

# P.Mgr. - Professional Manager Designation

## Background

The need for a meaningful professional standard for persons managing the services and resources of our economy was recognized as early as 1942, and led to informal discussion involving business, government and academic leaders. During the late 1950's these discussions developed into inter-disciplinary studies, culminating in 1967 in an official report which recommended the establishment of a "Professional Manager" designation.

The P.Mgr. designation denotes an academic and practical Canadian experience background which will permit business to look at the holders of this designation with reasonable confidence as to their management skills.

In 1972 the P.Mgr. program was finalized and on January 25, 1975, received final approval from the Board of Directors of the Canadian Institute of Management, established under Federal Charter.

## How Can I Receive a P.Mgr. (Professional Manager) Designation?

The P.Mgr. designation denotes an academic and practical Canadian experience background which will permit businesses to look at the holders of this designation with confidence as to their management skills.

The Canadian Institute of Management's "Professional Manager" designation provides, for the first time in the management profession, the identification of individuals from various specialty disciplines who meet an established set of criteria reflecting high standards of professional integrity, work performance and recognition. Certification will encourage professional development and will prove an incentive to graduates with a background in other disciplines to enter the management

## Requirements

The Canadian Institute of Management offers the professional designation "P.Mgr." to managers who fulfill the following criteria (guidelines only):

1. Business graduate holding an MBA, MPA, or equivalent degree and three years experience in an established Canadian organization in a management position of individual responsibility, or
  2. University graduate holding a baccalaureate degree including a business degree, supplemented by an accepted program in management and five years experience in an established Canadian organization in a management position of individual responsibility, or
  3. A Certified General Accountant (CGA) in good standing, registered with one of the Provincial CGA Associations, and five years experience in an established Canadian organization in a management position of individual responsibility, or
  4. Graduate of the Institute's four year program holding a C.I.M. designation, or other recognized certificate, and a total of seven years experience (which would include the experience requirements for the C.I.M. designation), in an established Canadian organization in a management position of individual responsibility,
  5. A person with ten years experience in an established Canadian organization in a management position of individual responsibility
  6. Experience of individual responsibility for example, could be with a municipal, government, charitable, not for profit or private corporation or personal business."
- The phrase "management position of individual responsibility" requires that the applicant

- Productivity
- Marketing
- Product modification
- Finance control
- Human resources
- Research development
- Administration

and

- has accountability for human, physical or fiscal resources
- develops and executes short and long range objectives
- keeps current with the developments in the field of management by study of appropriate publications and/or seminar attendance
- has above average oral and/or written communication skills
- has high standards of personal and professional conduct.

The applicant is required to document reasonable evidence covering these accountabilities and practices as outlined in the application form.

The Professional Manager Review Committee may recognize Canadian management experience in lieu of academic qualifications. Under these circumstances the committee, at its discretion, may request the applicant to submit to a qualification examination.

Persons holding the P.Mgr. designation are required to maintain their membership in good standing with the Institute. A Professional Manager is also required to participate in Continuous Professional Development. Contact the National Office for further details

## Benefits and Privileges of P.Mgr. Membership

- National recognized professional management organization
- Recognition of academic and professional status under federal charter
- Source of continuing management development
- Participation in social activities
- Placement services
- Seminars on timely management subjects
- Group Insurance plans
- Subscription to the "Canadian Manager"
- Participation in the Institute's affairs
- Exchange of knowledge and experience
- Opportu meetings, membership roster
- Employer's Benefits
- Participation in development of future executives
- Credibility - professional accreditation of its staff.
- Profitability - professional management of its resources.
- Operations effectiveness - professional attitudes towards human resources.
- Flexibility - professional judgement on operational factors.
- Interaction with a professional management organization on governmental business policies.
- Up-to-date information on trends and changes in many areas of management activity.

# The Professional Managers Code of Ethics

## The Professional Manager:

- Is honest and impartial, loyal to associates, the Canadian Institute of Management, employer, client, subordinates and the public, and is respectful of the personal dignity of all.
- Applies knowledge and skill to maintain high ideals of professional integrity and the advancement of human welfare.
- Promotes the competence of, and the public regard for, the management profession by respecting the reputation of the Institute and other Professional Managers.
- Supports an open climate for innovation and free exchange of ideas, and encourages colleagues to give their best.
- Promotes the principle of recognition for those whose performance makes a worthwhile contribution.
- Neither condones nor engages in misrepresentation, unlawful practices nor brings discredit to the Institute.
- Fosters educational requirements in order to further the training, knowledge and proficiency of existing and potential management.
- Upholds the principal of fair and impartial judgment.
- Consciously avoids prejudice in dealings with all persons.
- Acknowledges that subscribing to this code imposes a shared obligation with other Professional Managers to maintain these standards.

## Reinstatement After Non-Renewal

An individual who has failed to renew a P.Mgr. registration for a period of time not exceeding three years, may be reinstated as same by paying:

- a) payment of the branch membership fee for the year in which reinstatement is applied for.

A person whose registration lapses for a period in excess of three years must re-apply under the procedures existing at that time.

**NOTE: During the period that the registration is lapsed, the "P.Mgr." designation cannot legally be used.**

## How to Apply?

To apply for the P.Mgr. Designation,

1. download our Application Form ([PDF Format](#)) or ([Word Format](#)) and print it,
2. return your completed application in duplicate, along with three (3) letters of reference and remittance of the [appropriate fees](#) to the Hamilton Branch:

*Canadian Institute of Management*

*Hamilton Branch*

*2 King St. W., Jackson Square*

*P.O. Box 57035, Jackson Square*

*Hamilton, ON L8P 4W9*

*Phone: 905-561-9889*

*Fax 866-774-2226*

*E-Mail: [admin@cim-hamilton.com](mailto:admin@cim-hamilton.com)*

*Website: [www.cim-hamilton.com](http://www.cim-hamilton.com)*

Please allow 60 days for Canadian applications to be reviewed.