



The 7th Annual CIGIE Leadership Forum

Getting to the Next
Normal:

Innovation, Inclusion,
and Resilience in
Challenging
Times

November 18, 2020

The 7th Annual Council of the Inspectors General on Integrity
and Efficiency (CIGIE) Leadership Forum

Produced by the CIGIE Leadership Development Subcommittee under the
direction of the CIGIE Professional Development Committee

Virtual greetings, OIG leaders!

It is hard for us to believe that today we are welcoming you to CIGIE's 7th Annual Leadership Forum. This year's Forum will assuredly feel different! For those of us here in DC, this is different because we aren't in the physical room where it's happening, but, interestingly, for 1,000 or more of our colleagues across the country who have participated in past Leadership Forums, today's event will look pretty much the same because they have always been in the virtual room! The difference is that today, everyone's experience will be the same because this year's Leadership Forum is geared exclusively to the virtual room.

Because of the pandemic, planning this year's Leadership Forum has been an exercise in innovation, resilience, patience, and having courage to take a leap of faith that this would work. It has been a true leadership challenge for the entire planning committee and for CIGIE staff.

Seven years ago, when we first created the Leadership Forum, we could not have imagined that these forums would have such lasting value and impact on the CIGIE community. We are grateful to all of the leaders from so many OIGs, who have volunteered their time and talent, collaborating on designs, plans, and logistics. We are especially grateful to our speakers, who will share their insights and ideas in leadership talks this year. For some of our committee members and our speakers today, it is the first time they have worked with colleagues from other OIGs or spoken on topics outside their technical expertise. We continue to be grateful to American University, which has contributed so much to our efforts.

Wherever you are in your career and leadership journey and whatever your experiences in living, leading, possibly guiding your children through virtual school, and working during the pandemic, we know that each of us is trying to get to "The Next Normal." We are all innovating – sometimes referred to as winging it – every day as we do our best to ensure that our colleagues, friends, and family are fully included in our work and life. We are all doing our best to be resilient – or maybe, some days, just keeping our heads above water. We are so grateful that you are willing to take the time to join with your colleagues today to learn and grow your leadership skills, whether you are a new GS-9, a member of the Senior Executive Service, or an IG.

We hope today's speakers will challenge and excite you as you continue your leadership journey and that they offer you something you can use in your own organization. And we hope you will participate in the chat and polls you'll see on your screen.

Thank you for joining us. Stay healthy.



Elise Stein
HHS OIG



Jacquelyn Phillips
HUD OIG

The 7th Annual CIGIE Leadership Fourm

- 9:30 a.m. Logon & Network Tests; Optional Poll and Chat Room Warm Up!
- 10:00 a.m. Welcome – The Honorable Michael E. Horowitz, IG, DOJ and CIGIE Chair
- 10:10 a.m. What to Expect from the Day – Co-Chairs Jacquelyn Phillips, HUD OIG and Elise Stein, HHS OIG
- 10:20 a.m. Keynote Talk: Finding My Resilience – The Honorable Rae Oliver Davis, IG, HUD and CIGIE Professional Development Committee Chair
- 10:35 a.m. Change: Building the New Workplace – Vince Micone, SIGTARP
The Criticality of Connection – Stan Hammonds, DOT OIG
- 11:10 a.m. OMB Speaker (Invited)
- 11:25 a.m. Break
- 11:45a.m. Surveys – When OIGs Can’t Travel – Lee Giesbrecht, VA OIG
A Career Is Like A Jigsaw Puzzle – Ava Bell, FCA OIG
Mentoring 3-2-1 – Monique “Q” Yates, NGA OIG; George A. Scott, NASA OIG; Jeremy M. Kirkland, DIA OIG; and Karen J. Butler, NSA OIG, and Bruce M. Moody, NGA OIG
- 12:35 p.m. Break

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- 12:55 p.m. Two Conversations Between Four IGs on Leadership During Challenging Times
Leadership Under Pressure – The Honorable Ann Calvaresi Barr, IG, USAID and The Honorable Hannibal “Mike” Ware, IG, SBA

Journey to the Next Normal – Sandra D. Bruce, Acting IG, ED and The Honorable Jay N. Lerner, IG, FDIC
- 1:35 p.m. Break
- 1:50 p.m. More Connected Than Ever: The Possibilities of Embracing Remote Teams and Leadership in the Next Normal – Pamela Van Dort, NSF OIG

Pushing Ourselves Towards More Agile Oversight – Kimberly Dahl, HUD OIG
- 2:25 p.m. And Now For Something Completely Different... – The Honorable Robert P. Storch, IG, NSA
- 2:40 p.m. Break
- 3:00 p.m. Driving Innovation from Within: Empowering Employees through Government Intrapreneurship – Fredy Diaz, USPS OIG

