

The 9th Annual CIGIE Leadership Forum

November 2022



GEARING UP

*Leading Change to Make Our Work
and Workplace More Effective,
Innovative, and Impactful*



November 16, 2022

10AM – 4PM EST

THE 9th ANNUAL CIGIE LEADERSHIP FORUM

Produced by the CIGIE Professional Development Committee

Program design by William (Bill) Yeager, U.S. Department of Homeland Security OIG
and Martin Herrera, U.S. Department of Housing and Urban Development OIG

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GEARING UP

FORUM WELCOME

*Allison C. Lerner, Inspector General
National Science Foundation OIG & CIGIE Chair*

WHAT TO EXPECT FROM THE DAY

*Elise Stein
U.S. Department of Health and Human Services OIG
Jacquelyn Phillips
U.S. Department of Housing and Urban Development OIG*

KEYNOTE FIRESIDE CHAT

LESSONS IN LEADERSHIP AND ENGAGEMENT

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

The Honorable Jason Miller, Deputy Director for Management
Office of Management and Budget & CIGIE Executive Chair

Gene Sperling, White House American Rescue Plan Coordinator
Senior Advisor to the President*

ENCORE LEADERSHIP TALK

PLANTING THE RIGHT SEEDS FOR COLLABORATION AND INNOVATION TO THRIVE

*Robert A. Westbrook, Executive Director
Pandemic Response Accountability Committee*

CLOSING

FORUM REFLECTIONS

*Elise Stein
U.S. Department of Health and Human Services OIG
Jacquelyn Phillips
U.S. Department of Housing and Urban Development OIG*

FORUM CLOSING

*The Honorable Mark Lee Greenblatt, Inspector General
U.S. Department of the Interior OIG & CIGIE Vice-Chair*

**FUTURE READY:
LEADING CHANGE BY TURNING UNCERTAINTY INTO OPPORTUNITY**
Tara Lee Rodas, Council of the Inspectors General on Integrity and Efficiency

LET'S DO DATA ANALYTICS...NOT SO FAST! STEPS TO TAKE FIRST
Bruce Miller, U.S. Department of Homeland Security OIG

**TURN ON THE LIGHT:
5-MINUTE HACK TO BECOMING A MORE INCLUSIVE LEADER**
Jillisa Hope Milner, U.S. Department of Education OIG

DO YOU SEE ME?
The Honorable Larry D. Turner, Inspector General, U.S. Department of Labor OIG

AUDITING IN THE AGE OF ACCOUNTABILITY
William (BJ) Leary, U.S. Department of Transportation OIG

NON-TRADITIONAL APPLICATIONS OF AGILE METHODS
*Jennifer Wagner, Mandy Brooks, & Berivan Demir Neubert
U.S. Department of Health and Human Services OIG*

NETWORKING: THE IMPORTANCE OF BUILDING GENUINE RELATIONSHIPS
John Warren, U.S. International Development Finance Corporation OIG

LET'S GET COMFORTABLE, TALKING ABOUT DEI&A
Alivia Jackson, U.S. Department of Housing and Urban Development OIG

REASONABLE MINDS CAN DISAGREE
Matt Simber, Federal Deposit Insurance Corporation OIG

INCLUSIVE LANGUAGE MATTERS: CREATING A TOOL TO ADDRESS EQUITY
*Althea Hosein, PhD & Shweta Palakkode
U.S. Department of Health and Human Services OIG*

**FUTURE PROOFING GOVERNMENT OVERSIGHT:
INTEGRATING DATA ANALYTICS INTO THE HEART OF OVERSIGHT**
Hala Nsouli, PhD, MPH Small Business Administration OIG

A BRIDGE OVER THE CHAOS: AN AUDITOR'S JOURNEY TO CHANGE
Holly Swoboda, U.S. Department of Housing and Urban Development

IF YOU ONLY HAVE A HAMMER...
Ken Lish, National Science Foundation OIG

5-MINUTE MEDITATION

Jillisa Hope Milner

U.S. Department of Education OIG

DATA, DATA, DATA... TWO YEAR UPDATE ON DATA LITERACY

Nathan Loper, PhD

U.S. Department of Housing and Urban Development OIG

COMING SOON: AGILE OVERSIGHT FORUM

The Honorable Hannibal "Mike" Ware, Inspector General

U.S. Small Business Administration OIG





COUNCIL OF THE INSPECTORS GENERAL ON INTEGRITY AND EFFICIENCY

Virtual greetings, OIG leaders!

It is hard for us to believe that today we are welcoming you to CIGIE's 9th Annual Leadership Forum, our third fully virtual Forum. Once again, this year we are fully virtual and we can't think of a better way to talk and think about "Gearing Up" than alongside thousands of our colleagues across the country and overseas locations at the same time through our computer screens! In 2021, in addition to the 3,200 OIG colleagues who viewed the Forum live on YouTube, and an additional 1,600 were able to review the [recording on YouTube](#) after the Forum. We hope to achieve that at least that virtual reach in 2022!

In 2012, when we first created the Leadership Forum, we could not have imagined that these Forums would have such lasting value and impact on the IG community. Leadership talks have led to the creation or expansion of several IG Community initiatives and programs, have helped launch individuals' professional careers, and have made our work better and more inspired. We are grateful to all the leaders from so many OIGs who have volunteered their time and talent to collaborate in designing, planning, and hosting the event. We are especially grateful to our speakers, who had the courage and drive to share their insights and ideas in Leadership Talks this year. And we celebrate the many virtual and video production teams who helped bring this year's Talks and videos to life.

Wherever you are in your career and leadership journey and whatever you have experienced during these pandemic times, you are in the driver's seat of co-creating our post-pandemic future. We are at an inflection point as individuals, as organizations, and as an IG Community, enhancing and sustaining significant change in how we approach our work, workplace, and workforce. How do we use the knowledge and experience we gained to gear up and break through to the next level?

Today's Forum is about the "how," not just the "why." It's about giving you a platform to share what you have learned, and to be inspired by one another as you gear up and lead change to make our work and workplaces more effective, innovative, and impactful.

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 will 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 screens.

Thank you for joining us. Stay healthy.

Elise and Jacqui



LET'S DO THIS!

LET'S DO THIS!



Allison C. Lerner

Inspector General

National Science Foundation OIG & CIGIE 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 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 provision of 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.

In June 2011, Ms. Lerner was designated by President Obama as a member of the Government Accountability and Transparency Board. She has chaired the Council of the Inspectors General on Integrity and Efficiency since January 2021 and served as its vice chair from January 2015 through December 2020.

