

5th Annual CIGIE Leadership Forum

October 22, 2018

U.S. Patent and Trademark Office
Alexandria, Virginia



Innovation



Collaboration



Culture



***The 5th Annual Council of the Inspectors General on Integrity and Efficiency (CIGIE)
Leadership Forum***

Produced by the CIGIE Leadership Development Sub-Committee under the direction of the CIGIE Professional Development Committee.

*Booklet design by William (Bill) Yeager
U.S. Department of Homeland Security Office of Inspector General*

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Council of the
INSPECTORS GENERAL
on INTEGRITY and EFFICIENCY

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Dear OIG Leaders:

I want to personally welcome each of you to the fifth annual CIGIE Leadership Forum. This year's Forum will address three significant areas: Culture and the "Why" of an OIG, Collaboration and Engagement and Innovation. Forward-thinking organizations must develop and rely on a collaborative organizational culture when providing independent oversight. Leaders who can foster creativity and innovative change transform their organizations. We want you to be one of those leaders!

Today, you will hear from your OIG colleagues as they share their expertise in a wide variety of areas in a 15-minute talk format. You will hear talks such as "The Truth about Organizational Climate Change", "Appreciative Leadership – A Perspective on the Future of Leadership", "Curious, Creative Leadership", "Communicating Visually" and "Fraud Prevention". All of these thought-provoking talks are meant to not only peak your curiosity but to educate you as well. I feel confident you will leave this forum with ideas and concepts that you can take back and implement in your OIG.

Thank you to the organizers of today's event for putting together an outstanding program that I know you will find both informative and useful. As CIGIE Chair, I am very proud of the work that all of us have been doing to ensure effective oversight on behalf of the American people, and I am excited about where we are headed, together, as a community.

Sincerely,

Michael E. Horowitz
Chair, Council of the Inspectors General
On Integrity and Efficiency
Inspector General, U.S. Department of Justice



Council of the
INSPECTORS GENERAL
on INTEGRITY and EFFICIENCY

MESSAGE FROM THE PROFESSIONAL DEVELOPMENT COMMITTEE

October 22, 2018

Dear OIG Leaders:

The CIGIE Leadership Development Subcommittee (LDS), a component of the Professional Development Committee, is a working group whose purpose is to promote high quality leadership and mission support training, education and professional development throughout the CIGIE community.

The CIGIE LDS works on projects, studies and reviews as directed and approved by the Professional Development Committee (PDC). The LDS also makes recommendations to the PDC on projects that will enhance leadership knowledge and ability in the CIGIE community. Today's 5th Annual Leadership Forum, planned and executed by members of the PDC's LDS team, is one such initiative.

Rapid change, driven by technology and demands for greater accountability means maintaining the status quo is no longer sufficient. True innovation and collaboration across organizational lines is systemic and creates value for our stakeholders and the public we serve.

Facilitating today's presentations and panel discussions is but one of the activities representing the PDC's commitment to helping shape a culture for innovation and collaboration. It is an opportunity for both established and emerging leaders throughout the community to share new ideas and best practices.

We hope that you will find today's activities both enjoyable and professionally enriching.

Sincerely,

Robert A. Westbrooks
Chair, Professional Development Committee
Inspector General
Pension Benefit Guaranty Corporation

Gregory D. Sampson
Chair, Leadership Development Subcommittee
Department of Defense Office of Inspector General



Registration
CIGIE/AU Staff

Welcome
Allison Lerner

Inspector General, National Science Foundation
Vice Chair, CIGIE

Creativity, Innovation, and Thinking Like an Artist

Bob Westbrooks

Culture

Expanding Your OIG's "Why"
The Truth About Climate Change
Big Picture Organizational Change
Appreciative Leadership – A Perspective on the
Future of Leadership
How Might We Design Curious Leaders and Cultivate
Cultures to Drive Innovative Results?