Acting Like a Leader: And the Oscar goes to... – Kathlene Butler, EPA OIG

In the Arena: A Message of Courage – Adelle Harris, SEC OIG
- 3:40 p.m. Hopes for Our Community - Co-Chairs Jacquelyn Phillips, HUD OIG and Elise Stein, HHS OIG
- 3:45 p.m. Closing – Allison C. Lerner, IG, NSF and CIGIE Vice Chair
- 3:58 p.m. Words of Inspiration – Sandra D. Bruce, Acting IG, ED and The Honorable Jay N. Lerner, IG, FDIC



The 7th Annual CIGIE Leadership Forum

Inspectors General Biographies

The Honorable Ann Calvaresi Barr
Inspector General, U.S. Agency for International Development



Inspector General Ann Calvaresi Barr leads the oversight of activities conducted by USAID, the U.S. African Development Foundation, the Inter-American Foundation, the Millennium Challenge Corporation, and the Overseas Private Investment Corporation. In fiscal year 2017, USAID alone managed nearly \$30 billion in budgetary resources to provide humanitarian assistance and advance economic growth and democracy around the world. Ms. Calvaresi Barr also works with the Inspectors General of the Department of State and the Department of Defense to coordinate each OIG’s activities under the Lead Inspector General for Overseas Contingency Operations initiative. Since taking office in November 2015, Ms. Calvaresi Barr has worked to strengthen OIG’s contributions to and support of integrity, efficiency, and effectiveness in the Nation’s complex foreign assistance programs and operations.

Ms. Calvaresi Barr previously served as the Deputy Inspector General at the U.S. Department of Transportation from 2010 to 2015. In that position, Ms. Calvaresi Barr provided leadership and direction of audits and investigations of transportation issues, as well as oversight of Office of Inspector General operational support activities.

At GAO, Ms. Calvaresi Barr served as a director in the Acquisition and Sourcing Management team in Washington, DC. As a senior executive, Ms. Calvaresi Barr was responsible for directing numerous engagement teams, producing reports, and delivering congressional testimony on technology transfer, the defense supplier base, and contract management. Ms. Calvaresi Barr started her GAO career in 1984, working on healthcare and intergovernmental relations issues. From 1988 to 1993, she completed an overseas tour in GAO’s former European office in Frankfurt, Germany, where she worked largely on defense, international affairs, and national security issues. Prior to her GAO career, she worked for the City of Reading, PA, and for the City Manager of Rockville, MD.

Ms. Calvaresi Barr is a graduate of Dickinson College in Carlisle, PA, where she earned a B.A. degree in political science in 1982. She also holds a 1984 master of public administration degree from American University in Washington, DC; is a graduate of Harvard’s Kennedy School of Government Senior Executive Fellows Program; and received a Massachusetts Institute of Technology fellowship in Foreign Politics, International Relations, and the National Interest.

Sandra D. Bruce
Acting Inspector General, U.S. Department of Education



Sandra D. Bruce, Acting Inspector General of the U.S. Department of Education Office of Inspector General is a results-oriented leader with more than 30 years of experience directing, overseeing, managing, and conducting complex audit, inspections, and investigative-related programs. Bruce joined the OIG in 2014 as Deputy Inspector General and has been leading the office since 2018 when Inspector General Kathleen S. Tighe retired.

Prior to joining OIG, Bruce was the Assistant Inspector General for Inspections at the U.S. Department of Energy, a position she also held at the National Geospatial-Intelligence Agency from 2006 to 2009. From 1997 to 2006, Bruce was a leader with the U.S. Postal Service Office of Inspector General, directing its Law Enforcement and Postal Service Security unit and its Computer Assisted Audit Techniques unit. From 1986 to 1997, Bruce was with the U.S. Army Audit Agency, where she began her public service career as an auditor, rising to an Audit Supervisor and Associate Program Director. Bruce was also a Legislative Fellow for Senator Carl Levin.

Acting Inspector General Bruce has received numerous awards for her work, including a Council of the Inspectors General on Integrity and Efficiency (CIGIE) Award for Excellence, Distinguished Achievement Awards, and Exceptional Performance Awards. Bruce has been active in the inspector general community and currently represents the OIG on the Pandemic Response Accountability Committee, serves as Chair of the CIGIE Diversity, Equity, and Inclusion Work Group, and is a member of the CIGIE Audit Committee and the CIGIE Information Technology Committee. Bruce previously served on the CIGIE Deputy Inspector General Work Group, and the Intelligence Community Inspector General’s Assistant Inspector General for Inspections Work Group.

Bruce earned her Master of Science in Information Systems from Hawaii Pacific University and her Bachelor of Science in Business Administration with a Concentration in Accounting from Fayetteville State University.

The Honorable Michael E. Horowitz
Inspector General, U.S. Department of Justice and CIGIE Chair



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.

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 and CIGIE Vice-Chair



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 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.