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 Mark Lee Greenblatt

Inspector General

U.S. Department of the Interior & CIGIE Vice-Chair

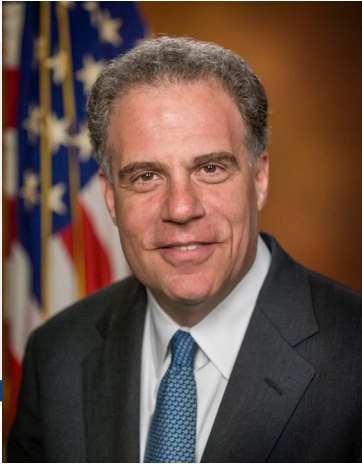
The Honorable Mark Lee Greenblatt began his tenure as the Inspector General for the U.S. Department of the Interior on August 26, 2019, after being confirmed by the U.S. Senate. As the Inspector General, Mr. Greenblatt leads a nationwide workforce of more than 270 investigators, auditors, evaluators, attorneys, and support staff. Their mission is to provide independent oversight and promote excellence, integrity, and accountability within the programs, operations, and management of the U.S. Department of the Interior. Mr. Greenblatt is the senior official responsible for providing oversight of more than 70,000 Department employees and assessing the Department's diverse programs, which include roughly \$10 billion in grants and contracts, \$12 billion in natural resource royalties, 30% of the nation's energy resources, Federal trust responsibilities to 573 Indian tribes and Alaska Native villages, and stewardship of 20% of the nation's lands.

On January 1, 2021, Mr. Greenblatt was appointed to serve as the Vice-Chair of the Council of the Inspectors General on Integrity and Efficiency (CIGIE), leading the Inspector General community's mission to combat fraud, waste, and mismanagement. As part of his leadership duties, he leads the U.S. delegation to the International Public Sector Fraud Forum. He also serves on CIGIE's Pandemic Response Accountability Committee, where he chairs the Data Sharing Working Group.

Mr. Greenblatt has been in the Federal oversight community since 2003 as part of the legislative and executive branches. Prior to becoming the DOI Inspector General, he served as the executive director of CIGIE. He previously served in leadership roles at the U.S. Department of Commerce Office of Inspector General (OIG) and the U.S. Senate Permanent Subcommittee on Investigations. Mr. Greenblatt also served as an investigative counsel at the U.S. Department of Justice OIG. Over the course of his Federal career, he has received several awards, including a CIGIE award for excellence, U.S. Department of Commerce gold medal and bronze medals, and a U.S. Department of Justice OIG distinguished service award.

Mr. Greenblatt clerked for U.S. District Judge Anita Brody and was a litigator at two large, international law firms. He also served as vice chair and commissioner of the Montgomery County, MD Ethics Commission, was an adjunct professor at the American University School of Law, and is a published author.

Mr. Greenblatt graduated from Columbia University School of Law, where he was a Harlan Fiske Stone Scholar, and earned his undergraduate degree from Duke University. He also completed the Senior Managers in Government Fellowship at Harvard University's Kennedy School of Government.



The Honorable Michael E. Horowitz

Inspector General

U.S. Department of Justice OIG

Chair of the Pandemic Response Accountability Committee

Michael E. Horowitz was sworn in as the Inspector General of the Department of Justice (DOJ) on April 16, 2012, following his confirmation by the U.S. Senate. Mr. Horowitz was previously confirmed by the Senate in 2003 to serve a six-year term as a Commissioner on the U.S. Sentencing Commission.

As Inspector General, Mr. Horowitz oversees a nationwide workforce of more than 500 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. Since April 2020, he has simultaneously led the Pandemic Response Accountability Committee, a Committee of 22 federal Inspectors General that Congress created to oversee the over \$5 trillion in federal pandemic-related emergency spending. From 2015 to 2020, Mr. Horowitz served as the Chair of the Council of the Inspectors General on Integrity and Efficiency (CIGIE), an organization comprised of all 75 federal Inspectors General.

Mr. Horowitz worked from 2002 to 2012 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.

Prior to working in private practice, Mr. Horowitz worked in DOJ from 1991 to 2002. He served as an Assistant U.S. Attorney for the Southern District of New York from 1991 to 1999, where he was the Chief of the Public Corruption Unit and 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. Thereafter, he worked in the DOJ Criminal Division in Washington from 1999 to 2002, first as a Deputy Assistant Attorney General and then as Chief of Staff. Mr. Horowitz began his legal career as a law clerk for Judge John G. Davies of the U.S. District Court for the Central District of California and as an associate at Debevoise & Plimpton.

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





The Honorable Jason Miller

Deputy Director for Management

U.S. Office of Management and Budget

CIGIE Executive Chair

Jason Miller is the Deputy Director for Management at the Office of Management and Budget where he serves as the Federal Government's chief operating officer. In this role, he coordinates Government-wide management initiatives to protect, strengthen, and empower the Federal workforce, and ensure a more equitable, effective, and accountable Federal Government that delivers results for all Americans. Toward these goals, Mr. Miller leads the development and implementation of the President's Management Agenda as Chair of the President's Management Council.

Mr. Miller also is carrying out the President's commitment to deliver prosperity, security, and opportunity to all Americans – including through implementation of the American Rescue Plan to help families and businesses recover from the impacts of the COVID-19 pandemic and by harnessing the power of Federal procurement to support workers and manufacturers through the Made in America Initiative.

Most recently, Mr. Miller led the U.S. Trade Representative agency review team during the Biden-Harris transition and prior to that he was the Chief Executive Officer of the Greater Washington Partnership, a civic alliance of employers in the Capital Region focused on issues of regional inclusive economic growth and prosperity that included building and operating a more reliable and accessible transportation system; driving improved digital skills workforce through enhanced programs at the K-12, community college, and undergraduate levels; and improving housing affordability.

Previously, Mr. Miller served in the Obama-Biden White House as Deputy Assistant to the President and Deputy Director of the National Economic Council – leading the Administration's economic policy development and coordination related to manufacturing and innovation, transportation and infrastructure, energy, entrepreneurship, and Puerto Rico.

Prior to the Obama-Biden Administration, Mr. Miller was a management consultant with the Boston Consulting Group in San Francisco and with Marakon Associates in Chicago, where he advised large organizations across industries on strategic, financial and organizational issues. Mr. Miller received a B.A. from the University of Pennsylvania, a M.B.A. from the Kellogg School of Management at Northwestern University, and a M.P.A. from Harvard's Kennedy School of Government. Mr. Miller currently resides with his wife and three children in Maryland.



Gene Sperling

White House American Rescue Plan Coordinator &
Senior Advisor to the President
Executive Office of the President

Gene Sperling is the White House American Rescue Plan Coordinator and a Senior Advisor to the President. Previously, Sperling served as Director of the National Economic Council and National Economic Advisor to both President Obama (2011-2014) and President Clinton (1997-2001). Under Presidents Clinton and Obama, he played a lead role in the significant expansion of the Earned Income Tax Credit (EITC) and other refundable tax relief for hard-pressed families. He was a key architect of the 1993 Economic Plan during the Clinton administration and a key negotiator in the 1997 Balanced Budget Agreement that led to the Children's Health Initiative Program (CHIP), higher education tax relief and played leadership roles in the creation of the New Markets Tax Credit, Community Development Financial Institutions, Gear-Up, Debt Relief for low-income nations, and anti-sweatshop and anti-child labor initiatives. Under President Obama, Sperling played a critical role in passage of the payroll-tax cut and the Small Business Jobs Act (including the State Small Business Credit Initiative), the proposed American Jobs Act, the Manufacturing Hubs Initiative, as well as in special initiatives on college opportunity and efforts to help long-term unemployed.

