

# CIGIE Professional Development Committee Newsletter

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

Dear Reader,

The CIGIE Professional Development Committee (PDC) is pleased to present its first quarterly newsletter, with thanks to each of the PDC committees and groups who are working to further enhance learning and development activities throughout the Inspector General (IG) community.

Our mission is to provide educational opportunities, through the Training Institute, for members of the IG community and to ensure the development of competent personnel. The PDC receives input from the Audit, Investigations, and Inspections and Evaluation Committees on the training and the development needs of the CIGIE community, seeks opportunities to improve training methods and enhance the development of OIG staff, and establishes training to meet continuing educational requirements.

The PDC mission is accomplished through several key activities and programs, some of which are well established, while others are still developing:

- CIGIE Fellows Program
- Leadership Forum
- Leading, Inspiring, and Fostering Talent (LIFT) Network
- Mentoring Program
- Coaching Program

We look forward to sharing information with you about recent events, as well as upcoming opportunities.

Sincerely,

Your PDC Communications Team



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## MEET THE PDC CHAIR AND VICE CHAIR



The Honorable Rae Oliver Davis, the Inspector General for the U.S Department of Housing and Urban Development, is the Chair of the Professional Development Committee. IG Oliver Davis's leadership and inclusive approach to engaging with the IG community has substantially increased participation in PDC activities, with attendance almost doubling at PDC activities.

## Important Announcements

### Detail Opportunity

Where? CIGIE

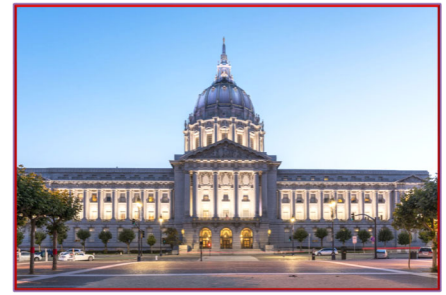
What? Special Assistant to PDC Chair

When? This is a 6-month detail

*For more information, see page 2.*



Mr. Cardell Richardson, the Inspector General for the National Geospatial-Intelligence Agency within the Department of Defense and the Intelligence Community, is the Vice Chair of the PDC. IG Richardson is excited to work collaboratively with IG Davis and is passionate about the PDC mission and is eager to contribute to its success moving forward.



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## PDC UPDATES

### ***Staying Connected***

The PDC has increased its web presence on IGSNet, and the website has been updated to connect users to other web pages for key programs and activities. Keep checking back for more updates at the link below:

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

### ***And the Survey Says...***

In February 2021, the PDC sent out an interest survey to OIG community members. We found that nearly 42 percent of respondents indicated that senior leadership members are interested in helping with the PDC mission but that 36 percent of respondents did not know about the PDC's website. The top areas of interest were learning from others and sharing best practices in the community. When asked about other professional development areas to consider, the top survey responses were for development panels, activities, and career roadmaps.

In response to the survey results, the PDC plans to work with the various subcommittees to be responsive to the development needs provided by the community. The PDC will also leverage the Gov Delivery platform to communicate events in the future and promote the PDC website as a resource.

### ***An Exciting Opportunity to Support the Community***

HUD OIG will be offering a 6-month reimbursable detail opportunity to serve as a special assistant to the PDC. Supporting the PDC Chair and Vice Chair, the special assistant will have an opportunity to expand their leadership competencies, broaden their organizational experiences, and foster networks they can leverage in the future while gaining new skills and relationships that can be taken back to their home agency. This detail is immediately available to all current staff in the IG community (GS-13, -14, and -15 levels considered) and will remain open until filled. Some projects will include preparing for the next CIGIE Fellows Program and establishing a CIGIE Mentoring Program.

## In the Community

### **Page 3--CIGIE Fellowship**

The fifth group of the CIGIE Fellows Program is scheduled to begin in June 2022.

