have members on the Global Council from Argentina, Austria, Bulgaria, India, Ireland, The Netherlands, UK, and USA. If your country isn’t on that list, and you’re an ICCI certificant in good standing, and would like to be involved, please email me at dave@davecordle.co.uk
APPLICATION REVIEW DIVISION (ARD) UPDATE

CONGRATULATIONS!
Since September 2015, the following individuals have been certified or re-certified:

CAREER MANAGEMENT PRACTITIONER (CMP)
Leslie MacNeil, Canada

CAREER MANAGEMENT FELLOW (CMF)
Caroline van den Bogaard, The Netherlands
Julie Schladitz, Switzerland

CMP to CMF
Elizabeth Solecki, Canada

CMF RE-CERTIFICATION
David Bowman, USA
Jutta König, The Netherlands
Sue Kersey, Canada
Sheryl Spanier, USA

FINDING APPLICATIONS FORMS FOR CERTIFICATION & RE-CERTIFICATION

On ICCI’s landing page under How May We Help You? New Certification takes you to a page where the application form can be viewed as a .pdf document or requested. If you know of colleagues who are considering certification, direct them to this link!

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 Recertification section. The application form may be downloaded from there.

Heather E. Bennett, Application Review Division Chair

Profile:

Sheryl Spanier, CMF (USA)
Member of First IBCM Cohort (1994) and Former Member of ICCI’s Board of Governors

Sheryl is a force! She was active in forming IACMP, the predecessor organization of ACPI, serving on its international board for 10 years. When the affiliated but independent organization, International Board for Career Management Certification (IBCMC, which is now ICCI) was founded in 1994, Sheryl was honored to be among the first class of certificants. As a Fellow at that time, she designed and led a number of professional development programs at local and international conferences in topics such as: Ethics in Career Consulting, Working with the Helpless Client, Executive Coaching Techniques, The Business of Coaching. She was elected to ICCI’s Board of Governors in 2010 and created and co-led the Marketing Committee with Kristina Volma, which is now ably managed by Craig Toedtman. Sheryl has published numerous articles on career management topics and co-authored, with Karen Otazo, three executive career management guides, which can be ordered through the ICCI Bookstore or at www.NoTime4Theories.com. She continues to be committed to the career management profession as a mentor, consultant, and resource to other practitioners. Sheryl has challenged ICCI’s Board to facilitate knowledge exchange among certificants. We welcome your input! (See below) HEB

To plan 2016 LEARNING EVENTS and OPPORTUNITIES, we want to hear from you!

1. As a recent practitioner, what’s most important for you to learn to gain confidence and effectiveness?

2. As an experienced practitioner and your practice niche, what’s of most value for you to learn at this time?

3. As a practitioner at any stage, what are your greatest challenges and learning needs?

4. Would you be willing to pay a small fee (e.g. under US$50) to participate in online learning sessions?

5. Would you watch sessions on our YouTube channel?

Send your responses by December 15 to: info@careercertification.org

Talent Management Defined (Continued from Page 1)

… productivity by developing improved processes for attracting, developing, retaining and utilizing people with the required skills and aptitude to meet current and future business needs. (SHRM)

Send your definition of ‘talent management’ to: info@careercertification.org. Put TALENT MANAGEMENT in the subject line.
ICCI MENTORING: OPEN CALL FOR MENTORS

Become an ICCI Mentor
I am inviting you to consider becoming an ICCI mentor for a Career Management Associate (CMA).

ICCI as Certification of Choice
The next generation of career and talent management professionals is coming into our field. We want to be their certification provider of choice: with certification offering career/talent management services that are grounded in demonstrated knowledge, skills and ethical practices, thereby associating ICCI competency-based certification with protecting the buying public.

Revamped CMA
In early 2016, we will be marketing a revamped CMA designation. We want to offer new CMAs the opportunity to be mentored for **up to two years**. If a CMA certificant seeks mentoring, the individual would be matched to a CMP or CMF mentor. CMPs and CMFs who are willing to be mentors may use their contribution to upgrade to the CMF or, at the time of re-certification.

Eligible CMPs and CMFs
CMPs and CMFs eligible to mentor are in good standing i.e. current in payment of annual fees and have re-certified within the past four (4) years.

Onboarding
An onboarding process will be put in place for mentors and mentees with periodic check-ins to ensure both mentees and mentors are benefiting from the mentoring relationship.

Value
As an international organization, and with the benefit of technology to minimize time and distance, we believe that ICCI can facilitate sharing best practices in our field with CMA certificants around the world!

For More Information
Please contact Heather Bennett, Application Review Division Chair, at info@careercertification.org (put MENTORING in the subject line) for more information or to sign-up to be an ICCI Mentor for a new CMA!

Dr. Jutta König, CMF and Board of Governors Chair

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**Simplified Fee Structure as of January 2016**
*(All fees are in USD)*

<table>
<thead>
<tr>
<th>Certification level</th>
<th>Application Fee</th>
<th>Annual Fee</th>
<th>Re-Certification Fee</th>
</tr>
</thead>
<tbody>
<tr>
<td>CMA</td>
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<td>$100</td>
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<tr>
<td>CMP</td>
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<tr>
<td>CMF</td>
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<td>$250</td>
</tr>
<tr>
<td>Strategic Alliance Members</td>
<td>$200</td>
<td>$175</td>
<td>$200</td>
</tr>
</tbody>
</table>

Note: CMA Certificants are encouraged to upgrade to the CMP level of certification after 3 years.