

Second Annual
CIGIE Leadership Forum

Growing our Own
October 15, 2015



Second Annual
CIGIE Leadership Forum

Carnegie Endowment for International Peace
1779 Massachusetts Avenue NW
Washington, D.C.

October 15, 2015

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Inspector General, National Science Foundation

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Inspector General, Department of Justice

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October 15, 2015

Dear OIG Leaders:

I want to personally welcome each of you to the second annual CIGIE Leadership Forum. The theme of this year's Forum is "Growing our Own." For any organization, growing the next generation of leaders is a critically important challenge. But it is a particularly important one for the IG community, given the role we play providing independent oversight over each of our respective agencies. During today's panel discussions, you will hear about the challenges of administering mentor programs and succession planning. Both challenges are vital if we want to truly engage our employees, help them reach their potential, and guarantee a thriving IG community well into the future. Mentoring is a great way for veteran staff members to share their education, wisdom, and life experiences with less seasoned employees. Further, a well-run mentoring program can help address the professional growth and development needs of participating employees. Participants can benefit from the direct and personal interaction provided by their mentors. Succession planning can help guide our recruitment and development efforts, and it has the potential to enhance the professionalism of our staff.

It's an exciting time for the IG community as we continue to grow and evolve in carrying out our role ferreting out waste, fraud, and abuse. We continue to meet the challenges we face by recruiting and retaining talented and dedicated professionals with the skills necessary to seek efficiencies and uncover potential violations of Federal laws, regulations, and agency policies and procedures. This is the reason why bringing IG leaders together with IG managers and supervisors plays a critical role in this

Leadership Forum. We have to continue the dialogue with each other on how to engage our workforce and continually look for ways to safeguard the objectives of the IG Act so it is effective long after most of us have left Federal service.

I want to thank each of you for attending the Forum and bringing your expertise to this gathering. You, as organization leaders, have the vision, the knowledge, and the experience to help us pave our way into the future. As I close out my first year as the CIGIE Chair, I'm very proud of where we are today and I'm excited about where we are headed. We could not accomplish what we do as OIGs without your support and leadership. I think you will enjoy today's Forum and I hope it will serve as a launching pad to bigger and better achievements for your OIG office and for the IG community.

Sincerely,



Michael E. Horowitz
Chair, Council of the Inspectors
General on Integrity and Efficiency
Inspector General, U.S. Department of Justice



The Honorable Michael E. Horowitz
Inspector General
U.S. Department of Justice

Michael E. Horowitz was confirmed as Inspector General for the Department of Justice (DOJ) by the U.S. Senate on March 29, 2012. He was sworn in as the fourth confirmed Inspector General on April 16, 2012. He is currently the Chair of the Council of the Inspectors General on Integrity and Efficiency (CIGIE).

As Inspector General, Mr. Horowitz oversees a nationwide workforce of more than 400 special agents, auditors, inspectors, attorneys, and support staff whose mission is to detect and deter waste, fraud, abuse, and misconduct in DOJ programs and personnel, and to promote economy and efficiency in Department operations.

Mr. Horowitz most recently worked as a partner at Cadwalader, Wickersham, & Taft LLP, where he focused his practice on white collar defense, internal investigations, and regulatory compliance. He also was a board member of the Ethics Resource Center and the Society for Corporate Compliance and Ethics. From 2003 to 2009, Mr. Horowitz served as a Presidentially appointed and Senate confirmed Commissioner on the U.S. Sentencing Commission. As Commissioner, he was instrumental in rewriting the guidelines for corporate compliance programs, and for fraud, antitrust, intellectual property, and money laundering offenses.

Mr. Horowitz previously worked for DOJ in the Criminal Division at Main Justice from 1999 to 2002, first as Deputy Assistant Attorney General and then as Chief of Staff. Prior to joining the Criminal Division, he was an Assistant U.S. Attorney for the Southern District of New York from 1991 to 1999. From 1997 to 1999, Mr. Horowitz was the Chief of the Public Corruption Unit, and from 1995 to 1997, he was a Deputy Chief of the Criminal Division. In 1995, he was awarded the Attorney General's Award for Distinguished Service for his work on a complex police corruption investigation.

Before joining the DOJ, Mr. Horowitz was an associate at Debevoise & Plimpton and clerked for Judge John G. Davies of the U.S. District Court for the Central District of California.