Danielle Tesch
Mike Missal
April Stephenson
LaSharn Barnes

Brian Sano

Lunch

Innovation

Communicating Beyond Words
Leveraging the Power of People, Data, and Tools to Have
Even More Impact
Fraud Prevention: Are We Doing It Right?

Stephanie Logan
Caryl Brzymialkiewicz

Ken Dieffenbach

Collaboration

Don't Isolate - Collaboration and Building Partnerships
at NSF OIG
Using Surveys to Drive Organizational Change

Mark Bell

Hannibal "Mike" Ware

Inspector General Panel: Tying It All Together

Ann Calvaresi Barr
Milton Mayo
Melinda Miguel
Calvin Scovel

Allison C. Lerner
Inspector General
National Science Foundation & CIGIE Vice-Chair



Allison C. Lerner assumed the duties as Inspector General of the National Science Foundation (NSF) in April 2009, reporting to the National Science Board and the Congress. As head of the Office of Inspector General she recommends policies for promoting economy, efficiency and effectiveness of NSF programs and operations. She leads efforts to prevent and detect fraud, waste, and abuse; improve the integrity of NSF programs and operations; and investigate allegations of misconduct in science.

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

Ms. Lerner has been honored by the President's Council on Integrity and Efficiency (PCIE) with three awards for excellence: in 2001, for her work reviewing the Department of Commerce's management of 5,000 intra-agency and special agreements worth over \$1 billion; in 2002, for her assistance in a complex investigation of false claims submitted under a financial award from the National Institute of Standards and Technology; and in 2005, for her review of a controversial study that recommended significant structural changes to the National Oceanic and Atmospheric Administration's Office of Finance and Administrative Services.

Ms. Lerner received her law degree from the University of Texas School of Law and a B.A. in liberal arts from the University of Texas. She is admitted to the bar in both Texas and the District of Columbia.

Forum Participant Biographies



LaSharn Barnes, Defense Intelligence Agency

LaSharn Barnes currently serves as a Supervisory Auditor for the Financial Statement Audit Branch within the Office of the Inspector General, Defense Intelligence Agency.

She leads teams and manages assigned audit activities, including financial and performance audits, surveys, and evaluations with primary responsibility for oversight of DIA's Financial Statement Audit. Prior to this assignment, Ms. Barnes served as a Senior Consultant and Audit Manager for several medium to large Independent Public Accounting firms conducting financial statement audits, internal control reviews and assessments, operational and compliance audits, and leading audit readiness efforts. Ms. Barnes will receive her MBA in Information System Security in October 2018 and holds a BBA in Accounting. She is also a Certified Fraud Examiner.

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

Ann Calvaresi Barr was sworn in on November 30, 2015, as the fifth Inspector General for USAID. Ms. Calvaresi Barr previously served as the Deputy Inspector General at the U.S. Department of Transportation (DOT) from 2010 forward. As the Deputy Inspector General, Ms. Calvaresi Barr provided executive level leadership and direction of Office of Inspector General (OIG) audits and investigations of transportation-related issues, as well as oversight of OIG operational support activities.

Ms. Calvaresi Barr came to DOT OIG as the Principal Assistant Inspector General for Auditing and Evaluation in March 2009. In this position, Ms. Calvaresi Barr directed and oversaw all audit work on the Department's air, highway, transit, maritime, and rail programs, including implementation of the American Recovery and Reinvestment Act. She assumed this position after a 25-year career at the U.S. Government Accountability Office (GAO).

Ms. Calvaresi Barr is a graduate of Dickinson College in Carlisle, PA, where she earned a B.A. in Political Science in 1982. She also holds a 1984 Master of Public Administration from American University in Washington, D.C., is a graduate of Harvard's Kennedy School of Government Senior Executive Fellows Program, and received a Massachusetts Institute of Technology fellowship in Foreign Politics, International Relations and the National Interest.