Sperling is the author of *Pro-Growth Progressive* (2005) and *Economic Dignity* (2020). He is the founder and first Executive Director (2002-2008) of the Center for Universal Education at Brookings Institution, a center that focuses on education for girls and boys in developing nations.





The Honorable Larry D. Turner

Inspector General

U.S. Department of Labor OIG

The Honorable Larry D. Turner was sworn in as the Inspector General of the U.S. Department of Labor (DOL) on December 7, 2021, following his nomination by the President and confirmation by the U.S. Senate. As head of the Office of Inspector General (OIG), Mr. Turner leads a nationwide, independent oversight organization with an annual budget of \$91 million and more than 350 criminal investigators, auditors, attorneys, subject-matter experts, and management professionals whose mission is to detect and deter waste, fraud, abuse, and mismanagement in DOL programs, and to promote economy, efficiency, and effectiveness in DOL operations. In this role, Mr. Turner oversees essential programs, such as unemployment insurance, worker safety and health, training and reemployment services, pension and health care benefits, wage and hour standards, and economic statistics. He also directs criminal investigations into organized crime influence and labor racketeering corruption in employee benefit plans, internal union affairs, and labor-management relations. In addition, the OIG works with other law enforcement partners on human trafficking matters.

Mr. Turner is also active in the Inspector General community, currently serving as a member of the Council of the Inspectors General on Integrity and Efficiency's (CIGIE) Pandemic Response Accountability Committee (PRAC) and the CIGIE Diversity, Equity, and Inclusion Work Group. Prior to his appointment as Inspector General, Mr. Turner served as DOL's Acting Inspector General since June 2020, and as Deputy Inspector General since September 2014.

Prior to joining the DOL-OIG, Mr. Turner served as Deputy and Acting Assistant Inspector General for the Office of Communication and Congressional Liaison, Department of Defense, and the Deputy Inspector General for the Army Installation Management Command (IMCOM). Before joining the IG community, Mr. Turner served as Army Installation Management Command Liaison Officer to the Army Materiel Command, and Executive Officer to the Executive Director, IMCOM. Mr. Turner served 24 years in the U.S. Army and retired as a Lieutenant Colonel.

Mr. Turner holds a BS Degree in Business from Morgan State University, an MBA in Business Management from Golden Gate University, and an MS Degree in Resource Management from the Industrial College of the Armed Forces (ICAF). He is a graduate of the Command and General Staff College; the Harvard University Senior Executive Fellow Program; the Defense Leadership and Management Program (DLAMP); and the Federal Executive Institute. Mr. Turner holds a Certificate in Financial Planning from Georgetown University.

Mr. Turner has received numerous civilian and military awards to include DoD and Army Civilian Meritorious Service Awards, Civilian Superior Service Award, Civilian Commander's Award, Legion of Merit, and Meritorious Service Medal with Five Oak Leaf Clusters, multiple Southwest Asia Medals, and the Army Parachutist Badge.



Robert A. Westbrook

Executive Director

Pandemic Response Accountability Committee

Robert A. Westbrook was appointed Executive Director of the Pandemic Response Accountability Committee (PRAC) on April 27, 2020. Mr. Westbrook has spent 26 years in public service focusing on accountability and anti-fraud activities, serving the last 5 years as Inspector General for the Pension Benefit Guaranty Corporation conducting independent oversight, audits, and investigations to help protect the retirement benefits of 35 million American workers and retirees.

A former U.S. postal inspector, Mr. Westbrook has served in leadership roles in several federal oversight agencies including the U.S. Small Business Administration Office of Inspector General (OIG), U.S. Department of Transportation OIG, U.S. Postal Service OIG, and National Archives and Records Administration OIG. At the SBA OIG, Mr. Westbrook served as Deputy Inspector General and acting Assistant Inspector General for Audits.

Mr. Westbrook is an attorney, certified public accountant, certified internal auditor, certified information systems auditor, and spent 21 years as a federal criminal investigator. From 2016 to 2020, Mr. Westbrook served as chair of the Professional Development Committee of the Council of the Inspectors General on Integrity and Efficiency (CIGIE) and as a member of the CIGIE Executive Council. He is a frequent speaker and author on the topics of oversight, enterprise risk management, and leadership.





Mandy Brooks

Deputy Branch Chief

U.S. Department of Health and Human Services OIG

Mandy oversees a premier data analytics team at the forefront of innovation and modernization within government. She and her teams of skilled data analysts provide compelling analyses that are the catalyst for success in facilitating the work of auditors, evaluators, and investigators to address fraud, waste, and abuse in HHS programs. These efforts result in the development of industry leading analytic products by applying advanced programming techniques, leveraging modern computing capabilities, conducting targeted proactive analytics, and enhancing data comprehension and visualization through the production of dashboards and summarized findings. During the Covid-19 pandemic, Mandy enabled rapid oversight capabilities relevant to the Provider Relief Fund and Uninsured Individuals program, which distributed over \$165B in pandemic aid combined, by developing an interactive dashboard that allows users to see program trends, key takeaways, and search payment records for providers of interest as well as developing a standard core product that could be easily produced to support component work. To effectively manage a high volume of data needs within the organization, Mandy and her teams leverage Agile methods into their workflow management process to scale capacity, track progress of requests, increase alignment, and include teams in the decision process.

With over 20 years of Federal government service, Mandy has spent her career effectively spearheading many change management initiatives and applying practical strategic improvements that maximized product value and efficiencies. In recent years, she has developed key strategic views of request data to surface actionable insights on work volume, ability to meet demand, request profiles, and how data provided by our teams support the work products of the organization. Before joining HHS OIG, Mandy served as an Enlisted Airman in the U.S. Air Force for 4 years as a Health Services Manager followed by 5 years as an Air Force civil servant Information Technology Technician. Some of her professional achievement awards include being selected as the Air Force Surgeon General's Medical Information Systems Civilian of the Year and Inspector General's Bronze Award for Outstanding Employee of the Year.

Mandy is a graduate of Florida State University where she earned a Master's degree in Business Administration. She graduated top of her class and received the FSU Outstanding Business Student Award. She was also an honor graduate from Air Force basic military training.