Mr. Horowitz earned his Juris Doctor, magna cum laude, from Harvard Law School and his Bachelor of Arts, summa cum laude, from Brandeis University.



Allison C. Lerner
Inspector General
National Science Foundation

Allison C. Lerner assumed the duties as Inspector General of the National Science Foundation (NSF) in April 2009, reporting to the National Science Board and the Congress.

As head of the Office of Inspector General she recommends policies for promoting economy, efficiency and effectiveness of NSF programs and operations. She leads efforts to prevent and detect fraud, waste, and abuse; improve the integrity of NSF programs and operations; and investigate allegations of misconduct in science.

Ms. Lerner was appointed in November 2005 as Counsel to the Inspector General at the Department of Commerce, a position through which she acted as the IG's principal legal advisor and managed the office's staff attorneys and legal services.

Ms. Lerner began her federal career in 1991, joining the Office of Inspector General at Commerce as assistant counsel, and has been a member of the senior executive service since 2005. During her tenure at Commerce she served as special assistant to the IG, Deputy Assistant Inspector General for Auditing, and Acting Assistant Inspector General for Auditing. Prior to joining the federal government, she was an associate at a law firm in San Antonio, Texas.

Ms. Lerner has been honored by the President's Council on Integrity and Efficiency (PCIE) with three awards for excellence: in 2001, for her work reviewing the Department of Commerce's management of 5,000 intra-agency and special agreements worth over \$1 billion; in 2002, for her assistance in a complex investigation of false claims submitted under a financial award from the National Institute of Standards and Technology; and in 2005, for her review of a controversial Booz-Allen Hamilton study that recommended significant structural changes to the National Oceanic and Atmospheric Administration's Office of Finance and Administrative Services.

Ms. Lerner received her law degree from the University of Texas School of Law and a B.A. in liberal arts from the University of Texas. She is admitted to the bar in both Texas and the District of Columbia.



PANEL 1:

MENTORING

Moderated by:

William Yeager

Department of Homeland Security
Office of Inspector General

Panelists:

I. Charles McCullough

Inspector General of the Intelligence Community

David A. Montoya

Inspector General, Housing and Urban Development

Mary Kendall

Inspector General (Acting), Department of the Interior

Calvin L. Scovel

Inspector General, U.S. Department of Transportation

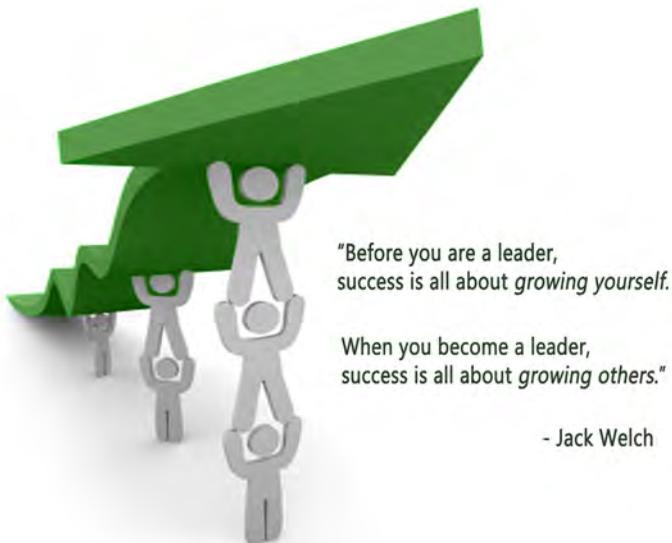


Ms. Mary Kendall
Inspector General (Acting)
U.S. Department of the Interior

Mary Kendall spent much of her career as an attorney for Federal law enforcement programs and as a State and Federal prosecutor. She joined the Federal workforce in 1986 as an attorney for the Environmental Protection Agency's Office of General Counsel. In 1990, she transferred to EPA's Office of Criminal Enforcement, where she served for 9 years.

Ms. Kendall became Deputy Inspector General at the Department of the Interior in the fall of 1999. She played an instrumental role in transforming the Office of Inspector General into an innovative organization dedicated to being the independent, objective broker of choice.

The OIG is an oversight organization responsible to the American people, the Secretary, and Congress. The OIG abides by the highest ethical standards and has the courage to tell its customers and stakeholders what they need to know and not just what they wish to hear. OIG core values help fulfill its mission and maintain its high ethical standards: placing the highest value on objectivity and independence to ensure integrity in its workforce and products; striving for continuous improvement; and believing in the limitless potential of its employees.