Forum Participant Biographies

Mark Bell, National Science Foundation

In September 2016, Mark Bell was appointed Assistant Inspector General for the Office of Audits at the National Science Foundation. Prior to his arrival at NSF, Mr. Bell served 9 years with DHS Office of Inspector General (OIG). At DHS OIG, Mr. Bell had several roles in the Office of Audits, including Chief of Operations, Deputy Assistant Inspector General, and most recently Assistant Inspector General. Prior to his arrival at DHS OIG, Mr. Bell worked at the Department of Interior OIG in the Central Region Office in Denver as a program analyst, and then as the Chief of Staff for Audits. From 1992 to 2001, Mr. Bell was self-employed in the financial services industry and worked as a consultant to Bearing Point. He began his career in the U.S. Army, serving more than 11 years, including 8 years overseas, as a tactical communications officer. During this time, Mr. Bell was a tactical operations officer with the 93rd Signal Brigade in Desert Shield/Desert Storm.

Mr. Bell graduated from the University of New Hampshire with a bachelor's degree in business administration and he earned a master's degree in management from Webster University.

Caryl Brzymialkiewicz, Department of Health and Human Services

Dr. Brzymialkiewicz joined the the Department of Health and Human Services (HHS) Office of Inspector General (OIG) in April 2015 as its first Chief Data Officer (CDO). The collective efforts of the Office of the CDO serve to empower the OIG to use data proactively and become the model for using data to fight fraud, waste, and abuse and improve program efficiency, effectiveness, and economy.

Prior to joining the HHS OIG, Caryl was the Deputy Assistant Secretary for Risk and Decision Analysis at the Department of Homeland Security (DHS). She also previously served as the Operations Research Division Chief at the Joint Improvised Explosive Device Defeat Organization, and led a team of analysts at the Center for Naval Analyses.

Ken Dieffenbach, Department of Justice

Since 2003, Ken Dieffenbach has served as a special agent with the U.S. Department of Justice, Office of the Inspector General, Fraud Detection Office in Arlington, Virginia. Ken has served as the lead investigator for dozens of complex and sensitive fraud and internal misconduct investigations and has made well over one hundred presentations about fraud to a wide variety of audiences. He is a guest instructor at the Federal Law Enforcement Training Center, coordinates DOJ's Financial Fraud Enforcement Task Force's Grant Fraud Working Group, and has had articles published in the Association of Certified Fraud Examiner's White Paper magazine and the Non-Profit Times newspaper. In his current role, Ken is an Assistant Special Agent in Charge managing a team focused on contract fraud and proactive data analytics and is the Deputy Director of the OIG's Office of Data Analytics.



Forum Participant Biographies



Stephanie Logan, Department of Justice

Stephanie Logan is a Public Affairs Specialist at the U.S. Department of Justice Office of the Inspector General. Stephanie produces video and audio products from conception and script writing to production and post-production. She also assists with preparing and distributing communications to the press and for social media. Stephanie previously worked at the Congressional Research Service as a Research Assistant and as the Deputy Director of the Public Affairs and Advocacy Institute at American University. She is a graduate of American University and Washington State University.

Milton A. Mayo, Jr., Inspector General U.S. Equal Employment Opportunity Commission

Inspector General Milton A. Mayo Jr. is a native of Baltimore, Maryland. He earned a Bachelor of Science degree in Social Science from Coppin State College (now Coppin State University). Inspector General Mayo began his public service career as a field examiner with the National Labor Relations Board. In 1991 he received an appointment as a special agent in the U.S. Equal Employment Opportunity Commission's Office of Inspector General. Since then, he has served in several positions, including Senior Criminal Investigator, Assistant Inspector General for Investigations, Deputy Inspector General, and Acting Inspector General. Mr. Mayo was appointed to the permanent position of Inspector General of the EEOC OIG in June 2011.

Inspector General Mayo is a graduate of the Federal Law Enforcement Training Center's Criminal Investigator Basic Training Program, has attended Georgetown University's Certificate in Senior Executive Leadership Program, and participated in the Federal Executive Institute's Leaders for a Democratic Society Program.