Althea Hosein, PhD

Mathematical Statistician

U.S. Department of Health and Human Services OIG

Althea Hosein is a mathematical statistician in the Office of Evaluation and Inspections at the Department of Health and Human Services, Office of Inspector General (HHS OIG). In this position, she assists with data analysis, develops surveys, and provides statistical guidance and training. In this role for the past 11 years, she has helped to ensure that evaluation methods are efficient, rigorous and are in accordance with standards. She also serves on several Diversity and Inclusion workgroups to help promote equity and inclusion in the workplace.

Althea is a graduate of the Excellence in Government Fellowship Program and has received numerous awards throughout her career. Althea has a Ph.D. and a Master of Science in Biomathematics from North Carolina State University. She also obtained a Bachelor of Science in Mathematics from Stony Brook University. In her free time, she enjoys reading, loves traveling and spending time with her family and dog.





Altivia Jackson

Chief Diversity, Equity, Inclusion, & Accessibility Officer
U.S. Department of Housing and Urban Development OIG

Altivia Jackson is the Chief Diversity, Equity, Inclusion, and Accessibility Officer (CDO) for the U.S. Department of Housing and Urban Development (HUD) Office of Inspector General (OIG).

After retiring from a 21-year career with the U.S. Army, in 2007, Ms. Jackson joined the Department of Agriculture Rural Development Civil Rights staff as an Equal Employment Opportunity Specialist. She later served as the Deputy Equal Employment Opportunity Officer for the Department of the Navy, Air Warfare Aircraft Division at Patuxent River Naval Air Station. Ms. Jackson then moved on and joined the Alcohol and Tobacco Tax and Trade Bureau (TTB), where she served as the Director of the Office of Equal Employment Opportunity and Diversity Advancement. Prior to joining HUDOIG, Ms. Jackson served as the Director of the Office of Equal Employment Opportunity at the United States International Trade Commission (USITC). In her role with the USITC, she conceptualized, developed, initiated, implemented, and evaluated the USITC's equal employment opportunity and diversity and inclusion programs and policies.

Ms. Jackson holds a Bachelor of Arts degree in Human Resources Administration from Saint Leo University; a Bachelor of Science in Psychology from the University of Maryland; a Master of Arts degree in Human Resource Management from Webster University; and a Master of Science in Business Administration from Central Michigan University. Altivia is also a graduate of the Harvard Executive Business School Program and a Certified Mediator, through the Justice Center of Atlanta.





William J. (B.J.) Leary III

Project Manager

U.S. Department of Transportation OIG

Mr. Leary has served for twelve years in the DOT Inspector General as a Project Manager supervising aviation safety audits of the Federal Aviation Administration (FAA) and commercial air carriers. He has supervised various safety audits including FAA's oversight of aviation safety data sharing, emergency medical helicopter safety programs, airline cockpit security, and counter unmanned aviation systems.

Prior to joining the IG, he served as a Department of the Army Civilian as Deputy Division Chief at U.S. Army Forces Command and over 22 years of active duty in the U.S. Army culminating as a Senior Army Aviator. Mr. Leary served with FORSCOM G3 (Operations) from July 2003 until June 2010 with duties involved input to Aviation Force Generation doctrine development, combat readiness assessment and problem solving for aviation units being deployed to Iraq and Afghanistan, as well as Aviation integration into the overall Army Enterprise process. Throughout Mr. Leary's aviation career, he has worked in the U.S. and overseas in various technical positions including as an Aviation Training and Fielding Team detachment commander in Saudi Arabia. He has worked closely with Department of the Army officials, foreign military leaders, and aviation professionals from all services in a myriad of subject areas. He is a recognized expert in Army Aviation Transformation, Aviation Simulations, Personnel Recovery, and Aviation Operations and Training. During his time in the military, B.J.'s units have conducted a range of military operations including full spectrum aviation operations, attack helicopter operations, general support aviation operations, and Presidential and Secret Service support.

Mr. Leary has extensive background in operations within the National Airspace System, has coordinated facility requirements for airfields and air traffic control upgrades, has participated in working groups determining new standards for manned and unmanned aviation facilities. He is knowledgeable on helicopter simulations training programs, has had direct supervision for military helicopter emergency medical services units, has assisted in the development of foreign government aviation training programs. B.J. was directly responsible for the auditing of all aspects of unit readiness for military units deploying to combat operations in Iraq and Afghanistan including safety, training, maintenance, logistics and supply, flight operations and airfield operations.

Mr. Leary earned numerous commendations up through award of the Legion of Merit as well as earning the Senior Aviator and Air Assault Badges. He is the recipient of the Army Aviation Association of America Order of Saint Michael Bronze and Silver awards for superior dedication and advancement of Army Aviation. He is a graduate of Washington and Jefferson College, Washington, Pennsylvania with a BA in Business Administration.



Ken Lish

Director of Contract Grant Audits
National Science Foundation OIG

Ken is a member of the National Science Foundation Office of Inspector General family. In his role as the Director of Contract Grant Audits, he and his teammates are responsible for conducting audits and oversight of NSF's grant recipients. Ken also leads the outreach activities for the Office of Audit, where he is responsible for educating NSF's recipient community on the role of the OIG, common audit findings, and emerging issues. Ken and his teams have received multiple CIGIE awards related to oversight of Recovery Act spending, improving the stewardship of NSF award funds, evaluating recipient usage of pandemic era spending flexibilities, and identifying promising practices for NSF award management. Ken joined NSF OIG in July 2009 and has also contributed to the office in roles related to auditing NSF's internal operations.

Ken is a graduate of St. Bonaventure University, where he earned a B.S in Business Administration and a Master's in Business Administration. He is also a graduate of the Senior Executive Fellowship program at the John F. Kennedy School of Government at Harvard University. Ken is a Certified Public Accountant and Certified Fraud Examiner. He currently resides in Superior, CO with his wife and two children.





Bruce Miller

Deputy Inspector General for Audit

U.S. Department of Homeland Security OIG

Mr. Bruce Miller is the Deputy Inspector General for Audits, Department of Homeland Security, (DHS) Office of Inspector General. He assumed the position in May 2021 where he provides independent oversight and promote excellence, integrity, and accountability within DHS.

Mr. Miller has over 20 years of extensive leadership experience in accounting, auditing, management, completing performance, financial and forensic audit, and military operations. In April 1993, Mr. Miller began his career in the Department of Defense (DoD) when he served in the United States Army, assigned primarily to the Army's 82nd Airborne Division at Ft. Bragg, North Carolina. Mr. Miller spent 15 years with the U. S. Army Audit Agency, where he served as the Program Director for Forensic Audits and Applied Technology. In this capacity, he was responsible for conducting Army wide fraud-focused audits and identifying systemic internal control breakdowns. In addition, he led the Applied Technology Team in gaining access to over 50 Army ITS to conduct data-mining projects over high-risk programs.

