Internal Audit Leadership Development Program

STATE AGENCY INTERNAL AUDIT FORUM (SAIAF)
IALDP by the Numbers

8: Number of Cohorts to Date
6 – 8: Approximate Size of Each Cohort
10: Largest Cohort
60: Number of Graduates to Date
32-40: Number of CPE Hours
$0: Cost

5 of 6: Graduates from Inaugural Cohort that went on to become CAEs
IALDP Purpose

Section 1.

The primary purpose of the State Agency Internal Audit Forum (SAIAF) Internal Audit Leadership Development Program (IALDP) is to promote and develop the future leaders of the Texas state government internal auditing community. The IALDP is specifically designed to develop and prepare future Texas state government Chief Audit Executives (CAEs).

Section 2.

The IALDP is committed to fostering our future internal audit leaders through innovative, effective, and economical means. A cornerstone of the IALDP is the commitment made by each participating Chief Audit Executive in contributing their personal knowledge, expertise, and experiences. Through the collaboration and commitment of fellow Chief Audit Executives, the IALDP will provide high caliber leadership training and mentoring.
Why So Special?

- Leadership development, not audit skills training
- Involvement and active participation by CAEs in every class
- Curriculum tailored to each cohort
- Framework – SAIAF program, IALDP Advisory Committee
**Minimum Requirements:** To be considered for the IALDP, the nominee must possess the following criteria:

- Certification as a Certified Internal Auditor (CIA) or Certified Public Accountant (CPA)
- At least five years of internal and/or external audit experience
- Record of exceptional performance
- Responsibility for developing audit programs and leading teams of audit staff
- Responsibility for presenting information to senior or executive management or a board/commissioners
**Functional Requirements:** In addition, nominees should be able to demonstrate the following in their application:

- Willingness and ability to dedicate the time and effort to fully participate in the program
- Understanding of the internal audit profession and the role of internal audit in state government
- Interest in executive-level opportunities
- Service as a positive role model and leader
- Awareness of current trends, topics and issues impacting the internal audit profession
- Ability to develop positive relationships with management that enhance the effectiveness of the internal audit function.
<table>
<thead>
<tr>
<th>Date</th>
<th>Class</th>
<th>Topic</th>
<th>Speakers</th>
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<tbody>
<tr>
<td>January 6</td>
<td>Class 1</td>
<td>True Colors &amp; Team Dynamics</td>
<td>Karin Hill, HHSC</td>
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<td>January 20</td>
<td>Class 2</td>
<td>New CAEs Panel</td>
<td>Sandra Menjivar-Suddeheth, DMV, Cheryl Scott, CPA</td>
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<tr>
<td></td>
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<td>Texas State Budgeting 101</td>
<td>Lissette Nadal, DIR, Zoi Kondis, TDA, Gordon Taylor, DPS</td>
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<td>February 3</td>
<td>Class 3</td>
<td>Strategic Planning, ERM, Fraud, and COSO</td>
<td>Jay LeBlanc, TRS, Jan Engler, TRS, Hugh Ohn, TRS</td>
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<td>February 17</td>
<td>Class 4</td>
<td>Overview and Perspective from the Office of the Governor</td>
<td>Rene Valadez, OOG</td>
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<td>March 3</td>
<td>Class 5</td>
<td>Innovation and the Trusted Advisor</td>
<td>Phil Flora</td>
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Two (2) Writing Assignments
Mock Audit Committee Presentation
Class Project
Presentation of Class Project at SAIAF Meeting
Community Service Project
<table>
<thead>
<tr>
<th>Date</th>
<th>Class</th>
<th>Topic</th>
<th>Presenter(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>March 24</td>
<td>Class 6</td>
<td>Collaboration, Persuasion, and Effective Leadership at TDCJ</td>
<td>Chris Cirrito, TDCJ</td>
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<td>April 7</td>
<td>Class 7</td>
<td>Ethics Service to the Profession</td>
<td>Michael Peppers, UT System</td>
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<td>April 21</td>
<td>Class 8</td>
<td>Mock Audit Committee Presentations</td>
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<td>May 5</td>
<td>Class 9</td>
<td>Path to CAE Politics of Internal Auditing</td>
<td>Catherine Melvin, DPS Chance Watson, DFPS Steve Goodson Karin Hill, HHSC</td>
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<td>May 12</td>
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<td>Presentation of Class Project at SAIAF Meeting</td>
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<tr>
<td>May 19</td>
<td>Class 10</td>
<td><em>So You’re an Introvert. Get Over It!</em></td>
<td>Murray Harvel</td>
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