In June of 2011, Ms. Lerner was designated by President Obama as a member of the Government Accountability and Transparency Board. She currently serves as the Vice Chair of the Council of the Inspectors General on Integrity and Efficiency and co-chairs the Council's Working Groups on Suspension and Debarment and Research Misconduct.

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 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.

The Honorable Jay N. Lerner
Inspector General, Federal Deposit Insurance Corporation



Jay N. Lerner was confirmed by the U.S. Senate as the Inspector General for the Federal Deposit Insurance Corporation (FDIC), and he was sworn in as the third Presidentially-appointed FDIC Inspector General on January 9, 2017.

As Inspector General, Mr. Lerner leads an Office whose mission is to detect and deter waste, fraud, and abuse at the FDIC, and to promote economy and efficiency within the Corporation. He oversees a nationwide workforce of approximately 140 investigators, auditors, evaluators, and other professional staff, with an annual budget of approximately \$43 million. The Office conducts reviews and makes recommendations for improvements in the FDIC's operations and programs, and investigates significant matters of criminal and administrative misconduct so as to help preserve the integrity of the banking sector and protect the savings of individuals, families, and businesses.

Mr. Lerner holds several leadership positions in the IG community. He serves as Vice Chair of the Legislation Committee of the Council of the Inspectors General on Integrity and Efficiency (CIGIE) and Vice Chair of CIGIE's Diversity, Equity, and Inclusion Work Group. He is also a Member of the Pandemic Response Accountability Committee, an independent oversight committee within CIGIE created by the Coronavirus Aid, Relief, and Economic Security (CARES) Act of 2020. This Committee promotes transparency and supports independent oversight of the funds provided by the CARES Act and other related emergency spending bills.

Mr. Lerner previously worked as the Chief of Staff and Senior Counsel at the Department of Justice (DOJ) Office of the Inspector General. In this role, he provided leadership in the strategic and policy direction for the Office, as well as input into the overall planning, operations, and management of the Office, including all five of its divisions. Mr. Lerner also worked with Department leadership on various matters, oversaw Congressional relations for the Office, and managed liaison relations with other Inspectors General and oversight bodies.

Mr. Lerner earned his Juris Doctor degree from the University of Pennsylvania Law School, a Bachelor of Science degree in Accountancy from the University of Illinois, and he passed the Certified Public Accountant Examination.

The Honorable Rae Oliver Davis
Inspector General, U.S. Department of Housing and Urban Development and Chair of the Professional Development Committee



Ms. Rae Oliver Davis was sworn in as Inspector General for the U.S. Department of Housing and Urban Development (HUD) on January 23, 2019. As Inspector General, Ms. Oliver Davis is the senior official responsible for audits, evaluations, investigations, and oversight efforts relating to HUD's programs and operations to ensure integrity, economy, efficiency, and effectiveness in these programs. The Office of Inspector General (OIG) at HUD is one of the original 12 Inspectors general authorized under the IG Act of 1978.

Prior to her position as Inspector General, Ms. Oliver Davis was appointed as the Acting Assistant Inspector General in February 2017. In that capacity, she was responsible for the oversight of the Office of Special Inquiry (OSI) within the OIG. OSI conducts sensitive investigations regarding waste, fraud, and abuse of HUD programs and the conduct of its employees.

She has served nearly a decade in the Inspector General community. Before joining the Office of Inspector General for HUD, she served as chief investigative counsel for the Office of the Special Inspector General for the Troubled Asset Relief Program (SIGTARP). SIGTARP is an independent federal law enforcement agency under the U.S Department of Treasury that targets financial institution crime. She also served in the Office of the General Counsel for the Office of the Inspector General for the U.S. Postal Service.

Ms. Oliver Davis served as an Assistant United States Attorney for the Western District of Tennessee from 2002 to 2007. She also served as an Assistant Attorney General for the State of Tennessee from 1999 to 2002. Earlier in her career, Ms. Oliver Davis served on the then U.S. Senate Governmental Affairs Committee and the U.S. House Government Reform and Oversight Committee.

Ms. Oliver Davis received a J.D. from the University of Memphis, Cecil C. Humphreys School of Law and a bachelor's degree in political science from Murray State University.

The Honorable Robert P. Storch
Inspector General, National Security Agency



Robert P. Storch is the first Presidentially appointed, Senate-confirmed Inspector General for the National Security Agency/Central Security Service. He was confirmed by the Senate on December 21, 2017, and assumed his responsibilities on January 11, 2018.

Prior to coming to the NSA, Rob served for 5 ½ years in the Department of Justice Office of the Inspector General (DOJ OIG), working as Counselor to the IG, Senior Counsel to the IG, Acting Deputy IG, and, from March 2015 to January 2018, Deputy Inspector General. He also served as that office’s first-ever Whistleblower Ombudsperson, helping to establish and direct a program that was widely recognized as a leader in the field. Additionally, he organized and chaired the OIG community-wide Whistleblower Ombudsman Working Group.