In December 2017, Mr. Miller was appointed to the Senior Executive Service as Assistant Inspector General for Western and Central Audits and Inspections, Department of Energy. He directed the planning, execution, and reporting for all Western and Central Region Audits and Inspections. In March 2020, he joined the Defense Contract Audit Agency as the Assistant Director of Operations to assist with a specific conversion project. He made significant impacts in meeting the Agency's goal in conversion of Business Systems – from legacy systems to Power Business Intelligence (BI), a data analytic platform. This initiative included unique challenges in a 100 percent telework environment due to the COVID-19 pandemic. He led a large, geographically dispersed team in the conversion which required transformation of historical reports dating back to 1996 into a useable format. His efforts resulted in a seamless and secure conversion, utilization of Power BI agency-wide, and annual savings of \$1.1M. His career experiences include numerous high-profile projects that attracted interest from the United States Congress and various executive offices in the DoD. He led teams of up to 300 personnel, managed budgets of up to \$40M, and planned and conducted highly sensitive audits around the world with influence and impact of billions of dollars.

Mr. Miller received Master's Degrees in Business and Public Administration from Syracuse University and a Bachelor's Degree in Accounting from George Mason University. He is a Certified Fraud Examiner and Certified Defense Financial Manager. He has been recognized for numerous performance and superior accomplishment awards throughout his distinguished career in the Department of Defense and the Federal Government.



Jillisa Hope Milner

Managing Editor and Communications Specialist
U.S. Department of Education OIG

Jillisa Hope Milner is the managing editor and communications specialist at the U.S. Department of Education Office of Inspector General, where she has worked since 2011. In that position, she provides writing and editing support; oversees templates, communications policies, and accessibility of published products; provides graphic design for various publications; and helps create multimedia products, including podcasts, photos, and videos. She is an adjunct instructor for CIGIE, and supports diversity, equity, inclusion, and accessibility (DEIA) throughout the Federal OIG community through her participation on the CIGIE DEIA work group. She helped develop and produce products such as the DEIA Roadmap, DEIA survey results, and *The Ally*, the work group's newsletter.

Jillisa has been a professional writer and editor for more than 20 years, working for NASA Langley Research Center; the Department of Defense OIG; the Department of Justice Office of Audit, Assessment, and Management; and as a freelance editor for everything from romance novels to crime thrillers to PhD dissertations on aeroacoustics. She has a bachelor's degree in English from Christopher Newport University and a master's in publishing from The George Washington University. Jillisa has practiced mindfulness and meditation for more than 15 years, and she is a certified workplace mindfulness facilitator. She and a coworker have led a mindfulness program at their OIG since May 2022.



Berivan Demir Neubert

Deputy Branch Chief

U.S. Department of Health and Human Services OIG

Berivan Demir Neubert serves as the Deputy Branch Chief in the U.S. Department of Health and Human Services (HHS) Office of Inspector General's (OIG) Office of the Chief Data Officer. She joined HHS OIG in 2009, starting in their Office of Evaluations and Inspections. Berivan leads teams that develop innovative analyses and tools to identify fraud, waste, and abuse in Medicare and Medicaid for over 1,600 investigators, auditors, and evaluators. She drives positive change in public service by building partnerships, applying technological and policy knowledge in HHS programs, and improving data analytics capabilities to meet organizational priorities and customer needs.

Berivan is a board member of the HHS OIG Diversity and Inclusion Advisory Board. She is the Chair of the Recruitment Sub-Committee, executing the roadmap to recruit a high-performing, multidisciplinary workforce that reflects the diversity of our Nation. Berivan Co-Chairs the Office of Management and Policy DEIA Committee to advance diversity, equity, inclusion, and accessibility within the component.

Berivan has presented nationally to public and private entities on detecting and preventing fraud, waste, and abuse in healthcare programs. Berivan has a Master of Science in Public Health from Emory University and a Master of Arts from Case Western Reserve University. She is currently pursuing her certification in coaching.





Hala Nsouli, PhD, MPH

Director of Data Analytics

U.S. Small Business Administration OIG

Dr. Hala Nsouli is the Director of Data Analytics at the U.S. Small Business Administration (SBA), Office of Inspector General (OIG). In this capacity, she leads the implementation of a comprehensive Artificial Intelligence (AI) and Machine Learning (ML) oversight capacity to prevent and detect fraud within SBA's trillion-dollar programs portfolio.

Dr. Nsouli has over 15 years of leadership experience improving the citizen experience with government services by leading high-energy, cross-functional teams who harness the power of AI / ML to scale human intelligence to highly nuanced organizational decisions.

Dr. Nsouli has held multiple positions in the Federal data analytics space. At the Department of Veteran Affairs (VA), she led a cross-administration taskforce that successfully deployed VA's first enterprise-wide measure of strategic direction "Trust in VA" to better hold VA accountable to veterans. To amplify the voice of veterans to VA decision-makers at points of service, she leveraged the power of data analytics to seamlessly connect 9+ million veterans across the VA nationwide. Building on this enterprise deployment, she also led the implementation of AI Natural Language Processing (NLP) technology to veteran comments enabling VA to proactively identify and instantaneously connect hundreds of veterans in crisis with immediate suicide and homeless prevention services.

Dr. Nsouli holds a Doctorate degree in Epidemiology and a Master's degree in Public Health from The George Washington University, and a Bachelor's degree in Nutrition and Dietetics from The American University of Beirut. Dr. Nsouli is also a certified Executive Coach from Georgetown University and is certified in Executive Leadership from OPM's Federal Executive Institute.

When not working, Dr. Nsouli enjoys travelling, boxing, running and spending time with her family!





Shweta Palakkode

Social Science Research Analyst

U.S. Department of Health and Human Services

Shweta Palakkode is a Social Science Research Analyst in the Office of Evaluation and Inspections at the Department of Health and Human Services, Office of Inspector General (HHS OIG). Shweta started at HHS OIG in 2018. In her role, she conducts national evaluations to identify fraud, waste, abuse, and inefficiencies in HHS programs. The evaluations offer reliable information and recommendations to decision makers and the public. Shweta also serves in the Diversity and Inclusion Work Group at OIG where she identifies and develops tools to help the Evaluations unit at OIG think critically about how to incorporate health equity in evaluations. Prior to OIG, she worked as a Case Manager to help uninsured populations get access to Medicaid services.

She holds a Master's in Public Health with a concentration in Health Policy and Health Communications, from Boston University, and a Bachelor of Science in Health Sciences from the University of Missouri, Kansas City. In her spare time, Shweta enjoys anything outdoors, practicing yoga, and cooking.





