

BECOMING AND LEADING  
AS A **SES** OR **SL**  
IT'S NOT JUST TECHNICAL  
PART 1

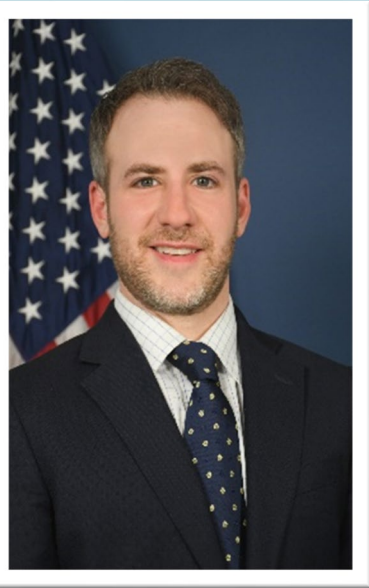
MARCH 17, 2022 1-2 PM

Agenda and Bios

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- ▶ Welcome and Introduction of Speakers
- ▶ Topics of Discussion:
  - What is Senior Executive Service (SES) and Senior Leader (SL)
  - Champion for Yourself and Having a Plan
  - Writing ECQs
  - Looking for Opportunities to Lead

# AGENDA



Brian Sano is the Director of Organizational Health for the Department of State OIG, a position he has held since 2018. His role involves connecting business brains (strategy/mission) with human hearts (employee engagement/professional and personal development). Through coaching, mentoring, and providing executive-level advice, he leads efforts to cultivate a culture that supports staff members' sense of purpose, curiosity, inclusion, and belonging, while driving innovative results. Through learning and developing trainings and initiatives, he helps people thrive and reach their true potential personally and professionally.

Since 2017, Brian has served as an Executive-Leadership Coach with the Treasury Executive Institute and a member of the International Coaching Federation and the Harvard/McLean Institute of Coaching. He was a founding member and serves as the co-chair for the CIGIE Professional Development Committee Coaching Subcommittee.

From 2012 through 2018, Brian served as the Senior Policy Advisor for the Special Inspector General for the Troubled Asset Relief Program (SIGTARP), where he provided executive-level advice on strategic direction, planning, and communication to agency officials and teams to effectively reach and impact key stakeholders. Before joining the IG community, Brian served as Senior Counsel at the U.S. Securities and Exchange Commission, Division of Enforcement, and a Special Assistant U.S. Attorney in the Eastern District of New York. He has also worked as a Senior Associate at the international law firm WilmerHale and as a Media Planner at McCann Worldgroup.

Brian earned a J.D. from the American University Washington College of Law and holds a Bachelor's Degree in Philosophy from Hamilton College. As a life-long learner, Brian is constantly reading, watching TED Talks, listening to podcasts, or pursuing trainings on issues related to leadership and organizational culture.

BRIAN SANO – US DEPARTMENT OF STATE OIG  
DIRECTOR OF ORGANIZATIONAL HEALTH  
MODERATOR



Honorable Hannibal “Mike” Ware was sworn in as Inspector General (IG) on May 24, 2018, following his confirmation by the U.S. Senate. IG Ware 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. 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 Government response to the pandemic oversight effort. Within the PRAC, IG Ware chairs the Subcommittee on Audits. In addition, IG Ware serves as the Chair of the Audit Committee for CIGIE and is a member of CIGIE’s Executive Council.

IG Ware has over 30 years of experience within the OIG community. He began his career in 1990 when he joined DOI OIG’s Virgin Islands field office as an auditor and later became the Field Office Supervisor. 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 until his appointment in May 2018.

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 and honors throughout his career. He was conferred a degree of Doctor of Human Letters by the University of the Virgin Islands in December 2020 and has received several awards from CIGIE as recognition for his significant work in the Inspector General community. Inspector General Ware currently serves on the Association of Certified Fraud Examiners (ACFE)’ Board of Regents.

HONORABLE HANNIBAL ‘MIKE’ WARE – SMALL BUSINESS ADMINISTRATION OIG  
INSPECTOR GENERAL  
PANELIST



Suzann Gallagher serves as USAID's Assistant Inspector General for Investigations. In this capacity, she provides oversight of financial crimes fraud, and other criminal activity impacting USAID, as well as the U.S. African Development Foundation, the Inter-American Foundation, and the Millennium Challenge Corporation. To carry out this mission, she oversees a global workforce from Washington, D.C., with sub-offices located in Africa, Asia, Europe, Latin America, and the Caribbean. She first joined USAID in 2018 as the Deputy Assistant Inspector General for Investigations. Prior to joining USAID OIG, Ms. Gallagher worked as a special agent with the Naval Criminal Investigative Service (NCIS) serving as the Special Agent in Charge of the Middle East.