Before joining the DOJ OIG, Rob worked for two dozen years as a federal prosecutor, starting in 1987 as an Assistant U.S. Attorney (AUSA) in his hometown of Jacksonville, Florida. In 1990, he transferred to the Public Integrity Section of DOJ’s Criminal Division, which handles public-corruption cases throughout the country. In 1994, he moved with his family to Albany, New York, where he initially worked at the law firm of Bond, Schoeneck and King before returning to DOJ in 1995 as an AUSA in the Northern District of New York. During his tenure there, Rob served in many different positions, including as Counsel to the U.S. Attorney, Deputy Criminal Chief, Appellate Chief, Antiterrorism Coordinator, Senior Litigation Counsel, and Civil Rights and Hate Crimes Coordinator. Rob received numerous awards and commendations during his prosecutorial career, including from the Assistant Attorneys General for the Criminal and the Civil Rights Divisions and the Director of the Federal Bureau of Investigation.

Rob obtained his A.B., magna cum laude, in history and government from Harvard in 1982, and graduated as a Harlan Fiske Stone Scholar from Columbia Law School in 1985. After law school, he served as a law clerk to U.S. District Judge William D. Keller in Los Angeles, California, and then worked at the law firm of Covington and Burling in Washington before joining DOJ.

The Honorable Hannibal “Mike” Ware
Inspector General, Small Business Administration



Hannibal “Mike” Ware was sworn in as Inspector General on May 24, 2018, following his confirmation by the U.S. Senate. He is responsible for independent oversight of SBA’s programs and operations, which normally encompass more than \$100 billion in guaranteed loans and nearly \$100 billion in Federal contracting dollars. As a result of SBA’s role in the nation’s pandemic response, he is providing oversight of over a trillion dollars of lending authority aimed at stabilizing the nation’s economy and providing vital capital to the nation’s small businesses. He also is a statutory member of the Council of the Inspectors General on Integrity and Efficiency’s (CIGIE) Pandemic Response Accountability Committee (PRAC), serving alongside his Inspector General colleagues to provide a whole of Government response to the pandemic oversight effort. Within the PRAC, Inspector General Ware chairs the Subcommittee on Audits. In addition, Inspector General Ware serves as the Chair of the Audit Committee for CIGIE and is a member of CIGIE’s Executive Council.

Prior to his appointment to be the Inspector General, from April 2016 to January 2017, Mr. Ware served as the Deputy Inspector General, and he served as the Acting Inspector General from January 2017. Mr. Ware has 30 years of experience within the OIG community, the first 26 years being with the Department of Interior (DOI) OIG. In 1990, he joined DOI OIG’s Virgin Islands field office as an auditor and later became the Field Office Supervisor. Throughout his long and distinguished oversight career, he performed increasingly challenging and vital roles within the OIG community. From the Virgin Islands field office, Mr. Ware was promoted to Eastern Regional Manager, where he provided leadership of all phases of the technical and administrative operation of the region, including planning and managing audits, inspections, evaluations, and joint investigations. Mr. Ware later moved to DOI OIG’s Office of Management and served as the Deputy Assistant Inspector General for Management. In this capacity, he executed DOI OIG’s independent operating budget and managed the logistical concerns for the office’s nationwide presence. In April 2016, he was appointed to the Senior Executive Service as the SBA OIG Deputy Inspector General.

Mr. Ware is a native of the U.S. Virgin Islands and holds a bachelor of arts degree in accounting from the University of the Virgin Islands. He also is a graduate of the Senior Executive Service Career Development Program. He has received numerous awards throughout his career, including several awards from the Council of the Inspectors General on Integrity and Efficiency as recognition for his significant work in the Inspector General community.



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Speaker Biographies

Ava Bell

Farm Credit Administration OIG

Ms. Bell is an investigator in the Office of Inspector General (OIG) at the Farm Credit Administration (FCA). She has worked for the FCA for more than 21 years: first, from 1989-2000, and most recently, from 2010 to the present. Since first arriving at FCA as an intern, Ms. Bell has served her entire federal career with the agency, where she has worked in eight different offices, including the Office of Examination, Human Resources Division, Office of General Counsel, Office of Regulatory Policy, Office of the Chief Operating Officer, Office of Information Technology, and Office of Agency Services. From 2000-2010, Ms. Bell moved to the private sector, working at four different consulting firms. Throughout her professional career, Ms. Bell has been an administrative assistant, management analyst, employee benefits specialist, benefits consultant, and project manager. These varied positions have afforded Ms. Bell a broad base of knowledge, skills, and experience, which she brings to bear daily as an 1810 investigator with the FCA OIG.



She holds a B.S. in Public Administration from George Mason University and a J.D. from the Washington College of Law at American University.

