Remember:

- Update your IIA profile for the most up-to-date news.
- RSVP for the September 12th Chapter meeting.
- Check out the Members Only Bookstore for audit and training materials at www.theiia.org

Inside this issue:

September IIA Event 2
Upcoming Training 3
Professional Development 4
Certification Corner 5
CIA Information 6
Thank You! 7
September IIA Event

Speaker: Jennifer Weske, Ph.D., CPA, CGMA, CFE
Topic: Tennessee Ethics
Date: Tuesday, September 12, 2017
CPEs: 2 hours
Cost: $30 - members
      $40 - non-members
Registration: 11:00am – 11:30am
Lunch: 11:30am – 12:00pm
Speaker: 11:45am - 1:30pm

LOCATION:
DoubleTree by Hilton Memphis East
5069 Sanderlin Avenue
Memphis, TN 38117
R.S.V.P. today
Vegetarian meal options are available

Note our New Location:

About the Speaker:
- Associate Professor of Accounting
- Morrie A. & Lillian Moss Chair in Accounting
- Director, Master of Accountancy Program
- School of Accounting, Finance, Business Law, MIS and Statistics: Christian Brothers University

Jennifer Weske obtained her bachelors degree in business administration (BBA) from Stephen F. Austin University with a major in accounting and a minor in computer science. During college, she worked on the Space Station OSC (Operations Support) contract at NASA. This was both a fun and exciting job! Immediately after college, Jennifer passed her CPA exam.

After graduation, Jennifer started her career in public accounting as an auditor with Arthur Andersen & Co. in the Houston office and was eventually recruited to start a computer audit group. From public accounting, Jennifer was recruited by FedEx to work in a computer audit group in Memphis. Jennifer has experience in project management, training, information systems and finance. She consults with local businesses and develops and delivers training for internal audit departments and gives testimony as an expert witness for accounting and computer control cases in Memphis. Jennifer obtained her MBA in Finance from the University of Memphis and her Ph.D. in Advanced Accounting from Northcentral University with a specialization in forensic accounting. Jennifer is a Certified Public Accountant, a Chartered Global Management Accountant, and a Certified Fraud Examiner. Jennifer also obtained one of the first Certified Information Systems Audit designations in 1990 but does not have an active certification. Jennifer teaches full time at Christian Brothers University as an Associate Professor of Accounting and is the Director of the Master of Accountancy program.
Members-only Webinar
September 19, 2017
Ethics and Compliance Program Effectiveness

Upcoming Conferences
September 11-12, 2017
Environmental, Health & Safety Exchange
St. Louis, MO

September 18-19, 2017
Financial Services Exchange
Washington, DC

September 18-20, 2017
Southern Regional Conference
Austin, TX

September 20, 2017
Women in Internal Audit Leadership
Washington, DC

October 30—November 1, 2017
All Star Conference
Las Vegas, NV

March 12-14, 2018
General Audit Management Conference
Las Vegas, NV
5 Professional Development Options for Financial Staff

1. Have employees rotate jobs

One of the best ways to add to an employee’s skill set is through job rotation. Not only can such arrangements help workers to learn other roles, but it also can increase their business acumen — an essential ingredient for problem-solving and big-picture thinking on the job. Rotating positions can also keep accounting and finance employees from becoming bored with their duties, which helps to improve job satisfaction and retention rates.

2. Make mentorship a priority

Maximize the strength of your multigenerational workforce by asking senior-level employees to serve as mentors and guides to their junior colleagues. Keep in mind that mentoring relationships can work both ways: Those just starting their accounting careers also have unique knowledge and skill sets that more experienced accountants and auditors may not, such as creative ways to reach millennial clients. More than likely, you’ll find that every employee in your organization could benefit from taking part in a mentoring or coaching program.

3. Assign cross-departmental teams

Create project task forces that span two or more divisions so accounting and finance employees can get to know their colleagues from other parts of the business. Cross-departmental collaboration can boost both technical and interpersonal skills, as staff will have a better appreciation for the roles and workflow of coworkers across the company. Also, when a technological or marketing issue arises, for example, your team will know right away which colleagues to contact for help.

4. Bring in guest speakers

Consider hosting monthly lunch sessions led by industry experts. This is a quick, easy and cost-effective way to provide your staff with continuing education. To ensure these events create value, present current topics that would interest staff from entry-level accountants to veteran budget analysts. Some ideas include the benefits of cloud technology, changing tax legislation, year-end audits, and the latest U.S. Securities and Exchange Commission (SEC) and Public Company Accounting Oversight Board (PCAOB) developments. Outside specialists not only provide additional knowledge, but also can introduce new ideas and spark innovation.