Tara Lee Rodas

Program Manager and Learning Producer

Council of the Inspectors General on Integrity and Efficiency

Tara Rodas is a trusted training professional with demonstrated excellence in designing and delivering strategic learning engagements. She has been a public servant for more than 23 years, 16 of which have been dedicated to serving the Inspector General (IG) community. Mrs. Rodas has an extensive background in adult learning principles, communication strategies, and facilitative methods. She has a master's degree in Education with a concentration in Instructional Technology and is a graduate of the American University Key Executive Leadership Program. Her certifications include: Professional Behavioral Analyst (TTI Success Insights-DiSC); Agile Leader (Six Sigma Global Institute); QuestionThinker & QStorming Practitioner (Inquiry Institute); Human-Centered Design Practitioner (LUMA Institute); Instructor/Facilitator (FranklinCovey & Dale Carnegie); Virtual Facilitator (FranklinCovey & InSync); and 5 Moments of Need Designer (ApplySynergies).

Currently, Mrs. Rodas serves the Council of the Inspectors General on Integrity and Efficiency (CIGIE) as a Program Manager and Learning Producer in the Leadership & Mission Support Academy where she designs and delivers learning engagements for the IG community. She serves on the CIGIE Fellows Management Team, the CIGIE Mentoring Program Pilot Team, and the Leadership Forum Planning Team. Mrs. Rodas facilitates offsite planning meetings for the CIGIE Executive Council, IG annual offsites, executive staff meetings, and specialized learning engagements for OIGs. She also launched the new CIGIE/FranklinCovey Facilitator Team.

Prior to joining CIGIE in 2015, Mrs. Rodas was a Professional Development Specialist at the United States Postal Service (USPS) Office of Inspector General (OIG) where she served in the Office of the Deputy Inspector General on the Learning & Knowledge Management Team. Prior to joining USPS in 2003, Mrs. Rodas worked at USPS HQ in Statistical Programs and as a Training Specialist at the U.S. Department of Justice where she designed and delivered performance-driven training for the Office of Justice Programs.

In 2021, Mrs. Rodas answered the humanitarian call from OPM to support the U.S. Department of Health and Human Services' (HHS) urgent efforts to care for and place children entering the U.S. via the southern border. While serving on detail with HHS' Unaccompanied Children Program, she distinguished herself as a subject matter expert on "red flags" for sponsor fraud and child trafficking. As a result, she was appointed as the Deputy Director of the Federal Case Management Team at the Emergency Intake Site in Pomona, California. Her efforts directly contributed to children being released to safe sponsors in the U.S. or referred to HHS' Office on Trafficking in Persons, HHS OIG, and other Federal law enforcement.

On a personal note, Mrs. Rodas is a Freedom Partner with the International Justice Mission and an honor student at Dallas Theological Seminary where she's pursuing a Master of Arts in Cross-Cultural Ministries. She serves the global learning community by participating in the Association for Talent Development (ATD) Forum and facilitating learning events at ATD's International Conferences & EXPO. Mrs. Rodas lives in Virginia with her husband, Jorge Rodas.



Matt Simber

Audit and Evaluation Manager

Federal Deposit Insurance Corporation OIG

Matt Simber is an Audit and Evaluation Manager at the Federal Deposit Insurance Corporation, Office of Inspector General (FDIC OIG), Office of Audits, Evaluations, and Cyber. He joined FDIC OIG in April 2021. In this role, Matt conducts audits and evaluations of the FDIC's programs and operations.

Prior to joining the FDIC OIG, Matt was an OIG Manager with the Board of Governors of the Federal Reserve System. While there, Matt led efforts to develop policies, procedures, and metrics applicable across the Office of Audits and Evaluations. Matt also held the position of Senior Director, Audits at Amtrak OIG and was responsible for all activities within the Philadelphia office. Matt worked to restore broken relationships between the OIG and Amtrak and further develop Auditors' knowledge, skills, and abilities. Matt started his Federal career at the U.S. Environmental Protection Agency OIG (EPA OIG). One of the many highlights of Matt's work at EPA OIG was the opportunity to serve as an Associate Director assisting in the EPA's and OIG's responses to the American Recovery and Reinvestment Act.

Matt holds a Bachelor of Science in Business Administration, with a concentration in economics, from Drexel University. When not in the office, you can find Matt studying French, watching English Premiere League soccer, and spending time with his daughter.



Holly Swoboda

Strategy and Performance Program Manager

U.S. Department of Housing and Urban Development OIG

Holly Swoboda is currently one of HUD OIG's Strategic Planning and Performance Managers. In this role she assists with strategic planning, performance management, and enterprise risk management. However, her primary role is leading the organization's Change Leadership Program. The focus being on change leadership training development and facilitation, coaching, and building and establishing a change leadership community of practice within the organization.

Holly has been with HUD OIG for 19 years. Her journey started as an auditor who was learning to perform audits and progressing to one that researched, designed, and led performance audits. She then transitioned to a position running and redesigning the internal quality assurance program for seven years. In early 2021, she took on her new role as a Strategic Planning and Performance manager.

Holly received her bachelor's degree in Accounting from Central Washington University. She also has a Master's Public Business Administration degree from Northern Arizona University with a custom emphasis highlighting leadership and organizational management. She is also a Prosci certified change practitioner and a one-on-one trainer.

She has twin toddler boys that are always up to something new and exciting. In her free time she likes to take her kids on new adventures, run, and read.





Jennifer Wagner

Assistant Director

U.S. Department of Health and Human Services OIG

Jennifer currently serves as an Assistant Director in the HHS OIG's Office of the Chief Data Officer, Division of Data Analytics focusing on custom analytics products that support OIG's mission. Jennifer joined the in 2017 as a Senior Program Analyst focusing on analytics related to grant programs. In this role, Jennifer was responsible for spearheading the development of the Contracts and Grants Analytics Portal (CGAP), a state of the art analytics tool that brings together data from across grants space to give OIG staff a multi-dimensional view of risk related to grant spending. Jennifer learned about the Agile Framework working on the CGAP and has been applying key agile principles to other projects and services ever since.

Prior to joining HHS OIG, Jennifer served as a Senior Public Health Advisor at the Substance Abuse and Mental Health Services Administration (SAMHSA) focusing on substance abuse prevention, tobacco control policy, sampling, and survey design.

Jennifer received a Bachelor of Science degree in Psychology from the University of Maryland, a graduate certificate in Survey Design and Data Analysis from the George Washington University, and a Master of Science in Data Analytics and Policy from Johns Hopkins University. She's also a Certified Scrum Master and holds an Advanced Product Owner certificate from the Scrum Alliance.





John Warren

Assistant Inspector General for Investigations

U.S. International Development Finance Corporation OIG

John Warren joined the US International Development Finance Corporation OIG as its first Assistant Inspector General for Investigations in August 2021, after acting part-time in that role for 10 months. Before transferring to DFC, he was the AIGI at Peace Corps for almost ten years.

Warren was previously the Assistant Special Agent in Charge of the Department of Homeland Security OIG's Houston Field Office, as well as a special agent with US Customs and Border Protection, the Department of Justice OIG, and the Immigration and Naturalization Service. Warren also spent five years with the State Department's Diplomatic Security Service where he was the Regional Security Officer (RSO) at the U.S. Consulate-General in Ciudad Juarez, and assistant RSO in Santiago and in Karachi.

