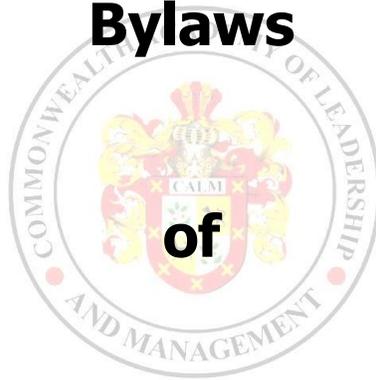




UNITED KINGDOM

# **Commonwealth Academy of Leadership and Management (CALM-UK)**

## **Bylaws**



# **The Commonwealth Academy of Leadership And Management (CALM-UK)**

**2025**



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## **ARTICLE 1 - SEAT OF OFFICE**

### **1.1 Registered Office**

The registered office of the Academy shall be located in the United Kingdom. In addition, the Academy maintains a regional office in Africa, situated in Nigeria, to support its continental operations and engagement.

### **1.2 Principal Office**

The Academy shall have a principal office for the conduct of the business of the Academy. The location of this shall be in the United Kingdom.

### **1.3 Emblem**

The emblem of the Academy shall be protected by legal registration and shall be reproduced only in official business of the Academy.

## **ARTICLE 2 - MEMBERSHIP**

### **2.1 Grades**

The Grades of membership of the Institute shall be as follows:

- Fellows
- Members (individual and organizational)
- Associate Members
- Affiliates
- Academic Members

### **2.2 Eligibility, Designation, and Privileges**

The requirements and privileges for each membership grade shall be as follows:

#### **2.2.1 Fellowship (FCALM)**

##### **a) Qualification and Requirement**

The Fellowship is the highest membership grade, reserved exclusively for distinguished individuals who provide clear and verifiable evidence of extraordinary achievements and have made outstanding contributions to

the advancement of their profession or industry.

## **b) Criteria and Eligibility**

To assess a candidate's eligibility for Fellowship, the Admission Committee evaluates achievements, influence, and reputation in a holistic manner. For initial consideration, the candidate must meet at least three (3) of the following five categories of achievement:

1. **Leadership and Influence** – Occupied significant leadership roles within professional organizations, academic institutions, or community initiatives; led major projects, transformation programs, or initiatives that created lasting impact on organizations, industries, or society.
2. **Excellence and Recognition** – Demonstrated exceptional performance in their discipline through prestigious awards, patents, grants, or other honors; recognition at national or international levels for professional excellence or innovation is considered a strong indicator of merit.
3. **Scholarship and Innovation** – Contributed to the advancement of knowledge or practice through influential publications, groundbreaking research, innovative technologies, or pioneering professional projects.
4. **Mentorship and Collaboration** – Shown evidence of developing others through mentorship, training, or knowledge-sharing; participation as a reviewer, adjudicator, or judge in professional or international competitions; and fostering cross-disciplinary collaboration.
5. **Future Impact and Sustainability** – Displayed potential for continued leadership and influence, including shaping sustainable practices, guiding policy or industry standards, and strengthening capacity for future generations of professionals.

## **c) Nomination and Selection Process**

Fellowship membership is conferred strictly by invitation. A candidate may be nominated by an existing Fellow to the Nomination Committee. Nominated

candidates undergo a rigorous selection process, which includes peer review, committee evaluation, and final approval by the President and Board of Directors.

### **2.1.1 Members (MCALM)**

Members are individuals with a recognized reputation in leadership and management, demonstrating ethical practice for at least three years, or a cumulative period of five years. They must hold a university degree or equivalent qualification, or their experience will be assessed.

### **2.1.2 Associate Members (AMCALM)**

Associate Members are individuals who have served clients ethically for at least one year and hold a university degree or equivalent professional qualification.

### **2.1.3 Affiliate Members**

This grade is for new entrants in leadership and management or those in allied fields such as consulting, legal services, accounting, or internal consultancy roles.

### **2.1.4 Academic Members**

Academic Members include full-time faculty members from universities or polytechnics who hold the rank of Professor, Associate Professor, or equivalent, with substantial involvement in management consulting or related fields.