*"Before you are a leader,
success is all about growing yourself."*

*When you become a leader,
success is all about growing others."*

- Jack Welch



The Honorable I. Charles McCullough, III
Inspector General
Office of the Director of National Intelligence

I. Charles McCullough, III was confirmed as the first Inspector General of the Intelligence Community (IC IG) on November 7, 2011. In this role, he is dual-hatted as the lead for IG audits, inspections, evaluations and investigations for the Office of the Director of National Intelligence, as well as the chair of the IC IG Forum to promote and further collaboration, cooperation and coordination among the IGs of the Intelligence Community.

Mr. McCullough was most recently the Deputy Inspector General at ODNI. Prior to coming to the ODNI, Mr. McCullough served as a member of the Defense Intelligence Senior Executive Service for eight years as the Assistant Inspector General for Investigations at the National Security Agency/Central Security Service (NSA/CSS) Office of Inspector General (OIG), where he oversaw internal investigations involving fraud, ethics, intelligence oversight and whistleblower reprisal matters.

Prior to joining the NSA/CSS OIG, Mr. McCullough served as the Senior Counsel for Law Enforcement and Intelligence in the Office of the General Counsel of the U.S. Department of the Treasury, providing legal advice on enforcement and national security matters to senior officials. He was the Treasury's lead counsel in the Enron and Moussaoui matters, and played a key role in drafting the intelligence-sharing provisions of the USA PATRIOT ACT. While working at Treasury, he received a commendation for his service on detail to the White House, where he helped establish the Department of Homeland Security.

Before his time at Treasury, Mr. McCullough had a ten-year career in the Federal Bureau of Investigation (FBI), where he served as a Special Agent, Supervisory Special Agent, Associate Division Counsel, and Special Assistant United States Attorney. His work in the FBI included high-profile investigative and legal assignments in New York, Oklahoma, Pennsylvania, Washington, D.C., and West Virginia.

Mr. McCullough earned a Juris Doctor degree from the Dickinson School of Law of the Pennsylvania State University. He holds a Bachelor of Arts in Political Science from the University of Kentucky, where he graduated with High Distinction and was the President of Pi Sigma Alpha, a National Academic Honorary Society. Mr. McCullough is a member in good standing of the Pennsylvania State Bar.



The Honorable David A. Montoya

Inspector General

U.S. Department of Housing and Urban Development

David A. Montoya was sworn in as Inspector General for the U.S. Department of Housing and Urban Development (HUD) on December 1, 2011. The Department’s mission “is to create strong, sustainable, inclusive communities and quality affordable homes for all.”

Mr. Montoya’s twenty-four year career has been dedicated to public service focused on law enforcement with over sixteen years of oversight, supervisory and leadership positions including more than ten years experience in the Federal Senior Executive Service and the Postal Career Executive Service. His professional career has demonstrated a rigorous focus on accountability and high ethical standards.

Prior to Mr. Montoya’s appointment to HUD, he served as the Executive Special Agent in Charge, Office of Inspector General, U.S. Postal Service (USPS-OIG) from 2005 to 2011 in which he directed the largest USPS-OIG field office. From 2000 to 2005, Mr. Montoya was the Assistant Inspector General for Investigations, Office of Inspector General, Department of the Interior (DOI-OIG), during which time he restructured the Office of Investigations to maximize productivity, and directed DOI-OIG’s national law enforcement program which helped to protect America’s valuable natural resources and heritage. From 1998 to 2000 Mr. Montoya served as Deputy Director/Director of the Environmental Protection Agency’s Criminal Investigation Division in which he provided leadership and direction to a critical national environmental crimes investigations program that protected the health of American citizens and our country’s environment.

Mr. Montoya is strongly committed to collaboration with HUD staff and national stakeholders to ensure that the Department’s vital programs are being effectively and efficiently implemented. In addition, he is focused on developing analytics for early detection of waste, fraud and mismanagement through strategic utilizations of the OIG’s audits, evaluations, reviews and investigations. Mr. Montoya believes fraud prevention is imperative at the front-end, and consistently conveys this message to every OIG employee.

Mr. Montoya is a native of El Paso, Texas and a 1986 graduate of the University of Texas at El Paso. He is married and has two children.



The Honorable Calvin L. Scovel III
Inspector General
U.S. Department of Transportation

Calvin L. Scovel III was sworn in on October 26, 2006 as the sixth Inspector General of the U.S. Department of Transportation (DOT).

