Junior Achievement Crazy Bowl

Chapter President Kevin Shaw and Chapter Board Member Donna Parker recently volunteered at the Junior Achievement’s Crazy Bowl. Junior Achievement is a non-profit organization whose mission is to inspire and prepare young people to own their future economic success.

Crazy Bowl was held October 14th, 20th and October 21th. This event is an annual fund raiser for Junior Achievement and over $80,000 was raised. Our chapter donated $1,000 to the event as a Bronze Sponsor. Other sponsors included accounting firms of Moss Adams, PwC, EY and other well-known firms such as Golden1, VSP, and USBank.

As sponsors of Junior Achievement Crazy Bowl, our IIA logo is advertised on the wide screens during Crazy Bowl, at JA’s kickoff luncheon and on all Crazy Bowl advertisements. The IIA of Sacramento has sponsored JA for the last 5 years and contributed over $5,000. With every $25 contribution sponsors a JA child; this means our Chapter has provided JA programs to over 200 kids.

During the Crazy Bowl, Donna Parker was photographed with a lane winner from Downey Brand (below). Several raffle prizes were given out in each bowling section. Look at two happy winners (above).

Thank you Donna, Kevin and Chapter members for your support of this worthy outreach.
Thank you to our 2016 Crazy Bowl Sponsors!

Presenting Sponsor

First Tech
federal credit union

Gold Sponsors

Wells Fargo

Golden 1
Credit Union

MUFG

Silver Sponsors

San Francisco Bay Coffee

pwc

Bronze Sponsors

SACRAMENTO BUSINESS JOURNAL

The Institute of Internal Auditors
Sacramento Chapter

InterWest
Insurance Services, LLC

Experis IT
ManpowerGroup

MOSS-ADAMS LLP
Certified Public Accountants | Business Consultants

Art by DMP

Lane Sponsors

Tri Counties Bank

Bank of America/Merrill Lynch

First Command Financial Services

Downey Brand

American River Bank

SAFE Credit Union

Office Supplies Unlimited

The Niello Company

Country Club Lanes
## 2016 - 2017 Chapter Schedule

<table>
<thead>
<tr>
<th>Date</th>
<th>Day</th>
<th>Topic</th>
<th>Description</th>
<th>Speaker</th>
</tr>
</thead>
<tbody>
<tr>
<td>12/8/2016</td>
<td>Thur</td>
<td>TBD</td>
<td>Chapter breakfast meeting</td>
<td>TBD</td>
</tr>
<tr>
<td>1/12/2017</td>
<td>Thur</td>
<td>Advanced Excel</td>
<td>All day Seminar</td>
<td>TBD</td>
</tr>
<tr>
<td>1/24/2017</td>
<td>Tue</td>
<td>Role of Auditing at CA DHCS</td>
<td>Chapter breakfast meeting with AGA</td>
<td>Karen Johnson, Chief Deputy Director, CA DHCS</td>
</tr>
<tr>
<td>2/15/2017</td>
<td>Wed</td>
<td>Government Auditing</td>
<td>All day Seminar</td>
<td>TBD</td>
</tr>
<tr>
<td>2/23/2017</td>
<td>Thur</td>
<td>Continuous Auditing</td>
<td>Chapter breakfast meeting</td>
<td>Andrew Wheatley, CAE, Service-Now</td>
</tr>
<tr>
<td>3/9/2017</td>
<td>Thur</td>
<td>TBD</td>
<td>All day Seminar</td>
<td>TBD</td>
</tr>
<tr>
<td>3/21/2017</td>
<td>Tue</td>
<td>3rd Party Risk</td>
<td>Chapter breakfast meeting with ISACA</td>
<td>Weston Nelson, IT Practice Leader, Moss Adams</td>
</tr>
<tr>
<td>4/5/2017</td>
<td>Wed</td>
<td>TBD</td>
<td>All day Seminar</td>
<td>TBD</td>
</tr>
<tr>
<td>4/18/2017</td>
<td>Tue</td>
<td>Risk Assessments:Deep Dive</td>
<td>Chapter breakfast meeting</td>
<td>Steven Proctor, CAE, Flextronics</td>
</tr>
<tr>
<td>5/11/2017</td>
<td>Thur</td>
<td>TBD</td>
<td>Chapter breakfast meeting</td>
<td>TBD</td>
</tr>
<tr>
<td>5/25/2017</td>
<td>Thur</td>
<td>TBD</td>
<td>All day Seminar</td>
<td>TBD</td>
</tr>
</tbody>
</table>

For questions or comments, please contact the **VP of Programs** at **IIAsacramento@gmail.com**.
You’re the Boss Now: Leadership Skills New Managers Need

After a great deal of hard work that’s showcased your accounting and leadership skills, you’ve been promoted to your first supervisory position. But stepping into a managerial role for the first time can be a challenge, even if you’ve led projects in the past.

