Welcome to the latest update for all CMI Centres on everything that’s happening at CMI.

Our 2014 Engage days started in Corby last week under our “still listening, learning and changing” banner. The feedback we received is encouraging but we’re aware that there is much still to do in what will be a programme of continuous improvement.

Speaking of improvements, our new and much improved Hub registration module has now completed its pilot. It will soon go live allowing a faster, better supported and more intuitive process whether for a single student or a large cohort. Full details will be sent to you shortly. We have also streamlined our quality, service and sales contacts in order to step up our responsiveness and offer easy access to more collateral and resources to support you. Work is already under-way to overhaul our approval and moderation/certification processes.

This week we released the 21st Century Leaders research report, which, as you’ll see below, shares key insights into how business schools, employers and professional bodies can work better together. Also recently released is our annual National Management Salary Survey with XpertHR, which suggests that the end of the bonus bonanza may be in sight: most directors have seen pay-outs fall this year, and pay levels remain sluggish across the board.

Elsewhere in this month’s update you’ll find details of our forthcoming webinar, when the Corporate Philosopher, Roger Steare, will be divulging his top tips to help managers work out the right thing to do – and find the courage to do it.

I hope that you enjoy our update and look forward to seeing you at one of our coming Engage days and events. We appreciate your feedback as a valued partner and are acting upon it as quickly as we can. Please keep telling us what you think and how you would like to see us improve together.

Best Wishes,

Steve Heappey CMgr FCMI
Director of Service Delivery
NEW QUALIFICATIONS

New core qualifications were launched in January 2014, offering more choice and allowing learners to complete the qualification that suits them in a more flexible and time-efficient manner.

As well as offering increased flexibility, our new programmes provide your learners with a richer, more practical approach to their professional development, giving you more competitive qualifications to take to market.

For further details of these changes, click here for a range of supporting materials including FAQs and syllabi.

NEW FUNDING RULES ON THE WAY

For centres that attract public funding you will be aware of the changes to the funding rules for 2014 – 2015. The new rules will apply from 1 August 2014.

The Skills Funding Agency has published the new rules, which includes the most up to date information on:

- The Adult Skills Budget
- Apprenticeships
- 24+ Advanced Learning Loans

For more information click here.

MAKING MANAGEMENT BETTER

There are currently three million managers working in the UK today, with this figure set to climb to 3.6 million by 2020. So how do we best meet the growing demands from employers for more business-ready graduates?

Our latest research, 21st Century Leaders: Building practice into the curriculum to boost employability, offers key insights into how employers, business schools and professional bodies can work together to produce the “business ready” managers and leaders of the future.

Find out more on www.managers.org.uk/21CLeaders and join the conversation at #21CLeaders!
END OF THE BONUS BONANZA?

This year’s National Management Salary Survey, reveals that the days of extortionate bonus payments to top management may be over. Directors’ bonuses are down 23% on last year, contrary to what might be expected from headlines about run-away pay.

The number of directors receiving bonuses is on a downward trend too. For managers more broadly, pay rose by just 2.5% on average over the last year, less than the previous three years and trailing behind retail price inflation.

Further findings show that labour turnover among managers for the last 12 months is at a record low: it stands at just 4.8% compared to 20% two years ago.

To find out more about this year’s pay trends and to download the free infographic, go to [www.managers.org.uk/salary2014](http://www.managers.org.uk/salary2014).

WELL WORTH THE WAIT

After more than a year of hard work invested in completely rebuilding the CMI website, it finally made its grand debut this week. Among its many innovative new features, we’re excited to unveil:

- Simple, intuitive navigation, making it easier than ever to find what you’re looking for
- An enticing e-shop packed with everything an excellent manager might need
- Current, cutting-edge management content in the new Insights section
- A secure online profile facility for members to renew and keep details up-to-date
- The same rich content experience via any device, any time.