Kathlene Butler

Environmental Protection Agency OIG

Kathlene (Katie) Butler started her federal career as a Peace Corps Volunteer in Morocco, where she got to work in the last contiguous stand of Atlantic Cedar forest in North Africa. She first came to the EPA OIG in 2003. Her official role is as the Director for Water Evaluations in the Office of Evaluations, but she recently came off a seven-month acting stint: one month as Acting DAIG for Audit and Evaluation, followed by five months as the Acting AIG for Audit and Evaluation, followed by one month as the Acting AIG for (just) Evaluations. In the EPA OIG, Katie works with some of the most creative, collaborative, hard-working OIGers you could find. With her colleagues in the Water Directorate, she won a 2019 CIGIE Award for Excellence for work reviewing and reporting on the drinking water crisis in Flint, Michigan. Katie's most-prized award, though, came as a joke in 2011 when her former boss created the "Managerial Hypnotist Award: for hypnotizing her staff to willingly reach new heights." Accordingly, Katie believes that you catch more flies with honey. She also believes in giving it all you've got for as long as you've got it, and in finding creative ways to make the world a better place. In her free time, Katie plays music in a few local bands, does outdoorsy things like hiking and kayaking, and keeps accidentally volunteering for things in her tiny and strange Atlanta neighborhood, Cabbagetown.



Katie holds a BS in Environmental Sciences from Stetson University, an MS in Environmental Engineering Sciences from the University of Florida, and an MA in Geographic Sciences from the University of Maryland.

Kimberly Dahl

U.S. Department of Housing and Urban Development OIG

Kimberly (Kim) Dahl is a Regional Inspector General for Audit with the Department of Housing and Urban Development Office of Inspector General (HUD OIG) where she leads a team of auditors and audit supervisors in New York and New Jersey.

Kim has over seventeen years of Federal oversight experience. She began her oversight career in HUD OIG's St. Louis, Missouri office, where she was an auditor for more than ten years. During that time, she served on the agency's Computer Assisted Audit Tools and Techniques (CAATS) team, helped develop nationwide training for entry- and mid-level auditors, and participated in a leadership development program. Prior to joining the New York region, Kim served as an Assistant Regional Inspector General for Audit in Philadelphia, Pennsylvania. She also gained experience through various acting roles over the years, including serving as a technical representative in HUD OIG Office of Audit's planning division and as a deputy assistant inspector general over its eastern field operations.



Kim has earned numerous honors throughout her career, including HUD OIG Auditor of the Year awards in 2007 and 2010, and CIGIE Awards for Excellence in 2010 and 2016 for her work on high profile assignments and contributions as a trainer, mentor, and CAATS representative. She holds a Bachelor of Arts degree in business management and sociology, and is a Certified Public Accountant, Certified Fraud Examiner, and Analytics Certified Data Analyst.

Fredy Diaz

U.S. Postal Service OIG

Fredy Diaz is an analytics manager for the USPS OIG's Research and Insights Solution Center. The analytics group builds analytical tools and models to support OIG audits and investigations.



Before working at the USPS OIG, he worked in the Labor Department's real and personal property division, as well as the Department of Defense in aviation weapon system procurement and logistics. Before working for the Federal government, Fredy served in the Marine Corps for nine years, deploying to both Iraq and Afghanistan. He earned his MBA from the University of Baltimore and recently earned his Master of Science in Government Analytics from Johns Hopkins University.

In his off time, Fredy and his wife explore the Baltimore area looking for the best restaurants while maintaining proper social distancing.

Lee Giesbrecht

Veterans Administration OIG

Lee Giesbrecht has been director of the Office of Statistical Operations at VA OIG since October 2007. He manages a team of 6 statisticians to ensure that audit teams in the Office of Audits and Evaluations have the statistical support including sampling, estimation, data analysis, statistics training, and survey design and implementation to complete their missions.



Prior to coming to VA OIG, Lee worked in the federal statistical system spending eight years with the Bureau of Transportation Statistics and ten years with the Census Bureau. He also worked two years outside of the federal government for a private survey research contractor. He earned a BS in psychology from Ball State University and an MS in Survey Methodology from the University of Maryland.

Stanley (Stan) J. Hammonds

U.S. Department of Transportation OIG

As Director of Civility, Diversity, and Inclusion (CDI) at the U.S. Department of Transportation (DOT) Office of Inspector General (OIG), Stan serves as the agency's recognized expert on diversity and inclusion initiatives. Through training, outreach, advisory services, and other efforts, he works to build and maintain an organizational culture that supports civility and equity. Key to Stan's role is emphasizing how a diverse, inclusive, and connected workforce and culture can strengthen overall productivity and enhance mission success. He is responsible for directing all facets of OIG's comprehensive CDI program, to include Equal Employment Opportunity activities.



