



Inspector General Leadership and Mission Support Academy

We help develop the character and leadership abilities of those who protect our nation’s taxpayers from fraud, waste, and abuse. www.ignet.gov.

The inspector general (IG) community needs extraordinary leaders to respond to today’s challenges. The Inspector General Leadership & Mission Support Academy (L&MS) provides IG offices with specific leadership development programs relevant to those challenges.

The academy’s programs offer training in the strategic and practical leadership tools needed to help participants:

- Think strategically.
- Act with integrity.
- Inspire those they lead.
- Lead by example, demonstrating the character and values of the IG community.
- Work collaboratively and facilitate meaningful dialogue.
- Manage change to produce the best results.

Program Overview: Finding the Right Program

We offer three programs with curricula designed to correspond to the life cycle of an IG professional. The programs help participants achieve the next level of growth they need for a successful, satisfying career in the IG community.

	AU Emerging Leader Development Program (EmL)	AU New Leader Development Program (NL)	AU Experienced Leader Development Program (EL)
PARTICIPANT CHARACTERISTICS	<ul style="list-style-type: none"> • GS-10 to GS-13 • Generally new to the IG community • Show real potential for growing into our leaders of tomorrow 	<ul style="list-style-type: none"> • GS-13 or GS-14 • Seek management responsibilities • Interested in learning a variety of leadership skills • Seek professional development 	<ul style="list-style-type: none"> • GS-15 or experienced GS-14 • May have attended other management programs • Interested in growing to the next level
PROGRAM FEATURES	<ul style="list-style-type: none"> • Four-day program conducted at American University • Promotes interaction between students from various IG disciplines and OIGs • Inspires the participants to make greater contributions and pursue greater responsibilities within their respective organizations 	<ul style="list-style-type: none"> • Two non-consecutive five day sessions held on campus at American University • Conducted in cohorts—you’ll be with the same group of public service leaders throughout, teaching and learning from one another • <i>Optional</i> Hay Group 360 evaluations and coaching sessions 	<ul style="list-style-type: none"> • Two non-consecutive five day sessions held on campus at American University • Conducted in cohorts—you’ll be with the same group of leaders throughout, teaching and learning from one another • <i>Mandatory</i> Hay Group 360 evaluations and coaching session (paid by CIGIE) • Three days added to Week 1 for non-NL graduates
FEES	<ul style="list-style-type: none"> • Fee to participants is \$1,000 (CIGIE subsidizes an additional \$1,000) 	<ul style="list-style-type: none"> • Fee to participants is \$3,000 (CIGIE subsidizes an additional \$2,500) 	<ul style="list-style-type: none"> • Fee to participants is \$3,250 (CIGIE subsidizes an additional \$3,250)