### **Page 3—Leadership Forum**

The PDC's Leadership Development Subcommittee has started planning for its **8th Annual CIGIE Leadership Forum**, tentatively scheduled for Wednesday, November 17, 2021

### **Page 6—Coaching**

If you are qualified to provide coaching and would like to join the CIGIE Coaching Subcommittee to coach OIG community members, please reach out to Toayoa Aldridge, Deputy Assistant Inspector General for Audit, US Agency for International Development OIG at [taldridge@usaid.gov](mailto:taldridge@usaid.gov).

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## CIGIE FELLOWS PROGRAM

### *CIGIE Honors Graduates of the CIGIE Fellows Program*

Sixteen members of the IG community graduated from the 2020-2021 CIGIE Fellows Program on June 15 during the monthly IG meeting. This was the fourth group to graduate from the CIGIE Fellows Program, a yearlong leadership development program that includes a variety of professional development activities and rotational assignments with other OIGs.

The Fellows Program was established in 2016 as an initiative of the PDC and its Leadership Development Subcommittee, in conjunction with the Leadership and Mission Support Academy of the CIGIE Training Institute. For each fellows group, individual IG offices may nominate high-performing IG professionals with leadership potential. Once accepted, the fellows participate in an immersive 1-year program based on the SES Executive Core Qualifications. The program is designed to expand leadership competencies, broaden organizational experiences, share best practices, and foster professional networks.

The fifth group of the CIGIE Fellows Program is scheduled to begin in June 2022. Information on how to nominate a potential fellow or submit an application to host a fellow for a rotational assignment will be released shortly before the next round begins.

More information about the Fellows Program and our recent graduates can be found at the link below:

<https://www.ignet.gov/content/fellowship-program>

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## LEADERSHIP DEVELOPMENT SUBCOMMITTEE

### *CIGIE Leadership Forum*

Last year's Annual CIGIE Leadership Forum, entitled "*Getting to The Next Normal: Innovation, Inclusion, and Resilience in Challenging Times*," was the most widely attended professional development event in CIGIE history, with more than 2,300 IG professionals attending the live event virtually amounting to nearly 16 percent of all IG Community members (and to date, it has 5,500 views on YouTube!).

For those who missed it, a full video of the Leadership Forum, along with the individual 15-minute leadership talks from each of the presenters, can be found on CIGIE's YouTube Page: <https://www.youtube.com/watch?v=Cb3gcSA48i4>.

Meanwhile, the PDC's Leadership Development Subcommittee has started planning for its 8<sup>th</sup> Annual CIGIE Leadership Forum, scheduled for Wednesday, November 17, 2021. This year's theme is **The Digital Frontier: Engaging People, Navigating Change, and Leveraging Data**. The forum will feature leadership talks and be presented as a fully virtual event, building off last year's design and successes. Lessons learned will be shared from working in a virtual environment for the past 15 months and how to sustain our gains as the IG community returns to a hybrid digital workplace. A save-the-date message was recently distributed to CIGIE Liaisons announcing a call for Leadership Talk proposals. Interested presenters should submit their proposals no later than Monday, August 12, 2021 to <https://www.ignet.gov/content/2021-leadership-talks-proposal-form>.

The Leadership Forum Planning Team is looking forward to providing another platform for IG Community members, at all levels and from all backgrounds, to share their insights and ideas.

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## LIFT NETWORK

The CIGIE Leading Inspiring and Fostering Talent (LIFT) Network, is a newly formed organization (the product of a young professionals working group sponsored by CIGIE's Leadership Development Subcommittee in 2020), which is geared towards oversight professionals of all levels and functions who are interested in topics aimed at developing, connecting with, and engaging early-to-mid career-level professionals in Federal oversight. LIFT is entirely led by early-to-mid career-level oversight professionals, focused on career development and networking opportunities. Over the past year, LIFT has been setting up its leadership structure and providing opportunities for the oversight community to learn and connect.

