

CIGIE Professional Development Committee Newsletter

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



PROFESSIONAL DEVELOPMENT COMMITTEE (PDC) UPDATES

Calendar of PDC Events Coming Soon!

The PDC team is developing a calendar for all upcoming subcommittee opportunities, to include coaching and mentoring activities; openings for fellowships, details, and rotations; and information on a variety of educational and special events sponsored by the PDC Committee and subcommittees. The calendar will be used to increase CIGIE community members' awareness of the wide range of opportunities the PDC has to offer. This calendar will be published on the PDC website soon.

PDC Virtual Kick-Off

The PDC will conduct a 1-hour virtual kick-off event, open to the entire CIGIE community, on February 3, 2022, at 1 p.m. EST. The PDC will reintroduce itself to the community with an overview of the programming and functions of each of its subcommittees below:

- Coaching
- Fellowships, Details and Rotations
- Leadership Innovation Subcommittee (LIS)
- Leading, Inspiring, and Fostering Talent (LIFT Network)
- Mentoring

In addition, the kickoff will provide information on upcoming PDC events, volunteer opportunities, and the new Lead and Learn series.

Lead and Learn Series

On February 17, 2022, the PDC will present its first Lead and Learn event, featuring Rob McKinnon, who is the cofounder of the McKinnon Leadership Group. This group is made up of professional coaches who follow a common approach in their work with senior leaders and

Upcoming Events

PDC Virtual Kick Off is happening on February 3, 2022 (page 1)

PDC presents its first **Lead and Learn** event on February 17, 2022, **How Coaching Can Impact your Growth as a Leader** (page 1)

The next **Flash Mentoring** event will be on February 24, 2022 (page 3)

In the Community

Fifth Fellows Program to start soon (page 2)

Introducing the new Leadership Innovation Subcommittee chair, Chad Bungard (page 3)

Annual Leadership Forum link available online (page 3)

In November, LIFT moderated **PRAC From Scratch** with an audience of nearly 300 in attendance. (page 3)

Highlights of the CIGIE Coaching's first orientation session in November (page 4)

Introducing the new Mentoring Program chair, Lindsay Gold (page 5)

leadership teams. Mr. McKinnon is also the author of *Lead Like You Were Meant To: Make the Switch from Autopilot to Intentional*.

Although this Lead and Learn event will focus on senior leaders and managers, we encourage any community members who feel they will benefit from the discussion to attend the event. The theme of this free event is *How Coaching Can Impact your Growth as a Leader*.

Stay tuned for upcoming announcements about this series.

CIGIE FELLOWS PROGRAM

2022 CIGIE Fellows Program

The 2022 CIGIE Fellows Program (CFP) held its kickoff meeting on January 19, 2022. Representatives from more than 30 Offices of Inspector General (OIG) participated in the virtual meeting to discuss the details of the CFP program.

CFP is a collaborative initiative between the PDC and its Leadership Innovation Subcommittee, in conjunction with the CIGIE Training Institute's Leadership and Mission Support Academy. For each CFP cohort, OIGs nominate high-performing OIG professionals with leadership potential.

CFP plans to announce the call for nominations and hosting opportunities for rotational assignments in early February, and participating OIGs will have 60 days to respond to the call. The fifth CFP cohort will run from June 2022 through June 2023.

Once accepted into the program, the fellows participate in an immersive 1-year program that is grounded in the Senior Executive Service Executive Core Qualifications and is designed to expand leadership competencies, broaden organizational experiences, share best practices, and foster professional networks. A key component of the program is having each fellow complete a rotational assignment at another OIG, which can range from 4 to 12 months.

More information about the Fellows Program and recent CFP graduates can be found at the following link:

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

LEADERSHIP INNOVATION SUBCOMMITTEE

Introducing the Leadership Innovation Subcommittee Chair



The Leadership Innovation Subcommittee (LIS) is pleased to announce the subcommittee's first chair is Chad Bungard, Chief Strategy Officer, Social Security Administration OIG. Welcome, Chad!

The LIS evolved from the former Leadership Development Subcommittee, most recently chaired by Ruth Strande, Chief of Staff for the U.S. Agency for International Development's OIG. Its flagship program, the Annual CIGIE Leadership Forum, is highlighted on page 3. The LIS serves as the primary facilitator and lead for community wide forums and events that foster continual innovation and knowledge sharing in leadership development. Specifically, the LIS coordinates the Annual CIGIE Leadership Forum in partnership with both the CIGIE Training Institute and a project management team of volunteers from the community. To ensure continual innovations in leadership development, the LIS also conducts reviews of CIGIE leadership programs, in conjunction with the Leadership and Mission Support Academy and other subcommittees. The LIS partners with the other CIGIE subcommittees and the CIGIE Training Institute to provide innovative leadership development opportunities and collaborations.