Mr. Scovel joined DOT after 29 years of active service in the U.S. Marine Corps, from which he retired as a Brigadier General.

His last military assignment was as a senior judge on the U.S. Navy-Marine Corps Court of Criminal Appeals. He previously served as Assistant Judge Advocate General of the Navy for Military Justice, the principal advisor to the Secretary of the Navy and the Judge Advocate General on all criminal justice policy matters. He also commanded a military police battalion that provided security and law enforcement for Marine Corps Base, Quantico, Virginia.

Mr. Scovel served as senior legal advisor for the 4th Marine Expeditionary Brigade, which included all Marine amphibious forces in Operation Desert Storm and later in a NATO exercise above the Arctic Circle in Norway. He had previously served as legal advisor for a Marine amphibious unit deployed to the Western Pacific and Indian Oceans, where it conducted exercises in Hawaii, Japan, the Philippines, Kenya, and Australia.

A Marine judge advocate, Mr. Scovel served as prosecutor, defense counsel, or judge in 250 courts-martial that included charges of murder, rape, child sexual assault, and drug trafficking. As an adjunct faculty member for the Defense Institute of International Legal Studies, Mr. Scovel led instruction teams in the rule of law and civilian control of the military for senior civilian and military officials in Honduras, Mauritius, Albania, and Serbia. He was in the Pentagon on September 11, 2001. His military awards include the Legion of Merit (four awards) and Combat Action Ribbon.

Mr. Scovel is a recipient of the Secretary's Gold Medal for Outstanding Achievement for his leadership of OIG in supporting DOT's recovery effort after the collapse of the I-35W Bridge in Minneapolis in 2007.

Mr. Scovel received his bachelor's degree from the University of North Carolina at Chapel Hill and his juris doctor degree from Duke University School of Law. He also received a master's degree from the Naval War College.

"Don't judge each day by the harvest you reap
but by the seeds that you plant."

- Robert Louis Stevenson





PANEL 2:

SUCCESSION PLANNING

Moderated by:

Deane Williams

Department of Defense
Office of Inspector General

Panelists:

Daniel R. Levinson

Inspector General, Health and Human Services

John Roth

Inspector General, Department of Homeland Security

Kathleen Tighe

Inspector General, Department of Education

Hubert Sparks

Inspector General, Appalachian Regional Commission



The Honorable Daniel R. Levinson

Inspector General

U.S. Department of Health and Human Services

Daniel R. Levinson has headed the Office of Inspector General of the U.S. Department of Health and Human Services (HHS) for over a decade. A lawyer and a certified fraud examiner, Mr. Levinson leads an independent and objective organization of more than 1,500 auditors, evaluators, investigators, and lawyers, who oversee the integrity and efficiency one trillion dollar annual investment in

Federal health and human services programs. Oversight responsibilities include the Centers for Medicare & Medicaid Services, Administration for Children and Families, Centers for Disease Control and Prevention, Food and Drug Administration, and National Institutes of Health.

Mr. Levinson participates in a number of interagency oversight entities and public-private partnerships. He serves on the Executive Council of the Council of the Inspectors General on Integrity and Efficiency. In 2011, he was appointed by President Obama to be a member of the Government Accountability and Transparency Board. Mr. Levinson was a member of the Recovery Act Accountability and Transparency Board and now serves on the governing body of the Health Care Fraud Prevention Partnership. In 2015, he was named a Senior Fellow of the Administrative Conference of the United States.

Mr. Levinson first entered Federal service in 1983 as Deputy General Counsel of the U.S. Office of Personnel Management. He thereafter served as General Counsel of the U.S. Consumer Product Safety Commission. In 1986, he was appointed by President Reagan to be Chairman of the U.S. Merit Systems Protection Board, a bipartisan, quasi-judicial agency that adjudicates Federal civilian personnel appeals. He was appointed by President George W. Bush to be Inspector General of the U.S. General Services Administration in 2001 and of HHS in 2005.

Mr. Levinson is a Phi Beta Kappa graduate of the University of Southern California and earned his law degree from Georgetown University, where he served as Notes and Comments editor of *The American Criminal Law Review*.



The Honorable John Roth
Inspector General
U.S. Department of Homeland Security

John Roth assumed the post of Inspector General of the Department of Homeland Security (DHS) on March 10, 2014.