### ***Inaugural Executive Officers***

CIGIE LIFT is led by three executive officers: a chair, vice chair and secretary. The executive officers will soon put in place the remaining leaders who will serve on the inaugural CIGIE LIFT Board for 2021-2022. Please join us in congratulating the following individuals:

- CIGIE LIFT Chair – Mona Mann, National Aeronautics and Space Administration OIG
- CIGIE LIFT Vice-Chair – Tiara Grotte, Pension Benefit Guaranty Corporation OIG
- CIGIE LIFT Secretary – Natali Dethomas, Pension Benefit Guaranty Corporation OIG

### ***LIFT Events***

LIFT has organized three events over the past year that have all been well attended and well received. Attendees have especially appreciated the authenticity and insight of the leaders that have participated in informal panel discussions on leadership with deputy inspectors general, maintaining resilience, and creating psychological safety. See information on past events below and on the LIFT website here: [www.ignet.gov/LIFT](http://www.ignet.gov/LIFT).

#### Upcoming Events

- In September, LIFT will be hosting an event on different Leadership styles and considerations for when and how to select the one that fits you or the situation.
- In October, LIFT will be hosting a panel discussion titled "PRAC from Scratch," with leaders from the Pandemic Responsibility and Accountability Committee (PRAC). The panel discussion will revolve around the experiences of these leaders in setting up the PRAC.

#### Past Events

- *Inspiring Fearless Communication*. On June 30, 2021, CIGIE LIFT hosted "Inspiring Fearless Communication," a panel discussion on the importance of psychological safety and how to support it within our organizations. The panelists were Stanley Hammonds, Director of Curriculum Design and Instructor Development from the Department of Transportation OIG; Francine Hines, Assistant Inspector General for Management Services at the Department of Education OIG; Brian Sano, Director of Organizational Health at the Department of State OIG; and Amanda Seese Whelan, Assistant Inspector General for Strategic Communications and Programs at the Department of Transportation, OIG. The panelists addressed sensitive questions about how to deal with bullying, cliques, bias, and other uncomfortable and unfair toxic conditions in the workplace, with authenticity and practical advice. Did you miss the event? Don't worry; we have you covered. LIFT will be providing a recording of

this event soon. To ensure that you receive the notice, join the listserv on the LIFT website [ignet.gov/LIFT](https://www.ignet.gov/LIFT). In the meantime, check out some of the resources the panel recommended for further reading:

- The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth by Amy Edmonson. <https://fearlessorganization.com/>
- The Four Stages of Psychological Safety by Timothy R. Clark. <https://www.youtube.com/watch?v=Enrosv7iLTE>
- Begin with Trust by Francis X. Frei and Anne Morriss. <https://hbr.org/2020/05/begin-with-trust>
- Dare to Lead and other books and Ted Talks by Brene Brown: <https://brenebrown.com/>
- ***CIGIE LDS-LIFT Virtual Flash Mentoring Event.*** On February 24, 2021, LIFT partnered with the CIGIE Leadership Development Subcommittee on a successful 3-hour flash mentoring and professional development event. This virtual event brought together senior leaders and emerging leaders from across the CIGIE community for a series of expert speaker panels and one-on-one flash mentoring sessions. Panel sessions featured important topics, including ***Making it Easier to Say the Tough Stuff; Deciding When to Move on for Growth; Leading Large, Multidisciplinary Teams in the OIG Law Enforcement Community; Authentic Leadership~ Leading by Example; The Importance of Mentors and Networks in Maturing Leadership; Try New Things, You May Like Them. . .or Not; The Value of Communication and Diverse Experience; Top 3 Tips for Successful Conflict Resolution; and Being a New Supervisor and a New Employee at the Same Time.***
- ***Maintaining Your Resilience.*** On February 3, 2021, LIFT hosted an engaging discussion on Maintaining Your Resilience with the Honorable Rae Oliver Davis and the Honorable Mark Lee Greenblatt, Inspector General for the Department of Interior. During the panel discussion, the inspectors general shared personal and relatable advice (with over 300 attendees) on maintaining resilience during difficult and unpredictable times.
- ***LIFT Off.*** On September 17, 2020, CIGIE LIFT held its very first event, LIFT Off, featuring a virtual panel of deputy inspectors general including Fara Damelin, Corporation for National and Community Service Deputy Inspector General; George Scott; National Aeronautics and Space Administration Deputy Inspector General, and Tom Ullom, USAID Deputy Inspector General. During the panel discussion, these deputy inspectors general shared personal experiences and insights on career development and advancement that resonated with the nearly 300 attendees.

