

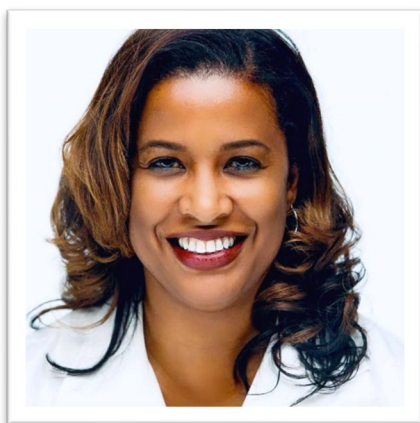
CIGIE Professional Development Committee Newsletter

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



PROFESSIONAL DEVELOPMENT COMMITTEE (PDC) UPDATES

The PDC Welcomes a Special Assistant



PDC Chair Inspector General Oliver Davis is pleased to announce that Senior Counsel **Carla Smith** has been selected to serve on the 6-month special assistant detail with the PDC. Carla comes to us from the Federal Election Commission Office of Inspector General (OIG). She brings with her experience as an OIG attorney, investigator, compliance auditor, organizer, and trainer working

with a diverse workforce. During this detail, Carla will help to advance and support important PDC initiatives and programs. In addition to her technical expertise, Carla is particularly skilled in training, analysis, and leadership. She created and facilitated a series of fraud and compliance training sessions for the inspector general (IG) community and has a genuine passion for professional and leadership development. Carla will begin her detail on October 4 and will be involved in many initiatives that you will hear about in the upcoming months, such as helping to further develop and implement our formal mentoring program and assisting with the next Fellows Program.

Let's all give Carla Smith a warm welcome as she embarks on this new role in the CIGIE community!

Important Announcements

Senior Counsel Carla Smith will serve on a 6-month detail to PDC. Welcome to Carla!

Seeking a chair for the new Leadership Innovation Committee. (page 2)

8th Annual CIGIE Leadership Forum is coming November 17. (page 2)

In the Community

Fifth CIGIE Fellows Program Group Planned for 2022 (page 3)

LIFT "PRAC from Scratch" Panel Discussion on November 2, 2021, at 2:30 p.m. (page 3)

Become a professional coach! (page 5)

Updates on the CIGIE Mentoring Program (page 6)

The fall schedule is now available for the CIGIE Training Institute (page 7)

LEADERSHIP INNOVATION SUBCOMMITTEE

Seeking a Chairperson for the Leadership Innovation Subcommittee

The recently renamed Leadership Innovation Subcommittee (LIS) is seeking a new chairperson to serve for a 2-year term beginning in January 2022.

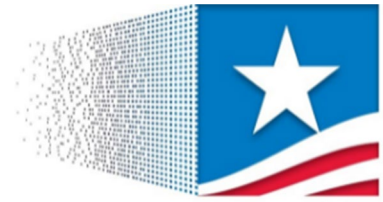
The former Leadership Development Subcommittee (LDS) served as an incubator for over a decade for innovative ideas and programs to promote greater leadership across our community of oversight professionals.

For example, LDS launched the Annual Leadership Forum, which is now in its 8th year (see insert right), to bring together leaders at all levels from across the OIG community to share knowledge, best practices, and lessons learned. It also developed the CIGIE Fellows Program, soon to be launching its fifth group in 2022, which is recognized as the premier opportunity to cultivate future leaders across the community. LDS has sponsored many other successful activities that have grown to stand on their own, including the Leading Inspiring and Fostering Talent (LIFT) Network and the CIGIE Coaching Subcommittee.

In keeping with the spirit of innovation, LIS will support the PDC by facilitating community-wide forums and events to foster continual innovation and knowledge sharing for leadership and professional development. LIS will also help the CIGIE Training Institute review and revise programs for continual improvement. LIS will continue to facilitate the Annual Leadership Forum, and—in partnership with PDC Subcommittees and CIGIE groups—to foster innovative approaches for developing leaders and professionals throughout the OIG community.

We are looking for a chairperson who will bring new ideas and creativity to the group while being able to build coalitions, lead change, and promote innovative success strategies. Applicants should have demonstrated in the community an aptitude for moving the needle, challenging the status quo, and bringing people together to advance the CIGIE mission, which aims to establish a professional, well-trained, and highly skilled workforce in the IG community.

Applicants should be at the GS-14 level (or equivalent) or above and have experience in leading diverse teams. Applicants can come from any geographical location but need to be able to commit a minimum of 20 hours a month to the PDC subcommittee, which includes attending PDC meetings; organizing and leading LIS meetings; supporting the Annual Forum; and coordinating with the PDC, PDC subcommittees, and the CIGIE Training Institute to improve innovative workforce development approaches.