Inspector General Mayo is a member of the Association of Certified Fraud Examiners and the Association of Inspectors General (AIG). He is a charter member of the District of Columbia Chapter of the AIG and currently serves on its Board of Directors. Mr. Mayo earned the designation of Certified Inspector General in 2001.

Forum Participant Biographies

Melinda M. Miguel, Inspector General U.S. Government Publishing Office

As Inspector General (IG) for the U.S. Government Publishing Office (GPO), Miguel oversees the agency's Office of Inspector General (OIG), which provides an independent and objective means of keeping GPO's executive management and Congress informed about problems and deficiencies relating to the administration and operations of GPO. Miguel has been with GPO since July 2018.

Miguel brings to GPO more than two decades of Inspector General experience in coordinating accountability, integrity and transparency at federal and state government agencies. Prior to GPO, Miguel served as the Deputy Inspector General for the Architect of the Capitol. Before coming to the nation's capital, Miguel served as Chief Inspector General for the Executive Office of Florida Governors Rick Scott and Charlie Crist. She started her career working for the Florida Lottery where she served as Supervisor, Investigator, and Auditor. She then served as IG for a variety of Florida government agencies, including the Florida State Board of Administration (SBA), the Florida Attorney General's Office, the Florida Department of Education, and the Florida Department of Elder Affairs.

For seven years, Ms. Miguel served on the Audit Committee for the Florida State Board of Administration (SBA). There she assisted the Florida Trustees with oversight of Florida's investments and governance of the SBA, including the Florida Retirement System Pension Plan, which, at the time, was the fourth largest public retirement plan in the United States.

Miguel earned her Bachelor's degree in Economics and a Graduate Certificate in Florida Local Government Administration from Florida State University. She is a Certified Inspector General and currently holds more than six certifications within her field. Miguel is the Senior Vice President At-Large on the National Executive Committee for the Association of Government Accountants (AGA) as well as the immediate past National President of the Association of Inspectors General (AIG). She is an active member of several state and local organizations for auditing, investigations and fraud.





Forum Participant Biographies

The Honorable Michael J. Missal, Inspector General U.S. Department of Veteran Affairs

Michael J. Missal was nominated by President Barack H. Obama to serve as the Inspector General of the Department of Veterans Affairs (VA) on October 2, 2015, and confirmed by the Senate on April 19, 2016. He assumed responsibility as Inspector General on May 2, 2016.

As Inspector General, Mr. Missal directs a nationwide staff of auditors, investigators, inspectors, and support personnel. His office conducts oversight review to improve the economy, effectiveness and efficiency of VA programs, and to prevent and detect criminal activity, waste, abuse and fraud.

Mr. Missal was a Partner at K&L Gates LLP, a position he held since 1991. He was a member of the K&L Gates Management Committee and also served as Co-Leader for the K&L Gates Policy and Regulatory Practice Area.

Prior to joining K&L Gates in 1987, Mr. Missal served as Senior Counsel at the U.S. Securities and Exchange Commission in the Division of Enforcement from 1983 to 1987. From 1982 to 1983, Mr. Missal served as a Law Clerk for Chief Judge H. Carl Moultrie I on the Superior Court of the District of Columbia. He served in the Carter Administration from 1978 to 1981, serving as a Staff Assistant to Assistant to the President Anne Wexler and then as a Law Clerk to Counsel to the President Lloyd Cutler.

Mr. Missal received a B.S. from Washington and Lee University and a J.D. from the Catholic University of America.

Brian Sano, Department of State

As the Director of Organizational Health for the U.S. Department of State Office of the Inspector General, Brian strategically designs an “everyone” culture that cultivates curious leaders and inclusive teams to inspire innovative results. He examines the ways people communicate, collaborate, handle change, and incentivize behaviors based on core values to build trusting relationships and support an effective and healthy organization.