A recent Robert Half survey asked CFOs what they felt was the most difficult part of becoming a new manager. Thirty-two percent of respondents said the hardest part is balancing their own job responsibilities with time spent overseeing others. The second biggest challenge, cited by 19 percent of respondents, was the awkwardness of transitioning from being friends and peers to being the boss. Other CFOs surveyed said the ability to motivate their team, one of the most important leadership skills to possess, was a difficult task.

Whether you’re a first-time supervisor or have ambitions of becoming one, here are seven tips for succeeding as a new manager:

1. Set boundaries. Don’t wait to define and maintain boundaries. If you maintain the same former relationships with coworkers you’re now supervising, you might have a hard time asserting your authority when you need to. By acknowledging the changing dynamic between you and them right away, everyone is clear on your new role. Above all, if one of your best friends is a former peer, it’s vital for staff morale for you not to show favoritism.

2. Learn to delegate. You used to be just an accountant or analyst, but now you’ve added management responsibilities to your to-do list. No wonder so many respondents to the Accountemps survey said the most difficult part of first-time management was trying to do it all. Assigning tasks to others is one of those leadership skills new supervisors must become comfortable with. So the next time you feel you have too much on your plate, hand off some duties to your staff. At first, it may be frustrating to dedicate time to explain tasks can perfectly do on your own, but it’s the only way you’ll be able to take full advantage of your team. The extra time you put in now will pay off later on.

3. Ease into changes. You have a vision for your team, but pushing through your agenda too quickly does not reflect sound leadership skills. It will only overwhelm and frustrate your department. Instead, start small and slow. Take the time to learn more about your new job, the firm’s long-term plans and, most important, your staff’s ideas.

4. Prioritize communication and dialogue. Good managers take the time to listen to their staff and learn more about them. What are their career goals? What is their dominant learning style? What do they think are areas that need improvement? The more you know about their ambitions and opinions, the better you can lead and motivate the team. In addition to weekly or monthly group meetings, aim to hold one-on-one sessions as well.

5. Don’t micromanage. Do you like it when your boss breathes down your neck and checks on your progress twice a day? Then don’t do it to your employees. Empower your staff and inspire innovation by letting them determine the best ways to solve problems. Give them room to fail or succeed, and to learn from those experiences. Offer guidance and support, not step-by-step instructions. The more breathing room you give your staff, the more they’ll grow as finance professionals and develop their own leadership skills.

(continued on the next page)
6. Take care of your needs. With new management meetings, extra human resources duties and dealing with budgets — all on top of your accounting workload — there doesn’t seem to be enough time to get everything done. That’s why, as a manager, time management — including attending to your work-life balance as never before — becomes even more important. Take regular breaks, including a real lunch with staff and non-finance colleagues. Block out time on your calendar so you can complete your tasks. And don’t forget to use your vacation days.

7. Find a mentor. This may seem counterintuitive, but the truth is, you could benefit from a mentor with managerial experience now more than ever. A mentor can give you advice on areas such as how to manage Generation Z workers and which of your leadership skills need improving. This individual also acts as a sounding board. If your company doesn’t have a formal mentoring program, look for a more senior manager who may be willing to serve in this role.

New management comes with its share of challenges, but also a set of exciting opportunities. In addition to honing your existing leadership skills, focus on empowering your employees and making time for yourself. When you need help or support, don’t hesitate to talk to your boss or mentor. Enjoy this new chapter in your finance career!

This article is provided courtesy of Robert Half Management Resources, the premier provider of senior-level accounting, finance and business systems professionals to supplement companies’ project and interim staffing needs. The company has more than 145 locations worldwide and offers online job search services at www.roberthalfmr.com. Follow our blog at blog.roberthalfmr.com.
Congratulations to Chapter Member Bryan Brazil

Bryan Brazil recently earned his Certified Internal Auditor (CIA) designation.