Note: Registration for the 8th Annual CIGIE Leadership Forum is coming soon! Scheduled for Wednesday, November 17, 2021, this year's theme is **The Digital Frontier: Engaging People, Navigating Change, and Leveraging Data**. More details are provided here:

<https://www.ignet.gov/content/2021-leadership-forum>.

All applications will be reviewed by the PDC Chair and Vice Chair, who will make the final selection. Applicants may be interviewed by video.

Please send your resume, along with a cover letter, to David Gross, CIGIE Leadership and Mission Support Academy Director (david.gross@cigie.gov) by **COB Friday, October 22, 2021**.

CIGIE FELLOWS PROGRAM

Fifth CIGIE Fellows Program Group Planned for 2022

This month, the CIGIE Fellows Program management team will begin planning the program that begins in June 2022. The management team is comprised of 10 OIG community members, many of whom are former fellows themselves.

The Fellows Program was established in 2016 as an initiative of the Professional Development Committee and its Leadership Development Subcommittee, in conjunction with the Leadership and Mission Support Academy of the CIGIE Training Institute. Participants are high-performing IG professionals with leadership potential who are nominated by their respective offices. Once accepted into the program, the participants take part in an immersive 1-year program, based on Senior Executive Service core qualifications, which is designed to expand leadership competencies, broaden organizational experiences, share best practices, and foster professional networks.

Information on how to nominate a potential fellow or submit an offer to host a fellow for a rotational assignment will be released early in the 2022 calendar year. More information on the Fellows Program and our recent graduates can be found at: <https://www.ignet.gov/content/fellowship-program>.

LIFT NETWORK

Recent and Upcoming LIFT Events

Last month, the LIFT Network held a “Perspectives in Leadership” event, which detailed different leadership styles and considerations of when and how to select the one that fits a particular leader or situation.

On November 2, 2021, LIFT will be sponsoring a new event on November 2, 2021, entitled “PRAC From Scratch,” a panel discussion with leaders from the Pandemic Responsibility Accountability Committee (PRAC) (see below). The panel discussion will revolve around the experiences of these leaders in establishing the PRAC. Interested participants can register at this link: [CIGIE LIFT Presents: PRAC from Scratch | Council of the Inspectors General on Integrity and Efficiency; IGnet](#)

Join LIFT for a dynamic discussion with a panel of distinguished leaders from the Pandemic Response Accountability Committee (PRAC), on their experiences in leading and developing new initiatives. The panel discussion will provide valuable insights on leadership, and will touch on team building in entirely virtual environments.

PANELISTS:



MICHAEL HOROWITZ
DOJ OIG
Inspector General
PRAC
Committee Chair



PAUL K MARTIN
NASA OIG
Inspector General
PRAC
Committee Vice Chair



ROBERT A WESTBROOKS
PRAC
Executive Director



REHANA MOHAMMED
PRAC
Associate Director for Transparency

Get Involved in LIFT

Calling All LIFT Liaisons! LIFT has a committee of liaisons who keep their organization informed about LIFT events and opportunities. It is our goal to have at least one liaison from each OIG by the end of this year. 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! Just use the contact form on our website at <https://www.ignet.gov/lift> to message us with your information and interest in being a liaison.

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

Establishing a LIFT Leadership Structure. We are in the process of creating an equitable and accessible process for joining LIFT committees. Keep an eye out on our website for information on joining LIFT leadership.

COACHING

Coaching Committee Call Results

The PDC Coaching Subcommittee recently completed the matching process for the FY 2022 call for coaching participants. We received 180 responses to the call, an increase from 154 in FY 2021. Responses came from 32 OIGs, or about 43 percent of the community.

We were able to match 40 out of the 180 participants with our 15 CIGIE coaches and are currently working with our Federal coaching partners to match the remaining participants.

As oversight professionals, we are always interested cost efficiencies.

The average cost of a private sector contracted coaching engagement with a similar number of coaching hours is about \$3,000. We've been steadily working to match all interested participants and—if we reach our goal of a coach for each of our 334 interested participants over 2 years—we would see almost \$1 million in cost savings. Aside from realizing these savings and providing valuable coaching services, we enable participants to connect with colleagues across the Federal government, while boosting their confidence, realizing their potential, and helping them achieve their goals. A win-win scenario all around!

Do You Want to Be a Coach?

Do you want to help transform someone's life or career? To support them in being the best they can be? To encourage them to grow and reach their dreams and professional goals? Are you looking to strengthen your leadership skills by helping people and organizations learn and develop? If these questions pique your curiosity, then you might be interested in becoming a professional coach!

Coaching involves an ongoing, confidential partnership between a client and a coach to identify, prioritize, and achieve the client's desired goals. The purpose of a coaching partnership is to help coaching clients maximize their potential and enhance their professional effectiveness.