Over the past year, Brian also helped lead a group of innovators and change makers across the government through The Better Government Movement, to introduce federal employees to human centered design, lean start up, and agile tools and practices. Brian has studied human centered design and design thinking with industry leaders at IDEO, Stanford University, and the University of Virginia’s Darden School of Business. He started his career in curiosity as a federal prosecutor with the U.S. Securities and Exchange Commission and U.S. Attorney’s Office for the Eastern District of New York.

Forum Participant Biographies



The Honorable Calvin A. Scovel, III, Inspector General U.S. Department of Transportation

Calvin L. Scovel III was sworn in on October 26, 2006 as the sixth Inspector General of the U.S. Department of Transportation (DOT).

Mr. Scovel joined DOT after 29 years of active service in the U.S. Marine Corps, from which he retired as a Brigadier General. His last military assignment was as a senior judge on the U.S. Navy-Marine Corps Court of Criminal Appeals. He previously served as Assistant Judge Advocate General of the Navy for Military Justice, the principal advisor to the Secretary of the Navy and the Judge Advocate General on all criminal justice policy matters. He also commanded a military police battalion that provided security and law enforcement for Marine Corps Base, Quantico, Virginia.

A Marine judge advocate, Mr. Scovel served as prosecutor, defense counsel, or judge in 250 courts-martial that included charges of murder, rape, child sexual assault, and drug trafficking. As an adjunct faculty member for the Defense Institute of International Legal Studies, Mr. Scovel led instruction teams in the rule of law and civilian control of the military for senior civilian and military officials in Honduras, Mauritius, Albania, and Serbia. He was in the Pentagon on September 11, 2001. His military awards include the Legion of Merit (four awards) and Combat Action Ribbon.

Mr. Scovel received his bachelor's degree from the University of North Carolina at Chapel Hill and his juris doctor degree from Duke University School of Law. He also received a master's degree from the Naval War College.

April Stephenson, Inspector General (Acting) Department of Energy

April G. Stephenson is the Acting Inspector General for the U.S. Department of Energy. As the Acting Inspector General, she is responsible for a nationwide, independent program of audits, inspections, and law enforcement efforts related to the Department of Energy's programs and operations.

Ms. Stephenson holds a Bachelor of Science degree in Accounting from California State University at Chico and a Master of Science degree in Administration from Central Michigan University. Ms. Stephenson is a licensed Certified Public Accountant in the state of North Carolina. She has received numerous awards throughout her career including the DCAA Distinguished Service Award, the highest award provided by the Agency.



Forum Participant Biographies

Danielle Tesch, Environmental Protection Agency

Danielle Tesch is a social scientist for the U.S. Environmental Protection Agency's Office of Inspector General (EPA-OIG). She has been evaluating EPA's clean and safe drinking water programs for 14 years. Danielle has extensive experience serving as Team Lead in the evaluation field and completed the CIGIE New Leaders program in 2011. She also serves as a leader in motivating and inspiring purpose-based performance within her water directorate. Danielle holds an undergraduate degree from Jacksonville University in Marine Science, and a Masters of Marine Policy from the University of Delaware.

The Honorable Hannibal "Mike" Ware, Inspector General Small Business Administration

Hannibal "Mike" Ware was sworn in as Inspector General on May 24, 2018, following his confirmation by the U.S. Senate. He is responsible for independent oversight of SBA's programs and operations, which encompass more than \$100 billion in guaranteed loans and nearly \$100 billion in Federal contracting dollars. 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 to be the Inspector General.

Mr. Ware has 28 years of experience within the OIG community, the first 26 years being with the Department of Interior (DOI) OIG. In 1990, he joined DOI OIG's Virgin Islands field office as an auditor and later became the Field Office Supervisor. Throughout his long and distinguished oversight career, he performed increasingly challenging and vital roles within the OIG community. From the Virgin Islands field office, Mr. Ware was promoted to Eastern Regional Manager, where he provided leadership of all phases of the technical and administrative operation of the region, including planning and managing audits, inspections, evaluations, and joint investigations. Mr. Ware later moved to DOI OIG's Office of Management and served as the Deputy Assistant Inspector General for Management. In this capacity, he executed DOI OIG's independent operating budget and managed the logistical concerns for the office's nationwide presence. In April 2016, he was appointed to the Senior Executive Service as the SBA OIG Deputy Inspector General.