Stan joined OIG in 2018 after serving as lead trainer for DOT's Departmental Office of Civil Rights from 2015 to 2018, a position where he supported the training needs of all civil rights offices within DOT. Including an active duty career with the U.S. Air Force, Stan has 31 years of experience in leadership and management with the Departments of Defense, Homeland Security, Health and Human Services, and Transportation.

Stan is an expert instructor and facilitator, having spent the last 18 years designing, implementing, and evaluating educational and training programs aimed at developing individuals and enhancing organizations. He is also a professional coach in the Federal Coaching Network. Stan holds a Master of Science in Adult Education and a Bachelor of Science in Resources Management from Troy University.

Adelle Harris

U.S. Securities and Exchange Commission OIG

Adelle began her career in the IG community in 2004 as an Auditor for the U.S. Department of Justice Office of Inspector General. She received special recognition from United States Attorney General Eric Holder and former Inspector General Glenn Fine for Outstanding Work as an Auditor in Charge.



In 2011, Adelle became a Special Agent; and since then, she has successfully investigated allegations of obstruction, securities fraud, contract and grant fraud, pension fraud, and employee misconduct. She has served as a Special Agent, Acting Assistant Special Agent in Charge and Acting Special Agent in Charge for the Department of Energy OIG, the Department of Health and Human Services OIG, and the Pension Benefit Guaranty Corporation OIG. In 2017, Adelle joined the Securities and Exchange Commission OIG a Senior Special Agent. She received two awards in 2019 from the SEC Inspector General Carl Hoecker that were related to her work accomplishments.

Adelle earned a Master of Business Administration with a concentration in Accounting from LaSalle University, and she holds a bachelor degree in Business Economics from Temple University. She also obtained a certificate in Federal Securities Regulation from the Georgetown University Law Center. She has been a Certified Fraud Examiner since 2007. In 2020, Adelle completed the Key Executive Leadership Certificate Program sponsored by CIGIE and American University.

In her spare time, Adelle enjoys running, restaurants, reading...and watching NFL games with her husband and two sons (Fly Eagles Fly!).

Vince Micone

Special Inspector General for the Troubled Asset Relief Program

Vince Micone is a 29-year veteran of federal civil service and a long-time activist in Washington's philanthropic community. As Deputy Special Inspector General, Mr. Micone serves as chief operations officer for a federal law enforcement and independent audit agency that targets financial institution crime and other fraud, waste, and abuse related to the Troubled Asset Relief Program.



He previously served in executive leadership positions at the U.S. Department of Homeland Security (DHS) including Acting Principal Deputy Assistant Secretary for Legislative Affairs, Senior Counselor for Management, and Chief of Staff to the Under Secretary for Management. In these roles, Mr. Micone executed the Department's management improvement initiatives and legislative affairs efforts. He also served as the DHS 2016 Presidential Transition Officer.

Mr. Micone began his career at U.S. Department of Justice, where he managed human resources programs and initiatives. He also served as the Partnership for Public Service's Vice President for Development prior to joining DHS. Mr. Micone serves as chairperson of the board of directors for the Combined Federal Campaign of the National Capital Area, the federal government's workplace giving campaign. He first served in this role from 2002- 2008. He was re-elected to the position in 2013. Under his leadership, the campaign has raised over \$694 million in charitable contributions for tens of thousands of non-profit organizations.

He was also appointed to the District of Columbia Commission on National and Community Service and served as the commission's chairperson. He began his federal service through the prestigious Presidential Management Fellows program and was honored by Attorney General Janet Reno for outstanding contributions as a new employee. He has received commendation awards from the Office of Personnel Management, Office of the Secretary of Defense, and U.S. Postal Service.

Mr. Micone is a graduate of Arizona State University (BA) and the University of Southern California (MPA). He was elected a Fellow with the prestigious National Academy of Public Administration in 2016.