Eighth Annual CIGIE Leadership Forum

On November 17, 2021, more than 2,600 members of the OIG community gathered live online to participate in the Eight Annual CIGIE Leadership Forum, *The Digital Frontier: Engaging People, Navigating Change, and Leveraging Data*.

The Leadership Forum is CIGIE's most widely attended professional development event. This year participants from 72 of the 75 OIGs attended the forum. For the first time, the Leadership Forum, and the videos on CIGIE's YouTube page were fully live captioned, making this event the most accessible forum to date. Videos from the forum have almost 5,000 views on [CIGIE's YouTube page](#).

LIS will begin planning the Ninth Annual Forum this spring. If you are interested in joining the planning committee, contact Dave Gross at david.gross@cigie.gov, Elise Stein at elise.stein@oig.hhs.gov, or Jacqui Phillips at johillips@hudoig.gov.

LIFT NETWORK

Connecting UpLIFTING Professionals (CUPS) Event: Connecting in Hybrid Spaces

This month, LIFT kicked off its Connecting UpLIFTing Professionals (CUP) event series on January 25 and 26, 2022. The CUP events focus on early-to-mid career-level oversight professionals and feature peer group speakers and panelists. The events are designed to be informal and focused on networking and facilitating discussions among early-to-mid career-level OIG personnel.



The first event, *Connecting in Hybrid Spaces*, featured Pamela Van Dort, Director of Grant Oversight Strategy (Housing and Urban Development OIG), who led a discussion to help members prepare for success in a hybrid virtual and in-person work environment.

2022 Virtual Flash Mentoring Event

The LIFT Network is collaborating with the Mentoring Subcommittee once again to host the second virtual flash mentoring event on February 23, 2022, at 1 p.m. EST. The 2022 Virtual Flash Mentoring Event is a half-day program featuring one-on-one mentoring sessions in breakout rooms (limited to 50 attendees) and professional development panels in the main room (limited to 100 attendees). Senior Executive leaders from the OIG community will share their professional development tips and strategies, personal stories, and insights with participants. The event will be a unique opportunity for early-to-mid career-level oversight professionals to engage with top leaders and grow their networks in the oversight community.

PRAC from Scratch

In November, LIFT moderated a dynamic discussion with a panel of distinguished leaders from the Pandemic Response and Accountability Committee (PRAC), entitled *PRAC from Scratch*. During the event, panelists provided valuable insights on leadership, the PRAC's set up, how to persevere through times of change, and virtual teambuilding. The event was well received with nearly 300 attendees. Attendees noted their appreciation for the personal insights and stories shared by the panelists, the unique event format, and the quality and organization of the event. A recording of the event is available on the CIGIE YouTube Channel: <https://www.youtube.com/watch?v=qgQnKRXDsW4>

Get Involved in LIFT

Calling All LIFT Liaisons! LIFT has a committee of liaisons who keep their respective organizations informed about LIFT events and opportunities. 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! Please 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.

COACHING



CIGIE Fall Coaching Orientation Highlights

On November 19, 2021, CIGIE Coaching held its first virtual live orientation session for the OIG community. The event was hosted by CIGIE Coach Brian Sano of the U.S. Department of State OIG, in partnership with the CIGIE Coaching Subcommittee coaches. The live orientation session featured special guest speaker Kristi M. Waschull, Inspector General of the Defense Intelligence Agency, who is both a coach and the original executive sponsor of the subcommittee. The orientation included the following:

- An overview of what coaching is and how it differs from mentoring and counseling
- A discussion of the CIGIE Coaching Program elements, process, and coach/client expectations
- Coaches' tools, including a growth mindset, curiosity, inquiry, powerful questions, active listening, and metaphors
- An introduction to the CIGIE coaches
- Information on how to become a coach, including training and certification programs

The full presentation will be made available on the CIGIE Coaching webpage, under “Events Information.”

CIGIE MENTORING PROGRAM



CIGIE Mentoring Program

The mentoring group has been making great strides under the leadership of Lindsay Gold, Director of Vet Center Inspections for the Office of Healthcare Inspection in the Veterans Affairs OIG, who became the new chair of the CIGIE Mentoring Group in the fall of 2021. The Mentoring Working Group has been working with the National Aeronautics and Space Administration's OIG to incorporate their automated mentoring program management system into the CIGIE Mentoring Program Pilot. The pilot will include a small group of mentees from several OIGs—approximately 25 to 30—and will run for 6 months starting in spring 2022. Results and lessons learned from this pilot program will help facilitate the development of a full-scale rollout of the program, which is expected to begin in 2023.

If you are interested in working with the CIGIE Mentoring Working Group to expand mentoring opportunities for OIG professionals, you can contact us at: mentoring@cigie.gov.

NEXT PDC COMMITTEE NEWSLETTER

Our next newsletter will be issued in April 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), Debby Scott (dscott@usaid.gov), or Luda Cardoso (lcardoso@usaid.gov).