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

Forum Participant Biographies

Robert A. Westbrooks, Inspector General Pension Benefit Guaranty Corporation

Robert A. (Bob) Westbrooks was appointed Inspector General of the Pension Benefit Guaranty Corporation in May 2015. In this role, he oversees independent and objective audits and investigations, provides leadership to promote efficiency and effectiveness and to prevent and detect fraud, and keeps the PBGC Board of Directors and the Congress fully and currently informed about problems and deficiencies in PBGC programs and operations.

Bob has over twenty-years' federal law enforcement experience. He began his federal career as a U.S. Postal Inspector, where he conducted mail fraud investigations in the Washington, DC area. While at the U.S. Postal Inspection Service, Bob successfully served in a broad variety of assignments including computer crimes program manager, basic training instructor, Inspector-Attorney, and detailed professional staff member to U.S. Senate subcommittees.

Bob has served in leadership positions with the Offices of Inspectors General for the National Archives and Records Administration, the U.S. Postal Service, the U.S. Department of Transportation, and the U.S. Small Business Administration. Prior to his appointment at PBGC, Bob served as Deputy Inspector General at the SBA where he managed day-to-day operations and directed three regional investigative offices and six audit teams.

Bob earned a B.A. in Justice from the American University. He earned a J.D. from the University of Maryland - School of Law, and is a member of the Maryland bar. Bob is also a certified public accountant, certified internal auditor, certified information systems auditor, certified fraud examiner and Certified Inspector General.





CIGIE Leadership Development Sub-Committee

Gregory Sampson, Chair

As Chair, Leadership Development Subcommittee, Mr. Sampson leads an interagency team of senior professionals promoting leadership and mission support training, education and professional development for the CIGIE community. He is the founder and architect of the CIGIE Fellows Program (CFP) and served as the Program Manager for the inaugural cohort in 2016. He currently directs the CFP's management team of Co-Program Managers and support staff.

Mr. Sampson is assigned to the DoD IG Office of Special Plans and Operations. As an inspections and evaluations professional, Mr. Sampson served on oversight projects and internal special projects supporting corporate governance and mission support since 2008. Currently, Mr. Sampson serves the DoD IG as a subject matter expert and senior advisor for cyberspace operations oversight for audits, evaluations, and investigations. He holds an Associate of Arts in Political Science and U.S. Government from New Mexico Military Institute, a Bachelor of Science in Criminal Justice (Honors) from North Georgia College, and is a Distinguished Graduate with a Master of Science in Government Information Leadership from the National Defense University, College of Information and Cyberspace. He is also a certified Chief Information Security Officer (CISO). In addition to his regular duties at CIGIE and the DoD IG, he is a strong advocate for disability employment and supporter of the Workforce Recruitment Program (WRP) for students with disabilities.

Dave Rudd, Vice-Chair

As Director, Training & Development for DOJ's Office of the Inspector General, Dave oversees a variety of employee development initiatives for nearly 500 Auditors, Investigators, Attorneys and support staff. He has held similar jobs in employee development with the Department of Agriculture, Department of the Navy, U.S. Customs & Border Protection Agency and as a contractor for the Department of Labor.

Dave retired from the U.S. Navy as a Master Chief Petty Officer. He holds a Bachelor of Science in Business Administration, a Masters of Education in Adult Education and Development and a Masters of Education degree in Training and Performance Improvement. He is an Adjunct Professor at the University of Maryland Baltimore Campus (UMBC) teaching a course on Human Performance Technology.

Dave has earned the Certified Performance Technologist (CPT) certification from the International Society for Performance Improvement (ISPI) and is a Certified Return on Investment Professional (CRP) from the ROI Institute.