Program Overview

What Sets L&MS Programs Apart

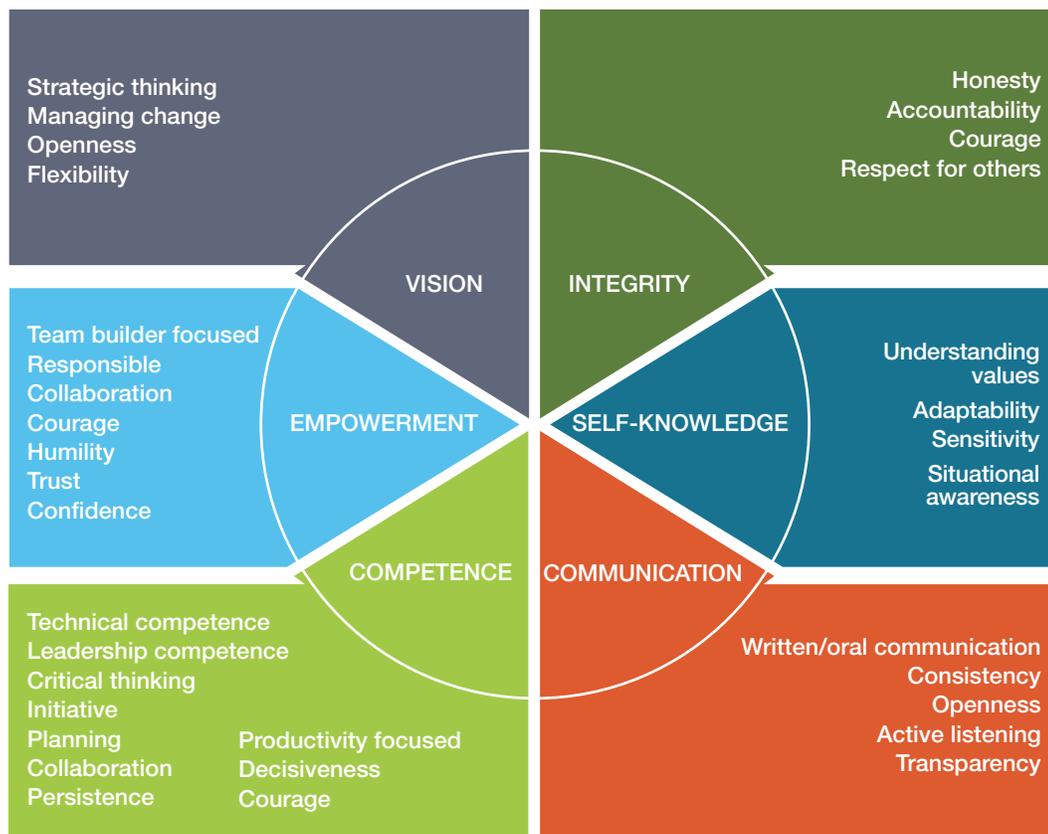
IG Focus – The only leadership programs designed for and dedicated to the IG community. The case studies, exercises, and curricula address the unique challenges facing IG leaders.

Peer-to-Peer Learning – The programs take place at American University in the heart of Washington D.C., and in Gettysburg, PA. Learning at these sites provides a rare opportunity to get to know, work with, and learn from peers in other IG offices.

Renowned Faculty – Participants learn from some of the finest professors at American University and true experts in the field. Faculty members include Robert Tobias (director of Key Executive Leadership programs) and other faculty provide direct access to cutting-edge research and scholarship in leadership. In Gettysburg, Lincoln Leadership Institute founder Steve Wiley leads the program, and faculty include renowned historians of the Civil War.

Background: CIGIE Training Institute Six-Dimension Leadership Model

The role of leaders in government oversight has never been more vital. Strong, focused leaders are critical to accomplishing our congressionally mandated mission of improving government by reducing fraud, waste, and abuse of taxpayers' dollars. The L&MS programs develop and hone participants' abilities by focusing on six core dimensions proven to be critical to shaping leaders.



About CIGIE and the CIGIE Training Institute The Council of the Inspectors General on Integrity and Efficiency (CIGIE) facilitates cross-cutting oversight initiatives, acts as a clearinghouse for best practices within the Inspector General (IG) community, and promotes the professionalism of the IG workforce. Its Training Institute provides specialized training and professional development that is custom designed to meet the unique needs of the IG community. For more information, please visit our website at www.ignet.gov.

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AU Experienced Leadership Program

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- Manage change to produce the best results.

Extraordinary leaders exhibit a passion for improving public service, lead authentically, earn and work collaboratively, become a force for personal and organizational change, act with integrity, model the behavior sought, and empower others to action.

What Is the AU Experienced Leader Program?

A program for experienced Office of Inspector General (OIG) leaders who may have had other formal leadership development opportunities. Designed with specific IG challenges in mind, the program provides participants with the skills, vision, leadership concepts, and practical tools needed to initiate and manage successful change efforts for positive results.

Who Should Attend?

Experienced managers at the GS-15 or senior GS-14 level looking to achieve the next level of leadership.

Program Value

Participants will elevate their leadership skills and gain insights to more effectively:

- *Set the tone* by crafting strategic communications approaches to increase agency visibility, leading by example, and effecting change within the workplace.
- *Manage the money* by driving the budget process to improve efficiency and ensure the financial stability and growth of the agency.
- *Become a change agent* by moving from reactive to active leadership, establish the direction for change, and serving as a lead advocate to move the organization forward.
- *Steer the political process* by developing and leading coalitions and partnerships in federal agencies to steer the political and legislative processes on behalf of the agency.
- *Expand personal horizons* by taking the opportunity to refine career goals and gaining a refreshed sense of purpose and enthusiasm.