Pamela Van Dort

National Science Foundation OIG

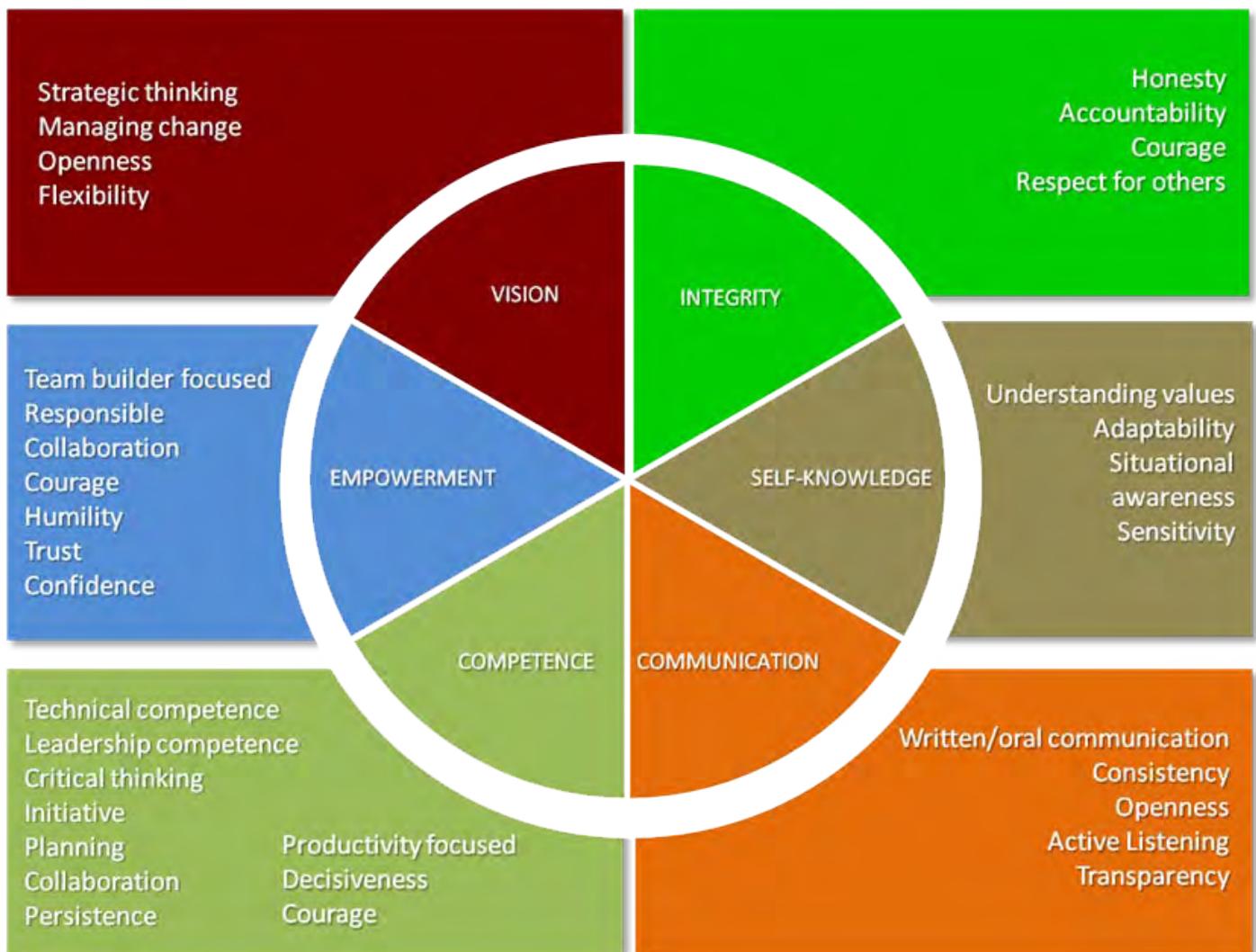


Pamela Van Dort is a Senior Investigative Attorney at the National Science Foundation Office of Inspector General. She investigates allegations of fraud, waste, and abuse related to NSF programs and operations, and works closely with the Department of Justice on civil and criminal prosecutions and recoveries. She has received three CIGIE awards for outstanding work that resulted in criminal convictions, a civil settlement, and criminal guilty pleas in separate multi-million dollar grant fraud investigations. In addition to her case work, she applies her passion for promoting efficient and effective government through special projects, such as successfully recommending revised certification and award term and condition language in a small business program to strengthen anti-fraud, waste, and abuse measures.

Pamela is also involved in three interagency working groups as well as the CIGIE Leading Inspiring and Fostering Talent Network (LIFT) network. She regularly engages in outreach with the federal grantee community and other government agencies to share best practices and red flags related to grant fraud prevention and detection. Prior to joining NSF OIG, Pamela spent time in private practice focused on intellectual property and complex business litigation. She received her Juris Doctor degree from The George Washington University Law School and a Bachelor of Arts degree from Hope College in Michigan. She is also a Certified Fraud Examiner.

Pamela lives in Cambridge, Massachusetts, where she has served as a full-time remote employee for NSF OIG since 2014.

The CIGIE Leadership Model





The 7th Annual CIGIE Leadership Forum

Production Staff

Amanda Freeman*Council of the Inspectors General on Integrity and Efficiency*

Amanda joined the Council of the Inspectors General on Integrity and Efficiency (CIGIE) as a Program Manager detailee. In March 2020, she joined CIGIE permanently as a Learning Producer. In this position, Amanda develops and delivers high-quality performance support for the federal Inspector General (IG) community. Specifically, she manages the following learning programs offered by the Institute: Jumpstarting Inspections and Evaluation, Driving Inspections and Evaluations, Inspector General Authorities, and Inspection and Evaluation Peer Review. In addition to managing learning programs, she supports the CIGIE I&E Committee and Leadership Development Sub-Committee.

