



CIGIE Professional Development Committee Newsletter

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PROFESSIONAL DEVELOPMENT COMMITTEE (PDC) UPDATES

Welcome to Martin Herrera



Inspector General Rae Oliver Davis is pleased to announce that Martin Herrera has been selected to serve for the next 6 months as the Special Assistant to the PDC Chair. Martin is an Assistant Audit Director at the Housing and Urban Development OIG, where he has gained extensive experience with leading and resolving complex and technical issues in the OIG community. Martin takes pride in and ownership of his team's professional development by directly engaging with team members to ensure they receive the training, development, and opportunities that will make the greatest impact on their careers.

Martin plans to use his technical skills, as well as his passion and curiosity in professional development, to continue to build on the momentum of learning events initiated by his predecessor, Carla Smith. We look forward to the innovative and engaging initiatives Martin will bring to the PDC. Martin began his detail this month.

PDC's First Special Assistant Leaves Her Mark

It's hard to believe that Carla Smith, the first Special Assistant to the PDC Chair, has completed her 6-month detail. During that time, Carla worked to support and realize PDC Chair Rae Oliver Davis's vision to curate professional developmental events that best meet the needs of our community. Carla conducted extensive research to develop content and launch PDC's Lead and Learn Program. This program consists of 1-hour events that promote the PDC subcommittees' mission to generate awareness about the tools and opportunities CIGIE offers to employees to develop their professional skills and knowledge.

During Carla's leadership, the PDC (1) held a kickoff event to reintroduce the CIGIE community to the PDC, its purpose, and its subcommittee programs; (2) launched the first Lead and Learn event—with more than 500 people in attendance—that focused on leading with intent and using coaching to impact leader's growth; (3) and initiated a new, two-part series focusing on how to become a leader and successfully lead as a senior executive or senior leader.

Carla has moved on to serve as the Vice Chair of the Leadership Innovation Subcommittee. In this position, she will assist Chair Chad Bungard with developing community-wide forums and events that foster continual innovation and knowledge sharing in leadership development for the OIG community.

More From Lead and Learn

The PDC is in the midst of sponsoring a two-part event with guest senior executives and senior leaders as panelists. The first session was held on March 17, in which the panelists shared their journeys to becoming senior executives or senior leaders. The next event will be held on April 21, 2022 (1:00 to 2:00 p.m. EST), and it will focus on the challenges and lessons learned of our leaders in their current positions.

All Lead and Learn webinars are recorded and posted to the [CIGIE PDC website](#), along with the event's agenda and speaker bios.

CIGIE FELLOWS PROGRAM

2022-2023 CIGIE Fellows Program (CFP)

We are now reviewing nominations and rotational assignment hosting opportunities for the 2022-2023 CIGIE Fellows Program (CFP), the fifth cohort of this successful program. This year, CFP will be accepting 20 fellows into the cohort, who will take part in assignments to demonstrate their leadership on an initiative or project in order to achieve meaningful outcomes. The program will begin with a virtual orientation for the fellows in June 2022, and it will end with a graduation ceremony in June 2023.

The CIGIE Fellows Program was established in 2016 as an initiative of the Professional Development Committee and its Leadership Development Subcommittee—now the Leadership Innovation Subcommittee—in conjunction with the Leadership and Mission Support Academy of the CIGIE Training Institute. For each fellow's cohort, OIGs have an opportunity to nominate high-performing employees from grade levels GS-13 through GS-15 (or their equivalents) as OIG professionals with leadership potential.

Once accepted, the fellows participate in an immersive 1-year program that is grounded in the SES Executive Core Qualifications and designed to expand leadership competencies, broaden organizational experiences, share best practices, and foster professional networks. A key component of the program is completing a rotational assignment at another OIG, which can range from 4 to 12 months.

More information about the Fellows Program can be found [here](#).

LEADERSHIP INNOVATION SUBCOMMITTEE

9th Annual Leadership Forum

On November 17, 2021, more than 2,600 members of the IG community gathered online to participate in the 8th Annual CIGIE Leadership Forum, entitled *The Digital Frontier: Engaging People, Navigating Change, and Leveraging Data*.

The Leadership Forum is CIGIE's single most widely attended professional development event. For this most recent forum, we saw attendees from 72 of the 75 OIGs, and the live-captioned video on [CIGIE's YouTube page](#) has had almost 5,000 views.

Planning for the 9th Annual Leadership Forum will begin shortly. If you are interested in joining the planning committee, please contact David Gross at david.gross@cigie.gov, Elise Stein at elise.stein@oig.hhs.gov, or Jacqui Phillips at johillips@hudoig.gov.



LIFT NETWORK

Connecting UpLIFTING Professionals (CUP) Event: Connecting in Hybrid Spaces

In January, LIFT kicked off its Connecting UpLIFTing Professionals (CUP) event series, and organizers will be planning the next event in the series soon. For notices of future LIFT events, as well as session content and information about presenters, visit [our website](#). We look forward to having you LIFT your CUP with other oversight professionals!

