



MEET THE CIGIE COACHES FOR FY 2023

The CIGIE Professional Development Committee (PDC) is pleased to announce this year's cadre of 18 available coaches within the Inspector General community! The CIGIE Coaches are listed below in alphabetical order by last name. At maximum capacity, the coaches collectively can take up to **51 coaching participants (clients) in FY 2023.**

- Toayoa Aldridge** is the Assistant Inspector General for Audit at the US Agency for International Development (USAID) OIG. Toayoa has over 20 years of experience in the accountability community, of which she has spent the last 10 years leading, coaching, and mentoring staff and managers in conducting performance audits across a broad range of issues. She has served in senior audit leadership roles at the Department of Transportation, District of Columbia, and Smithsonian Institution OIGs. She has also been a beneficiary of coaching for several years and has integrated many of the concepts she has learned into her leadership style. She brings a wealth of experience in navigating challenges in leadership, managing expectations, and career guidance. Toayoa completed the Federal Internal Coach Training Program (FICTP) as part of Cohort 6 in July 2021.

➤ **MAXIMUM NUMBER OF CLIENTS THIS CYCLE: 2**
- Robert Baggett** is the Special Agent-in-Charge of the Department of Agriculture OIG (USDA-OIG) Investigations Liaison and Special Operations Division. Prior to joining USDA-OIG in 2016, Robert served in the State Department's Foreign Service where he was assigned to China, Vietnam, and Iraq managing various investigative and security-related programs. During his 21 years of public service, Robert has developed various professional development program initiatives, authored publications, and presented at national conferences where he has discussed a wide array of talent management topics, to include leveraging DEI&A to advance organizational performance. For the past 10 years, Robert has taught undergraduate and graduate-level courses in Law, Criminal Justice, Public Administration and General Education. He received his coaching foundations training from the University of Government Coaching in 2021. Robert's coaching methodology seeks to empower clients to unlock and realize their full potential through the application of critical and strategic thinking in furtherance of problem solving and conflict resolution.

➤ **MAXIMUM NUMBER OF CLIENTS THIS CYCLE: 3**
- Rob DeConti** is an Assistant Inspector General for Legal Affairs in the Office of Counsel to the Inspector General, Department of Health and Human Services (HHS). Rob provides executive leadership of all legal services in support of HHS OIG and has 23 years of experience at the agency. For the past 10 years, Rob has served as a senior executive leading, mentoring, and coaching other leaders. Rob is a graduate of George Mason University's Leadership Coaching for Organizational Well-Being program (Cohort 5) and GMU's course on Leveraging the Power of Polarity Thinking. Having experienced the benefits of coaching in his own journey as a leader, Rob is passionate about the power of coaching to build resilience and well-being for individuals

and the organizations and people they lead. Outside of government, Rob has coached leaders in the education, banking, and information technology sectors, among others.

➤ **MAXIMUM NUMBER OF CLIENTS THIS CYCLE: 3**

4. **Felicia R. Felton** is the Director of Training and Development at the U.S. Department of Justice OIG. She has over 20 years of experience in training, organizational development, conflict management, and leadership. Felicia's coaching experience includes working with senior executives, managers, aspiring leaders, and employees to maximize their potential through individual and group coaching that is customized to go where the client needs to go to evoke transformation. She is recognized by the International Coaching Federation (ICF) as a Professional Certified Coach (PCC) with over 500 hours of coaching. A life-long learner, she also completed the Coaches Training Institute's coaching certification program and Georgetown's Executive Certification in Organizational Consulting & Change Leadership. Additional certifications include being a certified Federal Internal Coach (Cohort 1) and a certified Retirement Coach through Retirement Options.

➤ **MAXIMUM NUMBER OF CLIENTS THIS CYCLE: 1**

5. **Jan Davis Hamm** is a Chief Inspector in the U.S. Department of Justice (DOJ) OIG's Evaluation and Inspections Division, where she oversees evaluations of DOJ programs and federal prison inspections. Jan has 23 years of Federal program evaluation experience, including 19 years in the OIG community. She joined the OIG in 2003 as a program analyst after serving as an auditor and trainer at the U.S. Office of Government Ethics. Jan is passionate about supporting the professional development of the talented OIG community through coaching, mentoring, teaching, collaborating, and fostering a learning environment. As a coach, Jan seeks to empower her clients to maximize their potential and offer them deeper self-awareness and clarity. She coaches on a variety of topics, including work-life balance, leadership, career growth, and communication. Jan earned an Associate Certified Coach (ACC) credential from the International Coaching Federation (ICF) in 2022 and is a 2018 graduate of the Federal Internal Coach Training Program (FICTP).