Warren served with the U.S. Army in Saudi Arabia during Operation Desert Shield/Desert Storm and is a graduate of George Mason University, where he earned a bachelor's degree in international studies.





**CIGIE TRAINING INSTITUTE and
PROFESSIONAL DEVELOPMENT COMMITTEE
PROGRAMS**

CIGIE LEADERSHIP DEVELOPMENT PROGRAMS

CIGIE's Emerging Leader program is part of the American University Key Executive Leadership Development Program. The Emerging Leaders program (EmL) introduces emerging leaders to the basic tools of leadership in an immersive four-day leadership development program. The EmL curriculum promotes interaction with other OIG professionals in a learning environment that inspires the pursuit of greater contributions and responsibilities as emerging leaders.

CIGIE'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.

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 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.

CIGIE's Senior Executive Leadership program is our newest program in the AU Key Executive Leadership Development Program. It is being offered for the first time in 2023 and is designed for OIG executives, to include IGs, SES, SL, and equivalent. This program includes an orientation, followed by six monthly 2-day sessions designed to challenge senior leaders on leadership effectiveness, and what they might do in the future to become more impactful. These courses are delivered at the senior-leader level, with active classroom discourse on executive challenges.

CIGIE FELLOWS PROGRAM

The **CIGIE Fellows Program (CFP)** is designed to broaden perspectives of GS-13-15 participants and prepare them for future challenges. It provides participants with opportunities to expand their leadership competencies, broaden their organizational experiences, and foster professional networks. At the core of the program is a 6-month rotational assignment to another OIG that is designed to develop and enhance specific executive leadership competencies that are aligned with the executive core qualifications required for advancement into the senior executive service. To complement and facilitate the rotational assignment, an executive mentor/sponsor is identified to provide executive review of IDP development and facilitate a smooth transition to and from the rotational assignment.

Fellows also participate in professionally enriching cohort activities throughout the course of the fellowship that allow them to network with peers and executives from the IG community.

CIGIE MENTORING PROGRAM PILOT

The Mentoring Subcommittee launched the **CIGIE Mentoring Program Pilot** on May 9, 2022. The 6-month Pilot ended November 2022 with a celebratory closing event on November 9, 2022. Mentors and mentees received monthly “Mentoring Moments” emails focused on goal setting, building relationships, and providing resources to ensure mentors/mentees got the most out of their mentoring relationship. The Subcommittee will use the lessons learned from the Pilot to plan for the full rollout of the Program at which time open enrollment will be announced. The Subcommittee anticipates being able to launch the full program by the end of calendar year 2023. Details will be provided as they become available.

Mentoring Program Pilot by the numbers

- 64 mentors / mentees, resulted in 32 mentoring matches
- 28 participating agencies
- Mentors ranged from GS-14 to Inspectors General
- Mentees ranged from GS-9 to GS-15
- Positions included IGs, Chief of Staff, Chief Strategy Officer, Special Agents, Auditors, Attorneys, and many more
- Disciplines included audit, investigations, legal, data, congressional affairs, strategy, training and development, & many more

CIGIE EXECUTIVE CORE QUALIFICATIONS REVIEW BOARD PILOT

The CIGIE Executive Core Qualifications (ECQ) Review Board Program Pilot officially kicked off on September 12, 2022 and runs through August 2023. The purpose of the Review Board is for a cadre of SES volunteers to provide meaningful review and feedback of draft ECQs of SES (and some Senior Leader) candidates in the Inspector General community prior to submission (or resubmission) to the Office of Personnel Management’s Qualification Review Board for certification. The mission is to enhance the SES core qualification process for the Inspector General community with an experienced volunteer CIGIE ECQ Review Board. The vision is to facilitate SES candidate development through community, engagement, diversity, volunteerism, and proven expertise with a goal to expand the pool of qualified SES candidates and assist disadvantaged qualified candidates and smaller agencies who may not have the funds to pay for outside assistance.

- This Pilot is limited to 8 reviews per quarter (more if time and capacity permits)
- Review preference will be given to applicants with QRB timelines
- The Pilot is not accepting applicants whose agency has a contractor for in-house ECQ review support or if they’ve paid for assistance with your ECQs



LEADERSHIP FORUM COACHES

A special thank you to all those, listed and unlisted, that assisted and coached our speakers with their talks. Your efforts and time are truly appreciated. We could not do it without you.

The Honorable Rae Oliver Davis, Inspector General & CIGIE PDC Chair
*U.S. Department of Housing and Urban Development OIG
2020 Leadership Forum Alumn*

The Honorable Mark Lee Greenblatt, Inspector General & CIGIE Vice Chair
*U.S. Department of Interior OIG
2019 Leadership Forum Alumn and CIGIE Vice-Chair*

The Honorable Hannibal "Mike" Ware, Inspector General
*U.S. Small Business Administration OIG
2018 Leadership Forum Alumn*

Cardell K. Richardson, Sr., Inspector General & CIGIE PDC Vice Chair
*National Geospatial-Intelligence Agency OIG
2021 Leadership Forum Alumn & Executive Sponsor for the Leadership Forum*

Robert A. Westbrooks, Executive Director
*Pandemic Response Accountability Committee
2018 Leadership Forum Alumn*

Toayoa Aldridge, Assistant Inspector General for Audit
*U.S. Agency for International Development OIG
2020 Leadership Forum Alumn*

Kimberly Dahl, Audit Director
*U.S. Department of Housing and Urban Development OIG
2020 Leadership Forum Alumn*

Fredy Diaz, Analytics Director
*United States Postal Service OIG
2020 Leadership Forum Alumn*

Kenneth Dieffenbach, Deputy Assistant Inspector General for Investigations
*U.S. Department of Education OIG
2018 Leadership Forum Alumn*

Adelle Harris, Special Agent in Charge
*National Aeronautics and Space Administration OIG
2020 Leadership Forum Alumn*

Joyce M. Greenleaf, Regional Inspector General for Evaluation and Inspections
*U.S. Department of Health and Health Services OIG
2021 Leadership Forum Alumn*

Brian Sano, Director of Organizational Health
*U.S. Department of State OIG
2018 Leadership Forum Alumn*

Pamela Van Dort, Director of Grant Oversight Strategy
*U.S. Department of Housing and Urban Development OIG
2020 Leadership Forum Alumn*

Thank you



**CIGIE LEADERSHIP FORUM
EVENT TEAM**

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 and the Professional Development Committee to promote leadership development in the Inspector General community. Prior to joining CIGIE, he served as Strategic Planning and External Affairs Specialist for DoD OIG, from 2007 to 2015, and was the DoD IG Liaison to CIGIE, as well as the CIGIE Audit Committee Liaison from 2013 to 2015, and CIGIE IT Committee Liaison from 2007 to 2011.