2022 Virtual Flash Mentoring Event

On February 23, LIFT and the Mentoring Subcommittee cohosted the 2022 Virtual Flash Mentoring Event, during which leaders from the OIG community shared their professional development tips and strategies, personal stories, and insights with more than 100 participants. The event featured one-on-one mentoring sessions, alongside simultaneous large-group professional development panels. Sessions featured important topics, including:

- *Peaks and Valleys* by Monique Colter (AIGA, AmeriCorps OIG)
- *The Roots of Principled Leadership* by the Honorable Jay Lerner (IG, FDIC OIG)
- *Get Comfortable Being Uncomfortable* by Bob Steinau (AIGI, NASA OIG) and Angel Zollicoffer (TIGTA OIG)
- *It's All about the Dash! What Type of Legacy Will you Build?* by Fara Damelin (CoS, HUD OIG)
- *You Are Your Best Advocate* by Tysan Williams (CDO, DOT OIG)
- *Growing Your Career When You're a "Shade-loving Plant"* by Bob Westbrook (ED, PRAC)
- *Embrace the Cactus and Gather the Succulents: Reframing Prickly Politics as Partnerships for Success* by Ruth Strande (COS, USAID OIG)
- *Doer to Leader: The 3 Critical Shifts* by Terry Gibson (AIGA, FDIC OIG)
- *Empathy, Resilience, and Grace—Three Critical Leadership Competencies* by George Scott (DIG, NASA OIG).

Calling All LIFT Liaisons!

LIFT has a committee of liaisons who keep their respective organizations informed about LIFT events and opportunities. If your organization does not have a LIFT liaison and you would like to step into the role, please let us know; we would love to have you. Use the contact form on our [website](#) to message us with your information and interest in becoming a LIFT liaison.



CIGIE COACHING

The Coaching Movement: Learn, Advocate, GROW, and Serve

After the first successful PDC Lead and Learn event on February 17, the PDC Coaching subcommittee received several inquiries from members of the OIG community on how they can develop coaching skills and actually become coaches. To help each of these future leaders and coaches on their journey, we are sharing four ways you can join the coaching movement.

Learn about Coaching. And Just Do It.

You don't have to be a coach to use coaching skills. As we learned from Mr. McKinnon—who delivered our First Lead and Learn event—leaders at all levels can deploy several techniques to have a greater impact. Two of the simplest and most effective tools to be curious and listen—two sides of the same coaching coin.

Michael Bungay Stainer, author of "[The Coaching Habit: Say Less, Ask More & Change the Way You Lead Forever](#)," puts it best by saying, "the real secret sauce here is building a habit of curiosity." This is a great book for the everyday leader-as-coach. The more you learn, the more you'll demonstrate curiosity and listening, the more others will learn from you. If you want to learn more about becoming a trained and certified coach, reach out to us [here](#).

Become a Coaching Advocate

Curiosity is cool; everyone is doing it. Ignore that saying about the cat. Whenever and wherever you can, advocate for coaching approaches, curiosity, and listening. Develop your own list of amazing questions and foster coaching connections wherever and whenever possible.

GROW As a Coach

For those starting their journey to become a coach, finishing their coach training or accreditation, or engaging as fully certified coaches, the Coaching Subcommittee provides an opportunity for you to grow and develop. The Coaching Subcommittee promotes the sharing of resources for coaching professional development and training opportunities and allows you to connect with a network of OIG and Federal coaches. Check out the [great resources from the International Coaching Federation](#).

NOW YOU KNOW

The GROW Model is a simple structure for coaching engagements. GROW is an acronym for: Goal, Current Reality, Options (or Obstacles), and Will (or Way Forward).

Serve on the Coaching Subcommittee

We are small, but our subcommittee is steadily growing and is certainly mighty. As we bring on more volunteer coaches, we will reach more people across the community, and we plan to launch our third call this summer. We are also working on an opportunity for either a fellow or detail to help support our administrative and matching operations, as well as communications efforts this summer.

Coaches who serve can do so (1) as coaches only, engaging in our matching process; (2) both as coaches and as participants in our coaching professional development opportunities; or (3) as full team members, helping to manage and expand our internal coaching program. See our new [Coach Intake Form](#), which coaches can use to communicate their availability and capacity, as well as their coaching background.

For more information about the PDC Coaching Subcommittee, [visit us or send your colleagues our way](#).

CIGIE MENTORING PROGRAM

CIGIE Mentoring Program Pilot Launch

The Mentoring Subcommittee is excited to announce the upcoming launch of the CIGIE Mentoring Program Pilot. We will have 32 mentees from 19 different OIGs participating in the pilot program, which kicks off in May 2022. Mentees will be matched with mentors through an automated system currently used by National Aeronautics and Space Administration's OIG. After an orientation to the automated system and training on the role of mentors and mentees, participants will engage in goal setting, relationship building, skill development, and reflection. Mentors and mentees will provide feedback throughout the program to inform future development of a full-scale CIGIE Mentoring Program.

MISSED A CIGIE EVENT?

We have you covered! Visit CIGIE's [YouTube Channel here](#).

NEXT PDC COMMITTEE NEWSLETTER

Our next newsletter will be issued in July 2022. If you have suggestions for the editors on additional types of information you would like to see here, please contact KJ Adler (KAdler@hudoig.gov), Debby Scott (dscott@usaid.gov), or Luda Cardoso (lcardoso@usaid.gov).