We can’t wait for you to see it - click here to take a look, and get acquainted with the new look [managers.org.uk](http://managers.org.uk)!

WEBINAR: HOW TO WORK OUT WHAT’S RIGHT - AND FIND THE COURAGE TO DO IT

Every manager has to make tough decisions. Working out the right thing to do isn’t always about crunching data – it’s also about the values that are important to us and how our decisions will affect people. Join Roger Steare, The Corporate Philosopher; Honorary Visiting Professor at Cass Business School, founder of MoralDNA™ on 18 June 2014, 11am-12pm.

Attend this practical and engaging session to learn:

- How to understand your ethical preferences and how they affect your decisions
- How to have the courage of your convictions
- Building relationships and developing trust with remote teams
- Principles to empower office and co-workers to take decisions

To sign up and join this free webinar [click here](http://www.managers.org.uk/salary2014).
RECRUIT MORE MANAGERS AS SCHOOL GOVERNORS

CMI is backing the new Inspiring Governors Alliance, which aims to bring the working world and schools closer together by recruiting more professionals as school governors.

Research has estimated that governors make a contribution to the education system worth over £1bn. As well as calling on individual business professionals to volunteer as governors, the Alliance is also working to show employers how they can benefit from supporting staff who want to become governors.

CMI’s Director of Strategy, Petra Wilton, said: “Managers’ professional expertise can make a huge difference to schools and volunteering as a governor is a win-win experience. It’s a great way to gain exposure to different situations and new challenges.

Employers and managers can find out more about the potential benefits of volunteering at www.inspiringgovernors.org.

MAKING MORE FROM MANAGEMENTDIRECT

This month we have brought together just some of the resources available through ManagementDirect to support cross-cultural management.

There’s no doubt that a confluence of diverse cultures and working at a distance can create opportunities for business. The question is how to reap the benefits while minimising the misunderstandings that may arise.

Our thinker this month, Geert Hofstede, explores the four dimensions for defining work-related values associated with national culture. We also have the 2013 Management Article of the Year entry by Mona Aseri, The role of “global leaders” in managing the requirements for cultural adaptation faced by globalizing businesses, which examines the complex interaction between global organisations and the cultures in which they operate.

For a longer read why not try The Mindful International Manager by Jeremy Comfort and Peter Franklin which is a practical guide, aimed at anyone working internationally or Virtual team success by Darleen DeRosa and Richard Lepsinger which focuses on ways to successfully overcome common virtual team pitfalls.

With so much resource being added constantly, take a look at what’s new to ManagementDirect.

WILEY BOOK COMPETITION

Wiley have generously supplied Lead & Influence: get more ownership, commitment, and achievement from your team by Mark Fritz as a prize for this month’s competition.

To enter the prize draw, all you have to do is review a management article online.

To take part click here.

Congratulations to Dr Edward Michael Sida FCMI who has won a copy of Network Advantage: How to Unlock Value From Your Alliances and Partnerships by Henrich Greve, Tim Rowley and Andrew Shipilov.

MT LIVE 2014

CMI will be hosting a session at the conference and during the day keynote speakers will share insights and experience on topics including communication, reputation and digital marketing.

Click here for more information and to book your place with CMI’s 40% discount.
LATEST BLOG:

Has the executive gravy train reached the buffers? A huge shareholder revolt this month, at over 40%, was experienced at Standard Chartered Bank; a level almost close enough to block the remuneration policy.

Read more »

LAST CHANCE TO WIN £10,000

Valuing Your Talent, the initiative to create a new open-source framework for measuring human capital, is moving towards its final consultation phases. But there’s still time for you to give a management perspective on the proposals – with the chance of a £10,000 prize and expert support to put the best ideas into practice.

The Valuing Your Talent challenge website gives you the chance to feed into discussions on the principles that should underpin good people metrics, to share and learn from existing examples of people measurements, and to help refine the framework that’s been developed.

Now closed.