



COUNCIL OF THE INSPECTORS GENERAL ON INTEGRITY AND EFFICIENCY

PROFESSIONAL DEVELOPMENT COMMITTEE

<https://www.ignet.gov/content/professional-development>

Professional Development

A Message from the PDC Chair



It's a wrap!! Congratulations on a successful 10th annual CIGIE Leadership Forum! Participants experienced a tremendous day of inspirational talks by leaders throughout our Inspector General community. These leaders had the courage to be vulnerable and honest while delivering thoughtful and thought-provoking discussions about life, leadership, and using our human qualities to lift each other up and make a difference every day.

As Chair of CIGIE's Professional Development Committee, it was my honor to attend with my fellow Inspectors General, including the PDC Vice Chair, Cardell K. Richardson Sr., NGA, CIGIE Chair Mark Lee Greenblatt, DOI, CIGIE Vice Chair Tammy Hull, USPS, and our special guest, Kevin Winters, Amtrak. Thank you to the participating Inspector General Community leaders for this outstanding event.



Thanks also to our very special guests –Jason Miller, Deputy Director for Management, OMB and CIGIE Executive Chairperson, and James N. Mattis, Former U.S. Secretary of Defense, who shared their vision and experiences as leaders.

To the more than 3,000 Inspector General community members who participated, both in person and virtually, thank you for being part of this special day. I was excited to see so many team members join virtually and support their peers by participating in watch parties across our community.

A big thank you to all who took the stage to share your impactful stories and memorable leadership talks:

Kimberly Coleman, USPS OIG

Carolyn Hantz, DOL OIG

Todd Gagnon, HUD OIG

Erik Saracino, NASA OIG

Idalia C. Rodriguez, GSA OIG

Javier Inclan, NSF OIG

Lynn Houston, CIGIE

Sara Margraf, USAID OIG

Colin May, HUD OIG

Ann Maxwell, HHS OIG

Stephen Jordan, HHS OIG

Sarah Nelson, DHS OIG



I want to give a special thank you to the outstanding planning team, who planned, organized, and delivered this extraordinary leadership event:

Jacquelyn Phillips, NGA OIG

Bill Yeager, DHA OIG

Dave Gross, CIGIE

Adelle Harris, NASA OIG

Martin Herrera, HUD OIG

Lauretta Joseph, EPA OIG

Tara Lee Rodas, CIGIE

Kit Tam, HUD OIG (Teams chat moderator)

Eric Gregory, DHS OIG, (Teams chat moderator)

Amanda Freeman, CIGIE (Teams chat moderator)

I also want to recognize the HUD OIG communications team for their hard work in creating the written materials and videos for this event:

Ian O'Connor

Blaise Nettles

Kazhmir Hall

Finally, I want to thank the production staff at the U.S. Patent and Trademark Office who hosted our live event, the tech teams behind the scenes, and everyone who supported this event to make it so successful!

It was an honor to be in the room with so many innovative leaders from across the OIG community.

In case you missed it, you can view the recording of the 10th Annual CIGIE Leadership Forum at the link below.



<https://www.youtube.com/watch?app=desktop&v=32FxfkDulCg>

Leadership Innovations



COUNCIL OF THE INSPECTORS GENERAL ON INTEGRITY AND EFFICIENCY

PROFESSIONAL DEVELOPMENT COMMITTEE
LEADERSHIP INNOVATION SUBCOMMITTEE

LIS Volunteers Needed

We are pleased to announce that we will be seeking applications for volunteers to join two LIS teams:

- **The LIS Communications Team** is looking for dedicated volunteers who are innovative and technologically savvy, with experience in creating compelling communications.
- **The LIS Lead & Learn Team** is looking for volunteers to assist with planning and curating LIS events that will be used to provide perspectives and guidance on career planning and developing leadership skills. LIS events range from live to recorded panel discussions, TED Talk-style presentations, and one-on-one chats with leaders in our community.

More information to come in early February on how to apply and the application process timeframes.

Follow-up From The First Annual PDC Summit

As mentioned in the last PDC newsletter, during the first Annual PDC Summit, which was held in Washington, D.C., on September 27, 2023, participants gathered for a day of strategic planning, collaboration, and engagement to ensure that the PDC continues to deliver on its mission. LIS will be sharing the finalized PDC mission, vision, and value statements soon!

Prior to the PDC Summit, LIS sent out a survey to the professional development community to gain insight on the types of programs, events, and professional development learning tools that are of interest to the community. The majority of respondents worked in Audit, Investigations, and Inspections & Evaluations.

