Officer’s Message

Dear Members,

It’s hard to believe we’re already mid-way through April! We are quickly approaching the month of May, which is Internal Audit Awareness Month. This month provides an opportunity to share with our organizations and the community about our profession, and the value we bring to our businesses and economy. If you haven’t done so, I encourage you to develop an awareness activity at your Company, encourage celebration of our profession, share the value we provide and be available to discuss with stakeholders how we can better partner with them.

The IIA has provided a toolkit to help promote Internal Audit awareness during May. The kit provides creative ideas and tips, sample programs, videos, tools, and templates to help raise awareness and showcase the internal audit profession to audit customers, executive management, and boards of directors, as well as to students and others in the business community. We appreciate your participation and involvement in the chapter!

Lashele Almonte, CIA, CRMA, CFE
Chapter Secretary

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Chapter Achievement Program (CAP) Points

The CAP report tracks chapter activities throughout the chapter year, June 1st through May 31st. We obtain points in three categories:

1) Service to Members (Luncheons/Seminars/Certifications),
2) Service to the Profession, and
3) Administration.

If you have conducted any speaking engagements or participated in any Junior Achievement Program events, please let Lashele know. Your participation enables our chapter to succeed!

Based on last year’s activities, we exceeded our goal of 1,560 CAP points and maintained our Platinum status. As of March 31st, we have earned a total of 2,288 CAP points, which qualifies us for ‘Gold’ status and allows us to maintain our PLATINUM status (highest level)! Thank you to all of our members for your continued participation and support!!!
Welcome New Members!

Bryan Avila
City of Brownsville

Brianna Kouzel
Frost Bank

Linda Perkins
Gillespie County Auditors Office

Frank Gutierrez
South Texas College

Erika Romero
South Texas College

Newly Certified

Rosa Yarisel
Certified Financial Services Auditor (CFSA) Wells Fargo

Prepare to Pass the CIA Exam.

If you’ve made the decision to enhance your career by earning the Certified Internal Auditor® (CIA®) designation, the IIA San Antonio Chapter can help you achieve your goals with The IIA’s CIA Learning System®.

The IIA’s CIA Learning System is an interactive print and online self-study review program designed by CIA-certified industry experts to help you learn, review, and apply the key CIA content. This approach will help you build on foundational elements of internal auditing to master key concepts you need to know to pass the CIA exam. This three-part program includes:

- Comprehensive reading materials teaching the entire global CIA exam syllabus in both printed and e-book formats.
- Interactive online study tools:
  - Pre- and post-tests to gauge your starting knowledge and advancements.
  - SmartStudy™ tools to help you create a customized study plan based on pre-test results.
  - Chapter quizzes to test your comprehension and retention.
  - Flashcards and glossary.
  - CIA practice exam to build confidence for the computer-based CIA exam.
  - Online reports to track your progress and performance.

For more information or to try a demo, visit www.LearnCIA.com/3partcia/overview. Wondering how long it will take you to prepare for the exam? Create your free, personalized study plan at www.LearnCIA.com/3partcia/my-cia-review-plan.
TRAINING & EVENTS

April Meeting—Why does everyone seem to hate H.R.? The talent crisis, recruitment wars, lies about millennials and what are we ever going to do?!?

Date/Time: Wednesday, April 18, 2018 / 11:30 am - 12:00 pm (Networking); 12:00 pm - 1:00 pm (Presentation)
Location: Old San Francisco Steakhouse (10223 Sahara St., San Antonio, TX 78216)

Understanding the demographics and dynamics of the U.S. workforce and other western nations. How this has created increased pressure on talent acquisition and retention. And why it is never going away.

Learning Objectives:
- Demographic shifts in all developing countries - macroeconomic consequence
- Distribution of workforce and the impact of Baby Boomer retirement
- Values mindset in the Millennials and the effective churn
- Criticality of “Positivity” in the workplace
- The physiological/neurological effects of negativity on an individual’s performance

May Luncheon—Best Leader Ever! What do those folks actually DO?! No fluff, let’s talk actions!

Date/Time: Wednesday, May 16, 2018 / 11:30 am - 12:00 pm (Networking); 12:00 pm - 1:00 pm (Presentation)
Location: Old San Francisco Steakhouse (10223 Sahara St., San Antonio, TX 78216)

Every leader’s challenge: What does positive leadership actually look like? What does the research and data actually support? What do the bests leaders actually “do”?

Learning Objectives:
- Kouzes and Posner’s framework for successful leadership, and its data-driven roots.
- The 5 domains of leadership and the 10 macro principles
- Participants will self-assess real-time in the workshop
- Case studies taken from organizations
- Where to find your own additional resources

For more information on upcoming events, please visit the IIA San Antonio Chapter Website.
Other Professional Development Opportunities

Members-only Webinars

- **April 17th**: Turning Ethical Challenges into Strategic Opportunities
- **May 15th**: Auditing Culture: Assessing Risk and Providing Internal Audit Assurance on the Tangibles and Intangibles of Culture
- **June 19th**: Leading Audit Committee Practices & Internal Audit Reporting

To register, please click here: [IIA Webinars]

IIA Conferences

**International Conference**

*Connecting Through Technology*

May 6–9, 2018
Dubai World Trade Centre / Dubai, UAE

**Governance, Risk, and Control Conference**

*Where Governance & Risk Management Align for Impact*

Aug. 13–15, 2018
Omni Hotel / Nashville, TN

**All Star Conference**

*The Best of the Best*

Oct. 22–24, 2018
Aria Resort & Casino / Las Vegas, NV

**General Audit Management Conference**

*Where Leaders Evolve*

March 11–13, 2019
Gaylord Texan / Dallas/Ft. Worth, TX

For additional information on IIA seminars and conferences, use the links below:

[Upcoming IIA Seminars]
[Upcoming IIA Conferences]
JOB POSTINGS

The following employer postings are on our Chapter Careers webpage. Click here to view more information.

- Southwest Research Institute - Sr. Specialist - Internal Audit

LOOKING FOR EMPLOYEES???

Post or view positions offered on our Chapter Careers webpage, or at the IIA Audit Career Center.

2017/2018

GOVERNORS*

Adam Arevalos
CircleK

Cristina Baumgardner
Ridout, Barrett & Co., P.C.

Dr. Dennis Elam
Texas A&M University – San Antonio

Kevin Barthold
City of San Antonio

Lori Sullivan
Alamo Group

Randy Melby
USAA

Tim Hieger
HEB

Camille Marbury
AT&T

Dawn Oppermann
City of San Antonio

Karen Vazquez
Andeavor

Larry Wallis
VIA Metropolitan Transit

Melissa Cox
Andeavor

Remi Nel
Rackspace

Wendy Hetzel
Frost Bank

*Officers are also on the Board of Governors

IIA BLOG

THE CRAFT OF INTERNAL AUDIT

Mike Jacka, CIA, CPA, CPCU, CLU

Mike Jacka, in his From the Mind of Jacka blog earlier this month, reminds us to take satisfaction in our work as auditors. Whether or not you are an auditor, Mike asks us to consider several questions when performing our work. In his elaborate example of a barista constructing one of his favorite selections from Starbucks®, a grande quad flat, he leaves us with various questions, such as “When was the last time you did any work in internal audit that was so perfect, so wonderful, so beautiful that you wanted to take a picture of it?”

What will you glean from the details? For the full blog, click here.