“The course was outstanding! The texts selected were phenomenal and the instructors were great. I especially liked attending a course tailored for the OIG community.”

AU Experienced Leadership Program

Why the AU Experienced Leadership Program?

IG Focus – The case studies are developed with public service in mind and relevant to the challenges and needs of an OIG leader.

Peer Learning – The best way to learn leadership is to be part of a learning community. Your cohort of classmates form a tightly knit community committed to learning from one another.

World-Class Instructors – The American University faculty are renowned experts in leadership development. Participants learn through simulations, readings, discussions, seminars, and team activities.

“The program was rigorous and relevant. The best part, though, was being with other IG colleagues for extended periods of time, discussing important issues related to our profession.”

Program Details

Curriculum – Two non-consecutive five day sessions of interactive instruction. After the first week, participants reconvene to discuss experiences and explore new material.

CPE – This program qualifies for 85.5 CPE credits (66 for students that have taken the New Leaders Program).

To Register – Visit our website or contact Ryan Bowerman, program coordinator, at 202-885-1464 or bowerman@american.edu.

Fees – \$3,250 (includes tuition and materials only). CIGIE subsidizes an additional \$3,250 for each participant.

2013 Curriculum Review Survey Results

- Significantly improved the “vision” of participants
 - Graduates: 81%
 - Supervisors: 89%
- 87% of supervisors would recommend the program

“The interaction with fellow participants was a rewarding and a rare experience, given the stovepipe nature of our IG community. [The program was] a refreshing change from an off-the-shelf program I would have received elsewhere.”

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Inspector General Leadership and Mission Support Academy

AU New Leader Program

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Extraordinary leaders exhibit a passion for improving public service, lead authentically, earn and work collaboratively, become a force for personal and organizational change, act with integrity, model the behavior sought, and empower others to action.

American University (AU) New Leader Program

A program for new Office of Inspector General (OIG) leaders who may not have had any other formal leadership development or training opportunities. Designed with specific IG challenges in mind, the program gives participants the skills, vision, concepts, and practical tools needed to become strong managers and effective leaders.

Who Should Attend?

Managers at a GS-13 or GS-14 level who are new to a management or leadership roles within their OIG.

“It came at the perfect time, as I was officially becoming a supervisor and manager. I directly applied the information I learned.”

Program Value

Participants learn practical skills and insights to immediately improve their leadership abilities and more effectively

- *Communicate* within the workplace and learn how to design strategic communications, conduct productive conversations, and manage agreements.
- *Formulate* and execute a budget and understand financial management.
- *Manage* conflict and move from managing change to leading it.
- *Navigate* the political and legislative arenas within federal agencies and use networking skills to form partnerships and coalitions.

Why the AU New Leadership Program?

IG Focus – The case studies directly to the challenges and needs of an OIG leader.

Peer-to-Peer Learning – Your cohort of classmates form a tightly knit community committed to learning from one another.

Personalized Focus – Participants gain insight into their own leadership styles, and learn techniques to adapt to change and circumstances when needed.

AU New Leader Program

“This was by far the best leadership course I’ve taken with the federal government.”

Details

Curriculum – Two non-consecutive five day sessions of interactive instruction. After the first week, participants reconvene to discuss experiences and explore new material.

CPE – This program qualifies for 66 CPE credits.

To Register – Visit our website or contact Ryan Bowerman, program coordinator, at 202-885-1464 or bowerman@american.edu.

Fees – \$3,000 (includes tuition and materials only). CIGIE subsidizes an additional \$2,500 for each participant.

Optional Services – Participants may choose to add the following individualized coaching:

- *Option 1* – \$1,000 – 360 degree evaluation using the Hay Group Emotional and Social Competency Inventory (ESCI), and a coaching session to discuss survey feedback and evaluate the results.
- *Option 2* – \$2,225 – 360 degree evaluation, coaching session to discuss survey feedback and evaluate the results, and three additional coaching sessions.

2013 Curriculum Review Survey Results

- **Significantly improved the “vision” of participants**
 - Graduates: 89%
 - Supervisors: 83%
- **Worthwhile investment of time and resources**
 - Graduates: 90%
 - Supervisors: 88%
- **86% of supervisors would recommend the program**

“This course was far more beneficial to my development than my master’s degree in leadership. I would highly recommend it to my peers.”

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