Bryan is a supervisory auditor for the Western Region of the U.S. Department of the Interior's Office of Inspector General. At the OIG, he conducts and leads a variety of inspections, evaluations, and performance audits of federal programs at Interior agencies such as the National Park Service, Bureau of Indian Affairs, and Bureau of Land Management.

In his personal time, Bryan enjoys photography, travel, and exploring public lands.

Volunteer Opportunity

Junior Achievement of Sacramento needs our help as Internal auditors. They would like someone to audit and suggest improvements on how they collect cash and credit card transactions during their fundraisers. They are looking for internal control improvements and efficiency improvements within their current process. A great opportunity to get some community volunteer hours.

If you're interested or know someone that might be, please contact Chapter President Kevin Shaw at kshaw@golden1.com.
Audit Manager

CHAN Healthcare is looking for an exceptional and experienced Audit professional to be based in Walnut Creek, California.

The successful candidate will support a health system by working on-site with senior leadership to identify and evaluate risk, developing the internal audit program, performing various audits (operational, compliance, etc.) and executing the site’s internal audit function. CHAN offers a robust knowledge management center where you can develop your career as well as create and share leading practices with other CHAN Associates and our clients. We offer challenging work and the ability to make a difference every day!

At CHAN Healthcare you will work independently while receiving industry-leading support and technology. Working on-site provides you the ability to witness and experience the impact that your recommendations have on your client’s day-to-day healthcare operations.

CHAN Healthcare is the market leader in providing Internal Audit and Consulting Services to the healthcare industry. We deliver innovative solutions to today’s complex healthcare issues. As a values-based company, we assist in advancing the missions of our clients.

If you have a passion for success and want to add client value, apply today.

Successful candidates will have the following:

- A Bachelor’s degree in a related concentration
- A minimum of 5 years of audit experience
- Healthcare experience is required
- A demonstrated history of success in similar positions
- Self-motivation, high standards, executive presence, and excellent communication skills
- Certification as a CPA, CIA, or CISA is required

Qualified and interested individuals should apply today at:

https://careers-chanllc.icims.com/jobs/1677/audit-manager/job
https://careers-chanllc.icims.com/jobs/1678/audit-manager/job
www.chanllc.com

We offer solid relocation packages, so qualified professionals from all geographies are encouraged to apply.
The event will discuss the latest trends in occupational government fraud. It will look at the research in the latest Report to the Nation conducted by the Association of Certified Fraud Examiners. The event will discuss statistics on who is committing fraud and why and look at recent types of frauds being committed. It will also incorporate the changes in internal control based on the COSO 2013 Update on the Internal Control Integrated Framework.

Instructor: William A. (Billy) Morehead, Ph.D., CGFM, CPA:

Billy is an Associate Professor of Accountancy at Mississippi College in Clinton, Mississippi where he teaches primarily Governmental and Advanced accounting classes at the undergraduate and graduate levels. Billy retired from the State of Mississippi in 2011 after 27 years of service in various roles, including Vice President for Finance and Administration, Interim Dean, Chair, and Associate Professor at Delta State University, auditor for the State Auditor’s Office; GAAP Project Administrator for the State Department of Finance and Administration; and CFO within the State Department of Mental Health.

Billy has been a member of AGA for 30 years and has served as National President, National Treasurer, in various other national and chapter roles, and is currently the Chair of the Journal Editorial Board. Billy is also a member of the Mississippi Society of CPAs and the American Institute of CPAs.

**Cost**

$50 for AGA members (we also extend the member rate to IIA, ACFE and ASCM members)

$75 for nonmembers

**Registration**

Please RSVP to SacramentoAGA@gmail.com by December 8, 2016

Cash or Checks will be accepted the day of the event. Sorry no credit cards.
TAKE THE LEAD. BECOME A CERTIFIED INTERNAL AUDITOR. PREPARE TO PASS THE 3-PART CIA EXAM!

Start your 3-Part CIA exam studies today with The IIA’s CIA Learning System®. Our comprehensive study tools are now more customized, convenient and mobile so you can make the most of your valuable study time.

New Features help maximize your CIA Study Experience:
- **New!** Learn the entire 3-part CIA exam syllabus.
- **New!** Access reading materials via your e-reader device.
- **New!** Study on-the-go with mobile optimized online study tools.


Prefer a live or online facilitator-led course? New 3-Part Classes Coming This Fall!

For a complete list of available courses click HERE or call 1-877-442-2425.