ADELLE HARRIS

National Aeronautics and Space Administration OIG



Adelle Harris is the Special Agent in Charge of the Eastern Field Office for the National Aeronautics and Space Administration OIG. She 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, Senior Special Agent, 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, the Pension Benefit Guaranty Corporation OIG, and the Securities and Exchange Commission OIG. Adelle has received two CIGIE awards related to investigations and her efforts to promote DEI. Adelle earned a Master of Business Administration with a concentration in Accounting from LaSalle University; a bachelor degree in Business Economics from Temple University; and a certificate in Federal Securities Regulation from the Georgetown University Law Center. She is forever a Philly girl: Fly EAGLES Fly!

MARTIN HERRERA

U.S. Department of Housing and Urban Development OIG



Martin Herrera is on detail with the CIGIE Professional Development Committee as the special assistant to Inspectors General Rae Oliver Davis and Cardell K. Richardson, Sr. He has contributed to CIGIE's Mentoring Program Pilot, Fellows Program, ECQ Review Board Pilot Program, the Lead & Learn series, and the Leadership Forum. Prior to the detail, Mr. Herrera was the Assistant Audit Director for the U.S. Department of Housing and Urban Development (HUD) OIG Office of Audit field office in Phoenix, AZ. He has nearly 20 years of Federal service, all served with HUD OIG. He is responsible for leading the Phoenix field office day-to-day audit operations which includes planning, reporting, liaison and is responsible for resolving complex technical audit questions or issues. He serves as a subject matter expert for HUD program areas related to Native American programs, HUD rulemaking and policy, Federal Housing Administration, and Ginnie Mae. Mr. Herrera attended the University of Notre Dame in South Bend, IN and graduated from the University of Southern California in Los Angeles, CA with a Bachelor of Science degree in Professional Accounting.

LAURETTA JOSEPH

U.S. Environmental Protection Agency OIG



Laretta Joseph works for the Environmental Protection Agency (EPA) OIG, in New York, NY. Ms. Joseph has worked for the EPA OIG for 20 years and currently serves as Director of the Programs, Offices, Centers Oversight Directorate in the Office of Special Review and Evaluation in the OIG. Laretta is dedicated to the mission and vision of CIGIE and continuously seeks to work with her colleagues throughout the OIG community, particularly in the areas of leadership and professional development. As such, in 2018-2019, Laretta was selected as a CIGIE Fellow where she was the Acting Assistant Inspector General for Management for AbilityOne OIG.

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 and oversight plans, creating initiatives to execute on those plans, 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. Prior to joining HUD OIG, Ms. Phillips served as the Chief Knowledge Officer of the U.S. Postal Service OIG and as the Director of Emergency Programs for the U.S. Department of the Treasury. She is also a decorated veteran, having previously served as an active-duty U.S. Army officer in Iraq and Afghanistan, and she continues to serve in the U.S. Army Reserve. Ms. Phillips holds a Master of Science in Organization Development from American University, a Master of Science in Strategic Intelligence from the National Intelligence University, and a Bachelor of Administration in Business Administration from the University of Illinois at Urbana Champaign.

TARA LEE RODAS

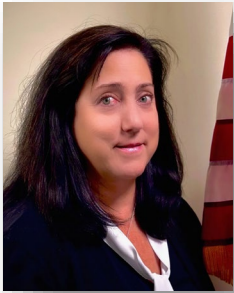
Council of the Inspectors General on Integrity and Efficiency



Tara Lee Rodas has been a public servant for more than 23 years, 16 of which have been dedicated to serving the IG community. Mrs. Rodas has an extensive background in adult learning principles, communication strategies, and facilitative methods. She has a master's degree in Education with a concentration in Instructional Technology and is a graduate of the American University Key Executive Leadership Program. Her certifications include: Professional Behavioral Analyst; Agile Leader; QuestionThinker & QStorming Practitioner; Human-Centered Design Practitioner; Instructor/Facilitator (FranklinCovey & Dale Carnegie); Virtual Facilitator (FranklinCovey & InSync); and 5 Moments of Need Designer. Currently, Mrs. Rodas serves the Council of the Inspectors General on Integrity and Efficiency (CIGIE) as a Program Manager and Learning Producer in the Leadership & Mission Support Academy where she designs and delivers learning engagements for the IG community. Prior to joining CIGIE in 2015, Mrs. Rodas was a Professional Development Specialist at the United States Postal Service (USPS) OIG where she served in the Office of the Deputy Inspector General on the Learning & Knowledge Management Team. Prior to joining USPS in 2003, Mrs. Rodas worked at USPS HQ in Statistical Programs and as a Training Specialist at the U.S. Department of Justice where she designed and delivered performance-driven training for the Office of Justice Programs.

HELEN SPRINGIRTH

Federal Deposit and Insurance Corporation OIG



Helen Springirth is the Director of Human Resources for the Office of Inspector General at the Federal Deposit Insurance Corporation (FDIC). Helen has over 22 years of providing guidance, strategies, detailed plans and innovative solutions to executives, senior leaders, managers, union presidents and federal partners designed to maximize employee potential, meet strategic goals and work to make the federal workplace an employment leader. Helen has used her training as a facilitator, mentor and coach, hosting focus groups, developing mini-informational series, instituting innovative solutions, data analytics to advocate for positive changes to improve Federal Employee Viewpoint results, Diversity, Equity, Inclusion and Accessibility to maximize organizational strengths and achieve results. Helen has served as a member of the CIGIE Performance Development Committee and CIGIE Human Resources Roundtable.

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 9 years; strategic planning; and numerous legislative and IT issues.

On a personal note, after 25 years with the HHS OIG and 27 years with HHS, I will be retiring from Federal service at the end of 2022. Wishing all my friends and colleagues the very best in your careers. The CIGIE community is the best to work with and learn from and I've been honored to know and work with you all.

WILLIAM (BILL) YEAGER

U.S. Department of Homeland Security OIG



William (Bill) Yeager is the Director, Training & Workforce Development, for the U.S. Department of Homeland Security Office of Inspector General. Bill has more than 30 years of professional human-centric experience in 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.

And a special thank you to:

Ian O'Connor, Management Analyst, U.S. Department of Housing and Urban Development OIG, for his video production contributions to this year's Leadership Forum

Katelyn Douglass, Producer, and all those that contributed from Mainstream Media, LLC

The 9th Annual CIGIE Leadership Forum



Gearing Up:

**Leading Change to Make Our Work and Workplace
More Effective, Innovative, and Impactful**



COUNCIL OF THE INSPECTORS GENERAL ON INTEGRITY AND EFFICIENCY

A special thanks to all our attendees, speakers, and volunteers.

For more information regarding the Leadership Forum or the Professional Development Committee, visit online at:

[CIGIE Leadership Forum](#)

[CIGIE Professional Development Committee \(PDC\)](#)

[CIGIE Leadership & Mission Support Academy \(L&MS\)](#)



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