CIGIE Leadership Development Sub-Committee



The CIGIE Leadership Development Subcommittee (LDS) is an interagency working group of dedicated IG professionals whose purpose is to promote high quality leadership and mission support training, education, and professional development throughout the CIGIE community. The LDS is committed to supporting the CIGIE Professional Development Committee (PDC) and the commitment to maintaining the “well-trained and highly skilled workforce” called for in the IG Reform Act of 2008.

Recognizing the leader’s role in creating, sustaining, and managing dynamic change in our community, the LDS is especially committed to performing work on projects, studies, and reviews aimed at ushering contemporary and innovative practices, approaches and initiatives to developing the leadership capacity and organizational culture acumen of the OIG workforce.

We hope you will find today’s event both enjoyable and professionally enriching.

Event Staff:

Adeline Agbedo
David Gross
Jacquelyn Phillips
David Rudd
Gregory Sampson
Elise Stein
William Yeager

A special thanks to the staff at American University Key Executive Leadership Program:

Brianne Dorsey
Mary Margaret Herman
Jennifer Tether
Kimberly Trocha

and a sincere thanks to all of our attendees, presenters, and panelists.



CIGIE LEADERSHIP DEVELOPMENT PROGRAMS

American University's Emerging Leader program is part of the American University Key Executive Leadership Development Program. The Emerging Leaders program (EmL) provides for the entry level professional development of future leaders within IG organizations. Emerging Leaders are introduced to the basic tools of OIG leadership in an exciting and applied four-day leadership development program. The EmL curriculum promotes discourse around current issues facing OIG leaders, interaction with other IG specialties and organizations, and a mutual learning environment that inspires greater contributions and pursuit of greater responsibilities within the respective OIG.

American University'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.

American University'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.

THE 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.



UNITED STATES PATENT AND TRADEMARK OFFICE

The United States Patent and Trademark Office (USPTO) is the federal agency for granting U.S. patents and registering trademarks. In doing this, the USPTO fulfills the mandate of Article I, Section 8, Clause 8, of the Constitution that the legislative branch "promote the Progress of Science and useful Arts, by securing for limited Times to Authors and Inventors the exclusive Right to their respective Writings and Discoveries." The USPTO registers trademarks based on the commerce clause of the Constitution (Article I, Section 8, Clause 3). Under this system of protection, American industry has flourished. New products have been invented, new uses for old ones discovered, and employment opportunities created for millions of Americans. The strength and vitality of the U.S. economy depends directly on effective mechanisms that protect new ideas and investments in innovation and creativity. The continued demand for patents and trademarks underscores the ingenuity of American inventors and entrepreneurs. The USPTO is at the cutting edge of the nation's technological progress and achievement.

The USPTO advises the president of the United States, the secretary of commerce, and U.S. government agencies on intellectual property (IP) policy, protection, and enforcement; and promotes the stronger and more effective IP protection around the world. The USPTO furthers effective IP protection for U.S. innovators and entrepreneurs worldwide by working with other agencies to secure strong IP provisions in free trade and other international agreements. It also provides training, education, and capacity building programs designed to foster respect for IP and encourage the development of strong IP enforcement regimes by U.S. trading partners.

***U.S. Patent and Trademark Office
600 Dulany Street
Alexandria, VA 22314***



The Key Executive Leadership Master of Public Administration (MPA) and the Key Executive Leadership Certificate programs have transformed good managers into extraordinary leaders for more than 35 years. Key is the global public sector leadership program of choice for mid-career professionals holding a GS-12 (or above) level or equivalent NGO, private sector, or other leadership experience. Aligned with the U.S. Office of Personnel Management (OPM) Executive Core Qualifications (ECQs), the Key Executive Leadership programs creates a participative and rigorous learning environment where students acquire contemporary public management knowledge, values, and skills; develop the personal leadership capacity needed to implement what they learn; transform themselves from good managers to extraordinary leaders; and become lifelong learners.

www.american.edu/spa/key

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