➤ **MAXIMUM NUMBER OF CLIENTS THIS CYCLE: 2**

6. **Stan Hammonds** is Director of Curriculum Design and Instructor Development at the U.S. Department of Transportation OIG. Stan also served as the agency's Director of Civility, Diversity, and Inclusion from 2018 until early 2021. He has 33 years of experience in leadership and management with the Departments of Defense, Homeland Security, Health and Human Services, and Transportation. Stan received his coaching training in Cohort 3 of the Federal Internal Coach Training Program (FICTP) and graduated from the program in 2017. He has a passion for helping individuals develop and organizations thrive, so he is excited about this opportunity to collaborate with people in coaching relationships across the Federal oversight community.

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7. **Carolyn Hantz** is an Assistant Inspector General for Audit at the Department of Labor (DOL) OIG. Carolyn has 38 years of experience in the accountability community, of which she has spent the last 30 years leading, coaching, and mentoring staff and managers in conducting audits and evaluations across a broad range of issues. She served 33 years at the Department of Defense OIG, including 30 years in management and 12 years as a senior executive. She has benefited

from executive coaching for many years and has integrated her learned lessons into her participatory leadership style. She brings a wealth of experience in guiding colleagues and associates through career and life challenges. Carolyn is a certified Coach through the Federal Internal Coach Training Program (FICTP).

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8. **Jeremy Kirkland** is the Deputy Inspector General for the Defense Intelligence Agency OIG. Jeremy has had many career highlights, including serving as counsel to the inspector general with the U.S. Department of Housing and Urban Development OIG. He has served in the OIG community for over 15 years. He has also served as an assistant attorney general and chief white collar crime prosecutor in American Samoa and a special trial attorney with the Criminal Division, Fraud, Section, of the Department of Justice. Jeremy is a Coach-In-Training in the Federal Internal Coach Training Program (FICTP) Cohort 6. He is excited about the opportunity to work with people and collaborate in achieving goals.

➤ **MAXIMUM NUMBER OF CLIENTS FOR THIS CYCLE: 4**

9. **Ryan Lefort** is a Senior Special Agent at the Department of Transportation OIG (DOT-OIG). Ryan has over 17 years of federal law enforcement experience as a criminal investigator conducting complex financial and related white-collar investigations. He is a licensed CPA with experience in public accounting and auditing. Ryan has completed an International Coaching Federation (ICF) accredited training certification course, and as an ICF member, he is working towards ICF certification. Ryan has a genuine passion for helping highly motivated individuals achieve success and joy in everything that matters to them and is looking forward to serving and investing in the CIGIE community of dedicated public servants.

➤ **MAXIMUM NUMBER OF CLIENTS FOR THIS CYCLE: 4**

10. **Rina Meushaw** is an Information Technology Specialist at the Social Security Administration OIG (SSA OIG). She's worked with SSA OIG's data for over 20 years, providing information and statistics for Congressional reports, OIG management, the media and others. She has worked in SSA OIG's Office of Audit, as well as Office of Investigations, and now works in the Office of Information Technology. Rina is a Certified Professional Coach and recently received her Associate Certified Coaching (ACC) from the International Coaching Federation (ICF). Rina is especially passionate about helping busy individuals create better work/life balance so they can show up as their best selves both professionally and in their personal lives.

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11. **Tom Monheim** is the Inspector General of the Intelligence Community (IC IG). In that capacity, he oversees the multi-disciplinary team of professionals who promote economy, efficiency, and effectiveness in the programs and activities within the responsibility of the Director of National Intelligence. He has served in numerous other senior positions within the Intelligence Community, Department of Defense, Department of Justice, and at the White House. He also served as a judge advocate in the United States Air Force (active duty and reserve). Tom has benefited from executive coaching in the past and became a coach in order to better help others, especially those in leadership positions. He received his coach training from Coach U and is currently working towards his Associate Certified Coach (ACC) credential from the International Coaching Federation (ICF).