5. Encourage volunteering

Support employees’ efforts to donate their time and service to a worthy cause. While pro bono work may not seem like professional development, activities such as tutoring high school students in math or helping a nonprofit with year-end reporting are excellent opportunities to hone soft skills like communication, diversity and problem-solving — all while making a positive impact.

Make sure employees have time for development

When your team members constantly face the challenge of lengthy to-do lists, they’ll be inclined to push professional development to the back burner. That is, unless you encourage them to make room in their schedule for these pursuits and help them find that time. One way to ease the burden on your core staff, especially during intense work periods, is to hire consultants. These professionals complement your full-time team by providing skills, knowledge and support when, and for as long as, they are needed. Working with consultants helps to ensure your employees can stay on top of their current responsibilities, while also building the skills and knowledge they need to succeed in the future.

The initial time and effort to implement the professional development ideas listed above can lead to an increase in your staff’s knowledge base and their overall abilities. Participation in meaningful opportunities also can positively influence employees’ job satisfaction — and, in turn, boost your retention rates. That’s just one way that a thoughtful and proactive approach to professional development can translate to a win-win for your employees and your business.
Become a Certification Study Buddy

Research shows that when people study together it helps with their learning process, therefore join the Certification Study Buddy group to be paired up with two or more individuals that can be your study buddy and accountability partner.

Some of the things Certification Study Buddies would do are:

- Text or call each other at least once every two weeks to check see if their buddy is studying
- Schedule at least one study session with their study buddy a month
- Share study tips and materials to help each other pass certification exams
- Be willing to offer encouragement to their buddy throughout the certification study & testing process

You can sign up by simply sending name and your email address to the IIAMemphis@gmail.com.

Congratulations to the following on their certifications:

Brandi Bell, Certified Government Auditing Professional (CGAP)
Phillip Chapman, Certified Internal Auditor (CIA)
William Fox, Certified Internal Auditor (CIA)
Denzel Johnson, Certified Internal Auditor (CIA)
Melissa Moore, Certified Internal Auditor (CIA)
Jonathan Talley, Certified Internal Auditor (CIA)
A technical expert with industry knowledge and an arsenal of strong auditing tools and techniques.

A strategic thinker who can analyze problems quickly, manage change effectively, and drive projects successfully.

A trusted supervisor who can train, motivate, and inspire a team to perform at the highest levels.

A dynamic leader who can communicate ideas clearly, influence organizational policy, and drive change.

Certified individuals have until Dec. 31 to report continuing professional education credits to keep their accreditation(s) in good standing with The IIA. Many on-location seminars and eLearning options remain to fulfill this year’s requirement, as well as several conferences.

Things to know:
As a benefit of membership, CPE reporting fees are waived for North American members. If you have met your annual requirement already, log on to CCMS to complete the CPE Reporting Form before the end-of-year rush.

Keep it local – check your local chapter’s listing for CPE opportunities.

Are you promoting the IIA profession ~ through speaking engagements, training or recruiting? Tell us about it. Contact Paul Gogonelis for more information and proper credit at pggnelis@memphis.edu.
The IIA could not accomplish the work it does without the dedication of volunteers at the local, national and global levels.

The staff at The IIA Headquarters would like to take this opportunity to recognize and thank the thousands of IIA members that volunteer their time, effort and talents throughout the year. The enthusiasm and passion they display for their profession makes it a pleasure for everyone at The IIA to come to work each day.

Our volunteers are active in so many areas of the industry and organization. There are opportunities at your local chapter or affiliate, on the global level, instructing a course, writing an article, and performing research – just to name a few. For more information about volunteering with The IIA, visit our website.

IIA volunteers are worth their weight in gold. They are the driving force behind our success and we thank you for a job exceptionally well done!

**IIA Memphis Chapter Officers**

- **Chapter President**
  - Doug Douglas

- **Vice-President**
  - Valerie Annang

- **Secretary**
  - Paul Gogonelis

- **Treasurer**
  - Cherlyn Seals

- **Programs Director**
  - Melanie Barnes

**2017-2018 Committee Chairs**

- Academic Affairs Committee Chair – Beth Lewis
- Advocacy Committee Chair – Francisco Bertonni
- Certification Committee Chair – Mateta Brooks
- Newsletter Chair- Jennifer Christian
- Professional Development Chair – George Mullins Jr.
- Website Chair- Shameie Haynes

*Thank You!*