For these empowering relationships to exist, coaches go through extensive training and continuing education through accredited International Coaching Federation (ICF) training programs that are meant to develop efficient and effective coaches and ensure quality training across the coaching profession. ICF-accredited trainings go through a rigorous review process to demonstrate how their curriculum aligns with the ICF definitions of coaching, core competencies, and code of ethics.

These certified programs deliver 30 to 100 hours (depending on the depth and type of program) of coach-specific training programs, which typically span approximately 6 to 8 months and involve several hours of live

Breakdown of Responses

50% nonsupervisory employees

23% managers or supervisors

20% team leads

3% executives

sessions, coursework, and coaching experience every couple of weeks. Private sector trainings usually cost between \$10,000-\$15,000.

Searching for a coach training program is a highly individualized process that depends greatly on the individual's personal and professional preferences and goals. Although there is not a standardized coach training program, ICF does provide a database of ICF-certified coach training programs [here](#) on its website. In addition, several Federal agencies offer coach training as part of their learning and development curriculum; however, these classes are highly selective and are available on a limited basis. Some examples include the Office of Personnel Management's Federal Internal Coach Training Program, the Treasury Executive Institute (available to its partner agencies), the Department of Interior Internal Coach Training Program (available to Department employees, including at OIG), and the Defense Intelligence Agency.

Although CIGIE, the CIGIE Coaching Subcommittee, and the ICF do not endorse or recommend any specific training, some examples in the private sector include:

- [Co-Active Training Institute](#)
- [Georgetown University: Leadership Coaching Program](#)
- [George Mason University: Leadership Coaching for Organizational Well-Being](#)
- [American University: Executive Coaching Program](#)
- [Hudson Institute of Coaching](#)

If you are interested in training to become a coach, please contact your OIG's training officer. If you have any general questions about coach training—or if you are qualified to provide coaching to OIG community members and would like to join the CIGIE Coaching Subcommittee—please contact Brian Sano, Director of Organizational Health, Department of State OIG at Brian.J.Sano@stateoig.gov.

CIGIE MENTORING PROGRAM

The Mentoring Working Group was established in 2020 to create a CIGIE Mentoring Program that is accessible to all OIGs. The group has been working to develop a three-phase plan that will start with a small pilot program, which we anticipate will run for 6 months in FY 2022. The information gained from this pilot will be used to design a partial rollout for the program in phase 2, and we ultimately expect to offer the full program to anyone interested in phase 3.

Another related mentoring initiative that has been offered includes the widely attended virtual flash mentoring event, a joint effort between the Mentoring working group and the CIGIE LIFT Network. A subsequent flash mentoring event is being planned for 2022, so keep an eye out for more information from the LIFT Network and CIGIE Mentoring working group.

If you are interested in working in helping us to expand mentoring opportunities for IG professionals by working with the CIGIE Mentoring working group, please contact us at: mentoring@cigie.gov.

CIGIE TRAINING INSTITUTE ACCEPTING REGISTRATION FOR FY 2022 CLASSES!

The CIGIE Training Institute is pleased to announce that registration for our FY 2022 classes is open! All of the programs offered by the Audit, Inspection, & Evaluation (AI&E) Academy and the Leadership & Mission Support (L&MS) Academy will be virtual until further notice. The Inspector General Criminal Investigator Academy (IGCIA) is planning both in-person and virtual programs. See the FY 2022 schedules below for details:

- AI&E Academy (<https://www.ignet.gov/sites/default/files/files/AI%26EFY22Schedule.pdf>)
- IGCIA (<https://www.ignet.gov/sites/default/files/files/IGCIAFY22TrainingSchedule.pdf>)
- L&MS Academy (<https://www.ignet.gov/sites/default/files/files/LMSAcademyFY22TrainingSchedule-update.pdf>)

Note that registration and payment for our Leadership Programs at American University (AU) are done directly through American University. There is a registration button on the Leadership Program webpages under the L&MS Academy that will direct you to the AU registration page. Please adhere to your OIG's training authorization procedures and coordinate with your training officer to register for our CIGIE training programs. You can sign up to receive training information of interest by clicking the links below:

- [Audit Training/Events](#)
- [Inspections & Evaluations Training/Events](#)
- [Criminal Investigations Training/Events](#)
- [Leadership & Mission Support Training/Events](#)

For more information about registration and the latest operating status, please visit the CIGIE Training Institute webpage at: <https://www.ignet.gov/content/cigie-training-institute>.

NEXT PDC COMMITTEE NEWSLETTER

Our next newsletter will be issued in January 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) or Debby Scott (dscott@usaid.gov).