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12. **Mario Phillips** is assigned to the Department of Defense OIG. He is also a reserve U.S. Air Force Lieutenant Colonel serving as a Detachment Commander. He has 20 years of experience in leadership and management with the Departments of Defense and Homeland Security. He received his coaching training from the University of California – Davis, International Coaching Federation (ICF) Training Program, and holds an ICF Associate Certified Coach (ACC) credential. Mario has a passion for helping others find personal and professional success.
- **MAXIMUM NUMBER OF CLIENTS FOR THIS CYCLE: 2**
13. **René L. Roque** is the Assistant Inspector General in the U.S. Department of Justice (DOJ) OIG’s Evaluation and Inspections Division. She is a member of the Senior Executive Service and has 20 years of federal government experience, primarily as an attorney specializing in issues relating to fraud, waste, abuse, and mismanagement. She began her federal career as a Trial Attorney in the DOJ’s Civil Fraud Section, where she litigated matters relating to healthcare and procurement fraud. She then joined the IG community and served in progressively more responsible senior leadership positions at the Department of Homeland Security, Central Intelligence Agency, and DOJ OIGs. Prior to joining the federal government, she was a corporate lawyer and specialized in the False Claims Act and white-collar crime. René is a Certified Life Coach, having graduated from the Coach Training Alliance’s International Coaching Federation (ICF)-approved program. Her goal when coaching is to push clients toward greater self-awareness and shifts in mindset, which can lead to personal and professional breakthroughs.
- **MAXIMUM NUMBER OF CLIENTS FOR THIS CYCLE: 2**
14. **Brian Sano** is the Director of Organizational Health at the Department of State OIG, where he has served since 2018. He acts as an executive coach to the IG, DIG, and other members of the senior staff and a leadership coach to supervisors and other leaders across the organization – his philosophy is that anyone can be a leader, regardless of rank or role. His focus includes taking a 21st century strategic approach to managing and leading through culture, including cognitive and emotional cultures, to foster innovation, engagement, belonging, high performance, and accountability. He designed a mentoring program for OIG and founded and co-leads OIG’s Diversity and Inclusion Council. Brian has been trained in human-centered design from industry leaders. From 2012-2018, he was the Senior Policy Advisor at SIGTARP, where he provided leadership guidance and coaching on audits, investigations, operations, and public and congressional affairs. Before joining the IG Community, Brian served as a white-collar prosecutor in the EDNY and the Securities and Exchange Commission. He also teaches meditation, which he has practiced for 15 years. He graduated from the Treasury Executive Institute’s coaching program in 2017 and obtained a Professional Certified Coach (PCC) credential with the International Coaching Federation (ICF) in 2022.
- **MAXIMUM NUMBER OF CLIENTS FOR THIS CYCLE: 3**
15. **Dee Thompson**, a strategic, creative leader, serves as Counsel to the Department of Labor Inspector General; is a Senior Executive Service (SES) member; and is a Coach in the Treasury Executive Institute/Internal Revenue Service (TEI/IRS), Federal Internal Coach Training Program. During her 30+ years of public service, Dee leveraged her organizational skills and life-experiences to lead visionary change and innovation in federal sector programs. Dee embraces a positive life approach that cultivates the whole person, -- professionally, personally, mentally, physically, & spiritually -- and encourages others to seek, become, and exist at their

personal best. She encourages self-fulfillment in other fluidly, and seeks opportunities to partner in executive, leadership, life, and career coaching.

➤ **MAXIMUM NUMBER OF CLIENTS FOR THIS CYCLE: 5**

16. **Charmaine Thorne** is an Audit Manager with the Department of Labor OIG (DOL-OIG). She has over two decades of experience as a Business/Audit professional. Charmaine has been a part of the OIG community for the last 13 years, and has provided a unique blend of leadership, vision and knowledge. Throughout her career she's led teams domestically and internationally that have assisted senior management in the private and public sectors, by assessing risks, evaluating controls and developing cost effective solutions to management challenges. She is a Certified Internal Auditor and a certified coach through the Federal Internal Coach Training Program (FICTP). Charmaine is passionate about the transformative possibilities of coaching and welcomes the opportunity to serve the larger OIG community through Coaching.

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17. **Monique "Q" Yates** transitioned from the Deputy Inspector General at the National Geospatial-Intelligence Agency (NGA) to become the NGA Senior Associate for Culture and Leadership Excellence. Highly dedicated to professional development, she volunteered to remain an active coach with CIGIE. Monique is an Associate Certified Coach (ACC) with the International Coaching Federation (ICF) and volunteers on the DC Chapter of the ICF Professional Development committee. Over her career she served as a USAF instructor pilot and as the Vice Commandant of the USAF Advanced Instrument School. After USAF retirement she joined NGA and was promoted to a DISES officer. She led a cross-section of organizations at NGA to include the National Geospatial-Intelligence College. She was the NGA Deputy IG from 2019-2022 and continues to focus on community-wide professional development.

➤ **MAXIMUM NUMBER OF CLIENTS FOR THIS CYCLE: 2**

18. **Kimberley Young** is a Deputy Inspector General for Recoveries and Contractor Complaints at Defense Counterintelligence and Security Agency (DCSA) OIG. Kimberley has over 21 years in the Personnel Security Investigation field serving as a Special Agent, New Agent Training Instructor and Counselor, Supervisory Agent in Charge, and Deputy Inspector General. She has over 17 years of experience in leadership and management and three years of experience in the OIG community. Kimberley graduated from the Federal Internal Coach Training Program in 2017 (FICTP) (Cohort 3) and recently received her Professional Certified Coach (PCC) from the International Coaching Federation (ICF). She has an intense passion for helping others with their goals and ambitions in career transition, executive leadership, and retirement planning.

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