Mr. Roth, who previously served as Director of the Office of Criminal Investigations at the Food and Drug Administration (FDA), was nominated to lead the DHS Office of Inspector General by President Barack Obama and was confirmed by the U.S. Senate on March 6, 2014.

Prior to his move to the FDA in June 2012, Mr. Roth had a long and distinguished career with the Department of Justice (DOJ), beginning in 1987 as Assistant U.S. Attorney for the Eastern District of Michigan. From 1994 to 1999, he was Chief of the Narcotics Section at the U.S. Attorney's Office for the Southern District of Florida.

From 1999 to 2004, Mr. Roth served as Section Chief at DOJ's Criminal Division for the Narcotic and Dangerous Drugs Section and the Asset Forfeiture and Money Laundering Section. During that time, he served a detail as Senior Counsel and Team Leader for the congressionally chartered 9/11 Commission and helped to compile a monograph on terrorist financing for the Commission's final report.

In 2004, Mr. Roth became an Assistant U.S. Attorney for the District of Columbia, working on fraud and public corruption cases. In 2007, he served as Deputy Assistant Attorney General for the Criminal Division and became chief of staff to the Deputy Attorney General in 2008.

Mr. Roth culminated his DOJ career in Paris, France, as the department's lead representative on the Financial Action Task Force, an intergovernmental organization fighting against money laundering and terrorist financing.

Mr. Roth earned a B.A. and a law degree from Wayne State University in Detroit.



Hubert Sparks
Inspector General
Appalachian Regional Commission

Hubert Sparks has spent 47 years in Federal service including 43 years at Offices of Inspectors General (OIG), two years in the military, and four college summer breaks fighting forest fires.

Prior to becoming the first IG of the Appalachian Regional Commission (ARC) in 2002, IG Sparks spent 29 years at the OIGs of USDA, VA, and DHS. While the IG at ARC, he also served for 3 years as the first IG of the Denali Commission. Prior to becoming an IG he rose through the ranks serving as a journeyman auditor, moving into various supervisory and management positions, as a Regional Inspector General, and as Director of USDA-OIG Foreign Audits and Investigations. Throughout his career he has focused on all aspects of OIG operations including conducting, supervising and managing financial, compliance, performance and program audits and reviews. After retiring the first time, he returned to Federal service as a retired annuitant to work with the Homeland Security IG on Hurricane Katrina issues from 2005 - 2007. In 2011, he came out of retirement to once again serve as IG at the ARC.

IG Sparks has been active in CIGIE and its predecessor organizations. He served as the first Vice Chair of the Executive Council on Integrity and Efficiency in the early nineties, as the only Designated Federal Entity (DFE) IG on the President's Council on Integrity and Efficiency (PCIE) for four years, and as a member of the PCIE Audit Committee for ten years. He is currently an active member of both the CIGIE Audit and Inspection and Evaluation Committees. In 2011, at CIGIE's request he established a group to address the challenges of smaller OIGs and served as Chair of that group until February 2014.

A native of Brooklyn, New York he graduated from the City College of New York with a B.B.A. in accounting in 1959. He is a Certified Internal Auditor, Certified Fraud Examiner and Certified Government Financial Manager.



The Honorable Kathleen Tighe
Inspector General
U.S. Department of Education

On March 17, 2010, Kathleen S. Tighe was sworn in as the inspector general of the U.S. Department of Education (ED). In December 2011, Tighe was appointed by President Obama to chair the Recovery Accountability and Transparency Board while continuing to serve as ED's inspector general. In June 2011, she was also appointed to serve on the Government Accountability and Transparency Board.

Tighe has a long and distinguished career in government accountability and a wealth of experience in fighting fraud. Prior to taking the helm at ED's OIG, she was the deputy inspector general of the U.S. Department of Agriculture. From 1995 to 2005, she served as counsel to the inspector general at the General Services Administration (GSA) and, before that, as an assistant counsel for the GSA Office of Inspector General.

From 1988 until 1991, Tighe was a trial attorney in the Fraud Section of the Commercial Litigation Branch of the Department of Justice. She litigated cases under the civil False Claims Act representing various government agencies. Prior to her government service, Tighe was in private practice with the law firm Lewis, Mitchell & Moore.

Tighe also has played an active role in the operations of the Council of the Inspectors General on Integrity and Efficiency (CIGIE), the umbrella organization for all federal inspectors general, established by Congress to address integrity, economy, and effectiveness issues that transcend individual government agencies. She currently chairs the CIGIE Information Technology Committee and is a member of CIGIE's Audit Committee.