From the responses, we learned that:

- Respondents would like more information about Coaching, the Leadership Forum, and LIS.
- The preferred format for PDC programs and events is hybrid or virtual events.
- The preferred type of events are speaker presentations, panel discussions, and live learning, while pre-recorded videos, breakout sessions, and one-on-one interviews were less favored.
- Areas or topics of learning and professional development that IG community members would like the PDC Subcommittees to offer in the future include:
 - Leadership and management.
 - Data analytics and data visualization.
 - Communications skills (verbal/written).
 - There were also inquiries into obtaining more information related to job opportunities, detail assignments, mentoring, and writing executive core qualifications.

If you would like the full listing of learning and professional development topics that were suggested based on the survey input, please reach out to LIS Communications Director, LaToya George (LaToya.George@tigta.treas.gov).

Mentoring Program

Phase 2 of the CIGIE Mentoring Program Pilot concluded on November 2nd with a celebration that included reflections from participating mentor Joseph George, Department of Defense OIG, and mentee Elizabeth Reyna, Department of Health and Human Services OIG. The celebration's keynote speaker was Brian Sano, Director of Organizational Learning, Department of State OIG, and CIGIE PDC Coaching Subcommittee Co-Chair. The festivities ended with a networking opportunity for participants to meet in-person during a happy hour, which was well attended and a great way to conclude Phase 2. The Phase 2 team is currently reviewing participant feedback results and discussing lessons learned, all of which will be incorporated into Phase 3.

Phase 3, the last phase of the pilot, is focused on ensuring that a sustainable and successful mentoring program can officially be implemented on a continuous basis across the CIGIE community. With each pilot phase the program has increased in size, events, and resources. Phase 3 will soon begin seeking program mentors and, subsequently, mentees in March. The subcommittee is currently building a team of individuals to plan and coordinate Phase 3. If you are interested in assisting with Phase 3 of the pilot program, please complete this simple [Phase 3 Team Form](#) by Friday, January 26.

Coaching



CIGIE
COACHING

The CIGIE PDC's Coaching Subcommittee received more than 150 requests for coaches this cycle! We are in the process of matching those requesting a coach with members from our OIG coaching team and other Federal coaches in January 2024.

In the meantime, below is a recent Harvard Business Review Article that describes more about the coaching profession, how it differs from other helping relationships, and how to become an executive coach. It also demonstrates the value our CIGIE coaches and program have provided to the community. Based on the average hourly costs coaches charge, since its inception our program has an estimated cost savings of around \$1 million while providing coaching to hundreds across the OIG community. Thank you to all our participating coaches who have contributed their time, energy, and care to making this another successful year for the program.



What It Really Takes to Become an Executive Coach:

<https://hbr.org/2023/12/what-it-really-takes-to-become-an-executive-coach>

CIGIE FELLOWS PROGRAM

Although the next iteration of the CIGIE Fellows Program (CFP) does not officially begin until June 2024, we have much to do to prepare for our 6th cohort of CIGIE Fellows. To begin the process, we are hosting a kickoff meeting on January 24, 2024, for the OIG CFP representatives that were designated by their Inspectors General to serve as the primary POC for all communication and coordination regarding the CFP. The meeting will provide an overview of the program, including information regarding nominating Fellows candidates and submitting opportunities to host Fellows via 4 to 12-month developmental detail assignments. The official call for nominations and hosting opportunities will be announced in February 2024. Contact Fellows@cigie.gov for more information.



CIGIE LIFT
Leading, Inspiring, and Fostering Talent

presents

CIGIE 102

TIC-TAC-CIGIE

February 14, 2024
1:00 PM EST
via Zoom

1 Government CPE

Feature interview
with Tammy Hull,
Vice Chairperson
and U.S. Postal
Service Inspector
General

Join CIGIE LIFT for an afternoon of X's and O's and tune in to CIGIE 102, presented as Tic-Tac-CIGIE!

Nine Inspectors General will answer questions about CIGIE Committees and their roles in the IG Community while two contestants compete for ultimate bragging rights.

Registration and event link:
https://www.zoomgov.com/webinar/register/WN_8llaaHiHSRGKOULsH_zBUg

NEXT PDC COMMITTEE NEWSLETTER

Our next newsletter will be issued in April 2024. If you have suggestions for the editors on additional types of information you would like to see here, please contact Luda Cardoso (lcardoso@usaid.gov) or Joy Sanzone (jsanzone@uspsoig.gov).