

Management Skills Are Key

By Dr. Hubert D. Glover, CMA



Hubert D. Glover is president and cofounder of REDE Inc. (www.rede-inc.com), a small business certified as an SBA 8(a) that provides institutional support and consulting services to federal agencies such as NASA, USDA, the Commerce Department, and the Department of Energy. He is a CMA, CIA, CPA, CITP, and Ph.D. You can reach him at hglover@rede-inc.com.

In 1985 I passed the Certified Management Accountant (CMA®) exam, which became a key milestone in my professional career. For the first time I began to view business information and decision making from a new perspective. Preparing for the CMA exam while working as an internal auditor allowed me to integrate my current business experiences into the broad spectrum of concepts that are tested, such as accounting and organizational behavior. I was able to immediately deploy a key concept tested—quantitative analysis—to assist with our operational review of the purchasing function. The purpose of this review was to identify opportunities to improve effectiveness while reducing costs. I initiated a review of purchase order activity by type and magnitude, which led to the consolidation of small purchases via credit cards and larger purchases to be leveraged by strategic business groups. This saved the company millions in annual general and administrative costs, allowing it to be more competitive in the marketplace.

As a business professional, leader, consultant, professor, and, best of all, mentor to future business leaders, I know that my career has been greatly enhanced through being a CMA. I have often been recognized because of its value—in my selection for leadership roles—and its reputation globally—when I have been asked to speak for organizations on an international basis. Furthermore, the Institute of Management Accountants (IMA®) has supported my

continuing education as a professional via an array of outstanding communication vehicles, such as *Strategic Finance* magazine, that provide cutting-edge ideas and updates of best practices.

Achieving Success with CMA Concepts

Currently I lead an organization of more than 250 employees located in several states from California to Florida, delivering an array of business services such as IT and financial management support. The CMA concepts are a key part of how I manage my business, and they have helped us earn rapid growth by managing information effectively. IMA promotes the CMA as a credential that certifies a business leader's knowledge of key financial information. As a business owner, it is critical that I manage my limited resources in an effective manner to deliver customer satisfaction and to maintain the best and brightest employees. Our company has won numerous awards, and I attribute a part of my success to the great management skills I developed while pursuing and obtaining my CMA.

I have written more than 35 business articles and spoken at numerous conferences, and my CMA credential is always a topic of discussion and a point of engagement for young professionals. This gives me an opportunity to give my testimony to young people and encourage them to pursue a career in accounting, which is the icing on the cake. **SF**