Tighe has lectured frequently to both government and private organizations on issues relating to fraud, waste, and abuse in government programs. In 2014, she was named by the Institute of Internal Auditors as one of the most influential professionals in government auditing.

Tighe earned her law degree with honors from George Washington University (J.D., 1983) and a master's degree in International Relations from American University (M.A., 1979). She graduated with distinction from Purdue University (B.A., 1976), where she was a member of Phi Beta Kappa.



Deane Williams

Chief, Corporate Support Division
Special Plans & Operations
Department of Defense Office of the Inspector General

Mr. Williams joined the DoD OIG's Office of Inspections & Evaluations Division on June 28, 2004, after a career in both the military and private sectors. He became the Chief of the Corporate Support Division for the agency's Office of Special Plans & Operations (SPO) on 12 April 2008.

From 1975-1995, Mr. Williams served in a variety of Army units in the United States & Germany, including a tour teaching Military History to cadets at West Point, three years as an IG inspector in Europe, and two years teaching IGs at the Army IG School at Ft. Belvoir. After retiring from the Army in 1995, he became a management consultant in business process re-engineering and strategic planning. In 2000, Xerox Global Services (XGS) recruited him to train its system engineers in Knowledge Management (KM).



William Yeager

Director, Training & Workforce Development
Department of Homeland Security OIG

Mr. Yeager specializes in organizational development, adult learning, business strategy, and management. He currently serves as the Chief Learning Officer and the Director, Training & Workforce Development for the Department of Homeland Security's Office of Inspector General. He is also a member of CIGIE's Leadership Development Subcommittee.

His professional experience spans the entire systems approach to training and includes analyzing, designing, developing, implementing, and evaluating learning products for military, government, and commercial learners. He also conducts human systems integration and human performance analyses in effort to optimize human performance in driving business results.

He manages the employee development for an agency of 750 employees. Mr. Yeager is a 21-year U.S. Navy veteran and is certified by the International Society for Performance Improvement (ISPI) as a Certified Performance Technologist (CPT).



Jacquelyn Phillips
Chief Knowledge Officer
U.S. Postal Service OIG

Jacquelyn Phillips is the Chief Knowledge Officer of the United States Postal Service, Office of Inspector General, since April, 2012. In this role, she directs the organization's learning, knowledge management, and employee engagement programs. She is also a member of CIGIE's Leadership Development Subcommittee.

Phillips' prior federal positions include Director of Emergency Programs of the U.S. Department of the Treasury, and Program Manager at the Federal Emergency Management Agency, after having served on Active Duty in the U.S. Army. As a Reservist, she has supported the Defense Intelligence Agency and the U.S. Army Corps of Engineers. She has served two overseas deployments in support of Operation Iraqi Freedom and Operation Enduring Freedom.

Phillips graduated from the University of Illinois at Urbana Champaign, and later received a Master of Science of Strategic Intelligence from the National Intelligence University and a Master of Science in Organization Development from American University.



Elise Stein
Director Intergovernmental Affairs
Dept of Health and Human Services OIG

Ms. Stein began her Federal career as a budget policy analyst in 1995 after 14 years in the private sector. She joined the HHS OIG's Office of Evaluation and Inspection in 1997 as an evaluator. She was promoted to Director of Public Health and Human Services Evaluation in 1999 overseeing public health issues such as food and drug safety, bioterrorism, tobacco use, disaster planning and response, Medicaid, grants management, and foster care. Since then she has held numerous positions in HHS OIG. She has undertaken two details the first, in 2003, assisting the Corporation for National and Community Service OIG in creating an evaluation unit and; the second, from 2007 – 2009 working with the health care team of the Senate Finance Committee conducting investigations, planning hearings, and preparing the Committee for health care reform. Upon her return to OIG, she joined the Office of External Affairs as the CIGIE Liaison. Her portfolio covers a plethora of CIGIE issues including: inspection and evaluation training and policy, professional development, leadership, Congressional, and IT. Within OIG her portfolio has expanded to include GAO and other State, local and international oversight agencies, and congressional relations.

Ms. Stein graduated from Michigan State University with a degree in communications and later received a Master of Public Health from the University of Michigan. She bleeds green & white and maize & blue.