## ***Get Involved!***

***LIFT Liaisons.*** LIFT has a committee of liaisons who keep their organizations apprised on LIFT events and opportunities. LIFT would like to have at least one liaison from each office of inspector general by the end of this year. Be in touch if your organization does not have a liaison and if you would like to step into the role! Send your information and interest in being a liaison by using the contact form on our website here: <https://www.ignet.gov/lift>.

***LIFT Listserv.*** Are you interested in joining the CIGIE LIFT listserv to find out about future events? Join the LIFT website at <https://www.ignet.gov/lift>. You can also use this form to submit ideas on events, ask questions, and to share your suggestions.

***LIFT Leadership.*** LIFT is in the process of creating an equitable and accessible process for joining LIFT committees. Keep an eye out on the website for information on joining LIFT leadership soon!

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## COACHING

### ***Expansion of the CIGIE Coaching Program***

The CIGIE PDC Coaching Subcommittee is a group of OIG professionals who offer coaching services to employees in the IG community. The Coaching Subcommittee was created to help current and emerging leaders in the IG community develop and strengthen their technical and professional skillsets through the coaching process. The Coaching Subcommittee seeks to champion coaching initiatives across the OIG community in order to enable, support, and promote a well-trained and highly skilled workforce. Its mission is to help the members of the OIG workforce maximize their potential and be their best selves, which supports the efficiency and effectiveness of our respective missions.

#### **Did you Know?**

**From the results of a recent survey of OIG community members who had a coach in 2021, or who indicated interest in being paired with a coach, 86 percent would recommend CIGIE Coaching to a colleague, and 98 percent described the impact of the coaching they received as positive or significantly positive.**

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The program partners an OIG coach with an OIG employee, commonly called a client, to inspire the person to maximize their personal and professional potential. Coaching is an intentional and confidential exploration of a person's potential using curiosity, inquiry, active listening, and candor to support the client's self-directed learning, increase self-awareness, and enhance the participant's capacity to thrive, especially in challenging or uncertain environments. During coaching sessions, there will be action planning and discussions focused on the client's goals. The coaching approach is based on the application of positive psychology, well-being, resilience, and strength-based leadership.

### ***New Coaching Web Page Has Launched!***

The Coaching Subcommittee has launched a new CIGIE Coaching web page on IGNet at the following link: <https://www.ignet.gov/coaching>. The web page will allow users to learn about coaching, explore how the coach/client partnership works, understand how coaching differs from mentoring and other disciplines, and reach out to subcommittee members.

### ***Calling All OIG Coaches***

If you are qualified to provide coaching and would like to join the CIGIE Coaching Subcommittee to coach OIG community members, please reach out to Toayoa Aldridge, Deputy Assistant Inspector General for Audit, US Agency for International Development OIG at [taldridge@usaid.gov](mailto:taldridge@usaid.gov).

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## CIGIE MENTORING PROGRAM—IN DEVELOPMENT!

The objective of the Mentoring Working Group, which was established in 2020, is to create a CIGIE Mentoring Program that is available to everyone in the IG community. The group has been closely working with the CIGIE Leadership and Mission Support Academy to develop a three-phase plan that will start with a small pilot program, anticipated to run for 6 to 9 months in FY22. The information gained from the pilot will be used to design a partial rollout of the program in phase 2 and ultimately the full program in phase 3.

The Mentoring Working Group has implemented other initiatives while working on the development of its OIG-wide program, including a widely attended virtual flash mentoring event that was a joint effort between the Mentoring Working Group and the CIGIE LIFT. In addition, a formal mentoring component was added to this year's CIGIE Fellows Program by assigning an executive-level mentor to each fellow.

If you are interested in joining the CIGIE Mentoring Working Group to expand mentoring opportunities for IG professionals, you can contact the group at [mentoring@cigie.gov](mailto:mentoring@cigie.gov).

### Our Next PDC Committee Newsletter

Our next newsletter will be issued in October 2021. 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](mailto:KAdler@hudoig.gov)) or Debby Scott ([dscott@usaid.gov](mailto:dscott@usaid.gov)).