**David Gross***Council of the Inspectors General on Integrity and Efficiency*

David Gross is the director of the Council of the Inspectors General on Integrity and Efficiency (CIGIE) Leadership & Mission Support Academy. In this role Mr. Gross works closely with CIGIE leadership, the Professional Development Committee, and Leadership Development Subcommittee to promote leadership and mission support professional development in the IG community. Prior to joining CIGIE, he served as Strategic Planning and External Affairs Specialist for DoD OIG, from 2007 – 2015, and was the DoD IG Liaison to the CIGIE, as well as the CIGIE Audit Committee Liaison from 2013-2015, and CIGIE IT Committee Liaison from 2007-2011.

**Jacquelyn Phillips***U.S. Department of Housing and Urban Development OIG*

As Chief Strategy Officer, Ms. Phillips is responsible for assisting the Inspector General in developing the Office of Inspector General's (OIG) strategic plan, creating initiatives to execute on that plan, and implementing programs to monitor and improve performance, manage risk, and strengthen internal controls. She joined the U.S. Department of Housing and Urban Development (HUD) OIG in 2017 and served previously as HUD OIG's Director of Plans, Performance, Risk Management and Engagement. In that role, she stood up the OIG's Enterprise Risk Management Program, Engagement Board process, and Joint Planning efforts. She also led the development and launch of OIG's new website, the publication of its first HUD OIG Top Management Challenges as a stand-alone report, and the first issuance of the Federal Employee Viewpoint Survey to OIG staff.



Elise Stein

U.S. Department of Health and Human Services OIG

As the Director of Intergovernmental Affairs for the HHS OIG, Elise works closely with oversight organizations at all levels of government including other Federal OIG members of the Council of the Inspectors General on Integrity and Efficiency (CIGIE) and the Pandemic Response Accountability Committee (PRAC); the Government Accountability Office (GAO); and other State, local, and international oversight agencies. She also represents HHS OIG to Congressional stakeholders, keeping them informed and responding to requests and inquiries. Elise has led a plethora of CIGIE-wide initiatives including: developing and implementing a peer review process for OIG inspection and evaluation (I&E) units; professional and leadership development including co-chairing CIGIE's annual Leadership Forum, the largest single CIGIE event, for the past 7 years; strategic planning; and numerous legislative and IT issues.



William (Bill) Yeager

U.S. Department of Homeland Security OIG

William (Bill) Yeager is the Director, Training & Workforce Development for the Department of Homeland Security Office of Inspector General. Bill has over 30 years of professional human-centric experience analyzing, developing, and evaluating performance improvement products for military, government, and commercial users. He leads, conducts, and delivers human systems integration and human performance analyses to optimize human performance to improve business and occupational results. A certified performance technologist since 2003, Bill is a leader in the performance improvement field. He applies analysis, design and development, implementation, and evaluation processes to identify human performance inefficiencies and to close performance gaps with a systematic approach focusing on practical goals, sustainable metrics, and workplace environments to enhance worker productivity.





The 7th Annual CIGIE Leadership Forum

CIGIE Programs



CIGIE Training Institute Leadership Development Programs

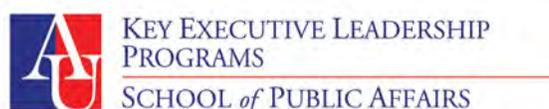
CIGIE's Emerging Leader program is part of the American University (AU) Key Executive Leadership Development Program. The Emerging Leader program (EmL) is designed for the professional development of future leaders within IG organizations. Emerging Leaders are introduced to foundational concepts and tools of leadership in an engaging 4-day program that promotes discourse around current issues facing OIG leaders and provides the opportunity to interact and network with other IG professionals.

CIGIE's New Leader program is part of the AU Key Executive Leadership Development Program and is 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 provides a foundation for new leaders to grow to be extraordinary leaders.

CIGIE'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 on their journey to becoming extraordinary leaders. This program is also a 2-week leadership course that may follow the New Leader Program or be a stand-alone program, and includes a 360-degree leadership assessment and executive coaching session.

THE CIGIE FELLOWS PROGRAM

The CIGIE Fellows Program (CFP) is a year-long program designed to broaden perspectives of participants (GS 13 thru 15 and equivalent) and prepare them for future challenges. It provides participants with opportunities to expand and strengthen their leadership competencies, broaden their organizational experiences, and foster professional networks. At the core of the program is a rotational assignment of at least 4 months to another OIG that is designed to develop and enhance specific executive leadership competencies, which are aligned with the executive core qualifications required for advancement into the senior executive service. Fellows also are assigned a mentor and participate in professionally enriching cohort activities throughout the course of the program, providing opportunities to network with peers and executives throughout the IG community.



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 create 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



The 2020 CIGIE Leadership Forum
November 18, 2020