Ms. Gallagher began her federal career with the Federal Emergency Management Agency, establishing local volunteer emergency response teams and supporting interagency emergency response coordination. She attended Cornell University and graduated with a Bachelor of Arts degree in History. She also holds a Master's in Arts in Education from Columbia University and a Master's in Arts in Medieval Studies from the University of Notre Dame.

SUZANNE GALLAGHER – U.S. AGENCY FOR INTERNATIONAL DEVELOPMENT OIG  
ASSISTANT INSPECTOR GENERAL FOR INVESTIGATIONS  
PANELIST



Delores "Dee" Thompson, a member of the Senior Executive Service (SES) since 2009, was appointed Counsel to the Inspector General (IG), U.S. Department of Labor, Office of Inspector General (DOL-OIG), in January 2017. As Counsel to the IG, Ms. Thompson manages and directs the OIG's comprehensive legal program; oversees the DOL's Whistleblower Protection Coordinator; and manages the OIG's Records Management and Information Disclosure programs.

Before joining the DOL-OIG, Ms. Thompson served as Chief Counsel, U.S. Department of Health and Human Services (DHHS), Office of the General Counsel (OGC), Region VI, where she oversaw a federal sector law office responsible for providing advisory and litigation services to HHS programs located in Texas, Arkansas, Oklahoma, Louisiana, and New Mexico. As a journeyman attorney, Ms. Thompson served as: (1) Deputy General Counsel, U.S. Department of the Interior (DOI) OIG; (2) Associate General Counsel, DOI-OIG; and (3) Trial and Advisory Attorney with both the Defense Logistics Agency (DLA) OGC, and the Defense Contract Management Agency (DCMA), Contract Dispute Resolution Center (CDRC). Ms. Thompson began her career as a Staff Attorney with the United States Court of Appeals for the Sixth Circuit. She also served as a Law Clerk with the United States Court of Federal Claims.

Ms. Thompson is admitted to the U. S. Supreme Court, the U. S. Court of Appeals for the 6th Circuit, the U.S. Claims Court, and the Supreme Court of Ohio. She holds a Masters of Law in Environmental Law from The George Washington University, a Juris Doctor from Salmon P. Chase Law School, Northern Kentucky University (NKU), and a Bachelor of Science in Accounting from NKU. Finally, Ms. Thompson graduated from the DOI SES Candidate Development Program; completed the Harvard University Kennedy School of Government Senior Executive Fellows Program; and is a Certified Federal Internal Coach.

DELORES "DEE" THOMPSON - U.S. DEPARTMENT OF LABOR OIG  
COUNSEL TO THE INSPECTOR GENERAL  
PANELIST



Connie W.Y. Yates currently operates in the dual role of the Deputy Assistant Inspector General/Executive Director and acting Assistant Inspector General for Management/ Executive Director for the Office of Inspector General (OG) at the U.S. Department of State (DoS). In this role, she is responsible for oversight of all executive office administrative functions, including information technology, budget and resources, facilities and space management, physical security, and human capital management.

Prior to joining the IG community, Connie served in several leadership positions at the U.S. Food and Drug Administration. Connie served as the Senior Advisor to the Associate Commissioner for Global Policy and Strategy in the Office of Policy, Legislation, and International Affairs, in the Office of the Commissioner; the Director of the Executive Operations Office in the Office of International Programs, and as the Deputy Director of the Office of Communications and Project Management.

Connie began her federal career in August 2012 as an Information Technology Systems Program Manager for capital investments with the U.S. Department of Treasury, Bureau of Fiscal Service. Prior to joining the civil service, Connie gained a wealth of experience as a contractor to the U.S. Department of Energy National Nuclear Security Administration and as a member of the U.S. Air Force.

Connie believes in lifelong learning and since 2008, has served as a part-time adjunct faculty member with National University. She holds an M.S. in Management, with a concentration in Project Management from the University of Maryland, University College, and a B.S. in Business Administration, with a major in Management Information Systems from the University of Nevada Las Vegas.

CONNIE W.Y. YATES – U.S. DEPARTMENT OF STATE OIG  
ACTING ASSISTANT INSPECTOR GENERAL FOR MANAGEMENT/EXECUTIVE DIRECTOR  
PANELIST

# More information

- ▶ *The presentation will be recorded and posted on the PDC website*

[HTTPS://WWW.IGNET.GOV/CONTENT/PROFESSIO  
NAL-DEVELOPMENT](https://www.ignet.gov/content/professional-development)