### **2.1.5 Institutional Members**

This grade is for organizations and training institutions involved in management and leadership.

## **2.2 Rights and Privileges**

Members are entitled to all rights and privileges associated with their membership grade, except for Affiliates.

## **2.3 Nomination and Election of Fellows**

A fellow shall be proposed by a voting member, seconded by five others, and

considered by the Executive Committee for election. Elections shall require a simple majority vote.

## 2.4 Publications

Every member will receive publications of the Academy as determined by the Executive Committee.

## 2.5 Dues and Fees

- i. **Dues:** All members are required to pay annual dues as determined periodically by the Academy.
- ii. **Entrance Fees:** Entrance fees are lower for individual members than for organizations.
- iii. **Certificate:** Upon payment of dues and fees, individual members will receive a Certificate of Membership.
- iv. **Billing, Termination, and Reinstatement:** Annual fees are due by February 28, and memberships will be suspended if fees are not paid. Membership can be reinstated upon payment of dues.

## 2.6 Resignation

A member in good standing may resign by submitting a written resignation. The Executive Committee may waive the re-entry fee if the member wishes to resume their membership.

# ARTICLE 3 - GROUP MEMBERS

## 3.1 Zones

- **Zones Membership:** Geographical zones may form to facilitate local activities.
- **Budget:** Each zone shall submit a budget for approval.

## 3.2 Chapters

- i. **Formation:** A chapter may be formed in a geographical area with at least 10 members.
- ii. **Membership:** Members in the territorial limits of the chapter will be members of that chapter.
- iii. **Finances:** Chapters may collect voluntary contributions to cover special expenses.
- iv. **Reports:** Chapters must submit an annual report and financial statement.

## ARTICLE 4 - MANAGEMENT

### 4.1 General Body

The General Body is the supreme authority and has the right to amend the Constitution. The Executive Committee operates under its authority.

### 4.2 Executive Committee

The Executive Committee will meet regularly and is responsible for managing the operations of the Academy.

### 4.3 Director-General UNITED KINGDOM

The Director-General is appointed by the Board and is responsible for overseeing operations and acting as the Chief Operating Officer.

### 4.4 Committees

Various committees will support the Academy, including:

- i. Finance Committee
- ii. Membership Committee
- iii. Publication and Conference Committee
- iv. Nominations Committee
- v. Ad hoc Committees as needed.

#### **4.5 Budget**

The fiscal year runs from January 1 to December 31. A detailed budget will be compiled and presented for approval.

### **ARTICLE 5 - NOMINATIONS AND ELECTIONS**

Nominations for elected offices shall be submitted by the Nominations Committee, and elections will be held through ballots.

### **ARTICLE 6 - AMENDMENTS**

An amendment to the bylaws may be proposed at a regular meeting of the Council and adopted by a vote of at least 2/3 of the Council members.

### **ARTICLE 7 - ACCREDITATION COMMISSION**

The Accreditation Commission is responsible for accrediting management firms and training institutions.

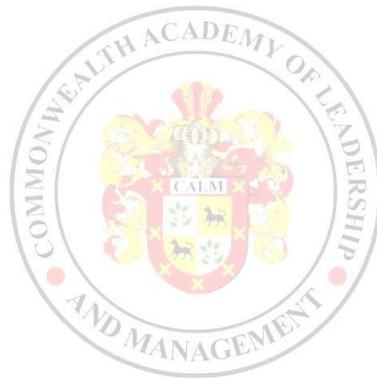
### **ARTICLE 8 - MEMBER ELIGIBILITY REVIEW**

The Executive Committee will review member eligibility annually to ensure that all members meet the standards for their respective membership grade.

### **ARTICLE 9 - MANAGEMENT EXPERTISE IN MEMBERSHIP PROCESS**

The Academy is supported by a team of highly qualified management experts trained at top universities across the globe, including Harvard University, MIT, Edinburgh University, and Heriot-Watt University. This team oversees the membership process to ensure the highest standards of excellence are maintained. The Academy is designed to help top executives, business leaders, and other professionals master core management concepts, build key leadership skills, and explore and develop their personal leadership styles. Through their

expertise, the Academy ensures that each member is well-equipped to make significant contributions to the field of management and leadership.



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