

# Motion of No Confidence: KNC Consultancy ICG President

**Proposed by:** Filbert Edius (ICG Vice President: Training)

**Seconded by:**

Pui Kei Wong	ICG VP Operations
Jackie Man	ICG VP Marketing & Technology
Eric Leung	ICG VP Projects
Manmohan Malik	ICCS President
Clarissa Muliawan	ICCS VP Finance - Treasurer
Carlos Romeo Casaus	ICCS VP Corporate Relations ICCS Corporate Functions, Analytics & Strategy (Secretary)
Martina Torce	
Hemal Gor	ICCS VP Case Study Club
Sanjna P Ravidran	GRC Vice President – Project Development
Bu Kai Xian	Member
Gan Yi Yang	Member
Christophorus Gilbert	Member
Lucas Canizares	
Alonso	Member - ex ICG President (2020/21)
Javier Guerra	Member - ex ICG VP Training (2020/21)
Juan Ahmar Juoro	Member
Chun Hei Ho	Member
Craig James Lough	Member
Christina Boxiu Wang	Member
Annisa Victoria	Member
Tiffany Laurentia Lim	Member

**Union notes:**

1. Motion of no confidence is a dismissal that can be administered by the Council
2. Imperial Consulting Group (ICG) is a subsidiary of Imperial College Consultancy Society (ICCS) with main objective of offering students at Imperial College London the opportunity to acquire new skill sets and gain real work experience in the consulting industry
3. ICG operates semi-independently from ICCS and works with real-life clients, which includes multinational corporations, local businesses, Imperial and Non-Imperial start-ups
4. ICG President (Calum Mackay) is responsible for liaising with ICCS and governing bodies of Imperial College, and coordinating ICG towards a common vision in accordance to ICCS Constitution (6.12), which quotes:  
*“The ICG President shall be responsible for liaising with the Society and the governing bodies of Imperial College and co-ordinating the Subsidiary Management towards a common vision.”*
5. ICG President is responsible for day-to-day operations and strategy of ICG in achieving its main objective

6. ICG President is responsible for Project Sourcing and Project Sourcing strategy, which involves being actively involved in acquiring new clients for ICG
7. ICG President is responsible for maintaining quality of ICG projects and maintaining a healthy client relationship
8. Calum Mackay has never been involved in any ICG projects nor operations prior to his elections in April 2021
9. Calum Mackay was placed in a client project as Associate in Summer 2021 due to his lack of ICG Project experience and his claim to learn about ICG operations. Throughout his time in the project, Calum has not been responsive to the Project Manager and has not delivered in his work up to standard required. Calum Mackay even contributed to the demotivation of other Associates within the same project team, which led to unresponsiveness of 2 other Associates and quitting of an Associate towards the end of the project. This negatively affected ICG and Imperial College London's reputation and goes against the aim of ICG to provide Imperial students with opportunities to work on real consulting projects and acquire key consulting skills, which is stated within ICCS Constitution (2.3):

*“To offer students at Imperial College London the opportunity to acquire new skill sets and gain real work experience in the consulting industry through Imperial Consulting Group.”*

10. Calum Mackay has never responded to any of the discussions made by the ICG committee regarding day-to-day ICG operations and strategy of ICG in achieving its main objective
11. Calum Mackay has never been involved in Project Sourcing, Project Sourcing strategy and Project Planning for both ICG Summer Projects 2020/21 and ICG Autumn Projects 2021/22.
12. Calum Mackay has never contributed to the recruiting of ICG Project Managers and Associates for projects in both terms. The rest of the ICG committee had to conducted more than 110 Project Manager and Associate interviews within 5 days and had no other choice but to seek assistance from ICCS committee members due to the high number of interviews that had to take place prior to project launch.
13. Calum Mackay has never been involved in maintaining quality of ICG projects and maintaining healthy client relationship; instead the client complained to the Engagement Manager about his unresponsiveness and lack of quality work (See Appendix)
14. Calum Mackay has never joined any ICG meeting to discuss about project organisation, project operations and the general direction of ICG
15. Calum Mackay has not been responding to any messages regarding ICG
16. Calum Mackay has never been involved in the planning, organisation and hosting of any ICG events in 2021/22. This includes Freshers Fair, Consulting Workshop Series and L.E.K. training partner events.

**Union believes:**

1. Calum Mackay has neglected his duties as ICG President and has never been involved in liaising with ICCS and governing bodies of Imperial College
2. Calum Mackay, by abandoning his duties as ICG President, has put extra burden in work of ICG Vice Presidents and the rest of ICCS committee

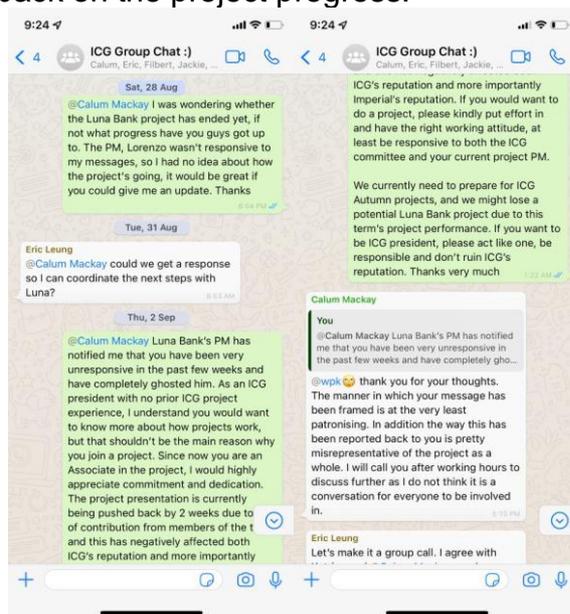
3. Calum Mackay, by abandoning his duties during his time as ICG Project Associate, has led to reputational damage of ICG and Imperial College London students
4. Calum Mackay, by abandoning his duties during his time as ICG Project Associate, has led to the derailing of the Summer 2021 Project with Luna Financial Services, an external client
5. Calum Mackay is unfit to hold the position of leadership at ICG or any other entities and a suspension and dismissal is necessary

**Union resolves:**

1. Union Council does not have confidence in the ICG President
2. Calum Mackay should be dismissed from his role as ICG President

**Appendices:**

1. Calum Mackay was unresponsive for 5 days despite follow-ups from Pui Kei Wong (ICG VP – Operations) and Eric Leung (ICG VP – Projects) about the Luna Bank project. In his reply 5 days later, he still provided no response and feedback on the project progress.



Evidence 1: ICG committee group chat from Pui Kei Wong's phone (Dated 28<sup>th</sup> August 2021 – 2<sup>nd</sup> September 2021)

2. Calum Mackay was unresponsive to the project manager of the Luna Bank project, Lorenzo Bernasconi and even the ICG client. His unresponsive behaviour contributed to the result of an unmotivated team and the client has also complained to the ICG committee about this behaviour.



Evidence 2: Luna Bank project manager's feedback on the project and Calum Mackay  
(Dated: 1<sup>st</sup> September 2021)

3. A screen recording of the entire ICG group chat from creation to present can be provided on request – Calum Mackay has only introduced himself at the start and has not contributed to any discussions nor provided any feedback