THE LEADERSHIP DEVELOPMENT SUBCOMMITTEE

The CIGIE Leadership Development Subcommittee (LDS) is a working group whose purpose is to promote high quality leadership and mission support training, education and professional development throughout the CIGIE community. The CIGIE LDS works on projects, studies and reviews as directed and approved by the Professional Development Committee (PDC). The LDS also makes recommendations to the PDC on projects that will enhance leadership knowledge and ability in the CIGIE community.

Today's annual IG Leadership Forum, planned and executed by members of the LDS' Community of Practice (LCoP) team, is one such LDS initiative. We hope that you will find today's activities both enjoyable and professionally enriching.

Kevin Donohue
GSA OIG Deputy Counsel/LDS Chair

Event Coordinators

Jacquelyn Phillips, US Postal Service OIG, Washington, DC
Harriett Richmond, Dept. of Justice OIG, Washington, DC
Deborah Strauss, Dept. of Labor OIG, Washington, DC
Elise Stein, Dept. of Health and Human Services OIG, Washington, DC
Deane Williams, Dept. of Defense OIG, Washington, DC
William Yeager, Dept. of Homeland Security OIG, Washington, DC

Event Staff

Terry Gilmore, Amtrak OIG, Washington, DC
Charles Johnson, CIGIE, Washington, DC
Brett Wilson, CIGIE, Washington, DC

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THE CIGIE LEADERSHIP DEVELOPMENT PROGRAMS

American University's Emerging Leader program is part of the American University Key Executive Leadership Development Program. The Emerging Leaders program (EmL) provides for the entry level professional development of future leaders within IG organizations. Emerging Leaders are introduced to the basic tools of OIG leadership in an exciting and applied four-day leadership development program. The EmL curriculum promotes discourse around current issues facing OIG leaders, interaction with other IG specialties and organizations, and a mutual learning environment that inspires greater contributions and pursuit of greater responsibilities within the respective OIG.

American University's New Leader program is part of the American University Key Executive Leadership Development Program customized for the OIG community. The vision of the program is that extraordinary leaders choose to: lead authentically, learn and work collaboratively, become a force for personal and organizational change, act with integrity, model the behavior sought, and empower others to action. This program challenges good leaders to become extraordinary.

American University's Experienced Leader program is also part of the AU Key Executive Leadership Development Program and builds on the New Leader program working with more senior and seasoned leaders to challenge them to become extraordinary. This program is also a 2-week leadership course that may follow the New Leader Program or be a stand-alone program.

THE CIGIE INTERAGENCY FELLOWS PROGRAM

The CIGIE Interagency Fellows Program will be piloted in January 2016. It is designed to be a relatively low-cost program which fosters career growth for high-potential OIG GS 13-15s. Each Fellow will be assigned a temporary interagency assignment in order to help develop or enhance specific leadership competencies identified by both the Fellow and his/her home agency supervisor. These competencies align with the Executive Core Qualifications (ECQs) and would be outlined in the Fellow's Individual Development Plan (IDP). To complement and facilitate the above, Executive/SES mentorship by home OIGs is also a component of this program. The purpose for executive-level mentorship is to assist with IDP development consistent with OPM's ECQs, and to facilitate transition to, and from, the host OIGs.

Beyond the above, the Fellows program supports the agency's strategic plan and performance objectives; allows for expansion or enhancement of an employee's current job; enables an employee to perform needed or potentially needed duties outside their current job; and meets current/future organizational needs in response to human resources plans.



KEY EXECUTIVE LEADERSHIP
PROGRAMS

SCHOOL *of* PUBLIC AFFAIRS

The Key Executive Leadership Master of Public Administration (MPA) and the Key Executive Leadership Certificate programs have transformed good managers into extraordinary leaders for more than 35 years. Key is the global public sector leadership program of choice for mid-career professionals holding a GS-12 (or above) level or equivalent NGO, private sector, or other leadership experience. Aligned with the U.S. Office of Personnel Management (OPM) Executive Core Qualifications (ECQs), the Key Executive Leadership programs creates a participative and rigorous learning environment where students acquire contemporary public management knowledge, values, and skills; develop the personal leadership capacity needed to implement what they learn; transform themselves from good managers to extraordinary leaders; and become lifelong learners.

www.american.edu/spa/key



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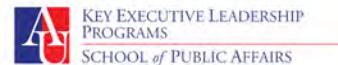
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www.carnegieendowmentnet.org

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Leadership Forum

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