President’s Message

Leighann Manning, CGAP

Happy Birthday Springfield IIA! March 8, 2018 marks our chapter’s 40th birthday. We will celebrate at our March 29th training with a chapter anniversary cake!

Next month is the annual election for the Springfield Chapter. If you or anyone you know is interested in volunteering with the chapter, please contact me or any other chapter officer or board member (contact information on page 5).

New CPE Reporting Policy for IIA Certifications
The IIA updated CPE Policy (formerly known as Administrative Directive No. 4) went into effect Jan. 1, 2018, and includes a new CPE requirement on ethics. The new policy can be found at: https://na.theiia.org/certification/certified/Pages/CPE-Requirements.aspx

New COSO ERM Framework “How To” Book Released
Managing Risk in Uncertain Times, author and ERM expert Paul Sobel demonstrates how the recently released updated COSO ERM Framework helps practitioners keep pace with the ever-evolving risk landscape. He breaks it down into actionable steps for practitioners to leverage the three key areas the new COSO ERM Framework addresses. The book also highlights the alignment between the new COSO ERM Framework and The IIA’s latest International Professional Practices Framework (IPPF) and implementation guidance.

Thank you for your continuing support of the Springfield IIA!

Note: March training starts at 8:15 AM on March 29, 2018

Optimized Critical Thinking

Satu Allen, MS, CISA - First Vice President

The Springfield Chapter March training is a full day joint training with ISACA, and it will be held on March 29, 2018. The featured speaker is Danny Goldberg. Danny is a well-known speaker on internal auditing and people-centric skills. The day’s topic is Optimized Critical Thinking.

Please note that the training date has changed from the original schedule and training starts at 8:15 instead of the usual 8:30 start time.

Danny co-authored People-Centric© Skills: Communication and Interpersonal Skills for Internal Auditors, via Wiley Publications. This is the first book published specifically to address the wide-ranging topic of communication skills for internal auditors. It has been offered through the IIA and ISACA bookstores since July 2015 and has sold over 2,500 copies (through 2017).

Danny has over 20 years of professional experience; including five years leading/building internal audit functions. Danny was named as one of the Fort Worth Business Press 40 Under 40 for 2014. He has published numerous articles in trade magazines.

Mr. Goldberg is a very active member of the Institute of Internal Auditors, both at a local and national level. Leadership roles include:

- Current IIA Dallas Chapter Board Member
- Former IIA Fort Worth Chapter Board Member (2014-17)
- Current IIA Dallas and Fort Worth Chapter Programs Committee Co-Chair (for the past three years)
- Member of the IIA North America Learning Solutions Committee, 2014

We look forward to seeing you at this training. The cost will be $95/$130 for members/non-members. Please register at http://www.eiseverywhere.com/mar2018seminar

https://chapters.theiia.org/springfield
Springfield Chapter (Established in 1978)
Sapphire Chapter
First Gold Chapter
Chapter History

March 2013

Denise Behl, CIA, served as Chapter President.
- Training. The chapter met at Northfield Center for the full-day seminar on “High Impact Auditing: Practices that Pay, Risk Focused Internal Auditing.”
- Presenter. John Hall, CPA.
- Member News. Elvin Lay joined the compliance audit division of the Office of the Auditor General.

March 2008

Jay Wagner, CIA, CISA, served as Chapter President.
- Training. Two-day workshop on Fraud Detection & Investigation for Government Auditors.
- Presenter. Mr. Courtenay Thompson.
- Prizes. Door prizes were awarded to Diane Geary and Traci Rolf.
- Retirement. Brad Hammond retired from the State after more than 32 years. Brad joined our chapter in 1984 and served as president in 1987-1988. His career included working for the Illinois Economic and Fiscal Commission, Office of the Auditor General, and various internal audit offices at State agencies, including the Illinois Office of Internal Audit.

March 2003

Shelly Martin, CPA, served as Chapter President.
- Training. The Chapter held its 25th Anniversary Celebration at the Northfield Center. The pre-dinner presentation was "Financial Fitness: How to Budget Your Time, Your Money, and Your Life" and the after-dinner topic was "Moving Beyond Change."
- Presenter. Kevin Lust
- CIA Exam. Mary Ann Bohlen, Department of Corrections, Traci Rolf, University of Illinois at Springfield, and John Turner, Office of Banks and Real Estate passed the IIA’s CIA exam.
- CGAP Exam. Mary Ann Bohlen, Department of Corrections and Donna McNeely, University of Illinois at Springfield, passed the CGAP exam.
- IIA. The Chapter earned the coveted “Gold” achievement status this month.

March 1998

Michael J. Moody, CIA, CISA, served as Chapter President.
- Training. This month’s meeting was the 20th Anniversary Celebration held at the Northfield Center. The speaker was Fred Jarosz, President of Speechmakers International who spoke on “In Pursuit of Excellence.”

March 1993

Randall W. Welch, CIA, CPA, served as Chapter President.
- Training. John Nosari, Ph.D., CPA, presented a 4-hour seminar on “Professional Standards” at the Best Western.
- Chairman. IIA Chairman John J. Flaherty, CIA, was the guest dinner speaker.
The Chapter achieved “Gold” status.

March 1988

Brad Hammond served as Chapter President.
- Training. Rudy Davenport offered a training seminar on “Operational Auditing”. The pre-dinner seminar was on “Use of Audit Master.” Bob Schwarz, CISA, presented a dinner program on “Future Trends in Internal Auditing.”
- Students. The Chapter hosted 34 students from four area colleges. Total attendance was 78.

March 1983

James R. Donkin served as Chapter President.
- Training. A combined “Bosses Luncheon” meeting of the Illinois State Internal Audit Manager’s Group and Springfield IIA Chapter was held at Bauer’s.
- Speaker. Mr. Art Quern, Illinois Deputy Governor, was the guest speaker.
10 Tips for Staying Happy at Work

Before you start looking for greener career pastures, try these tips for maintaining a happy outlook on the job.

Beverly West, Monster Contributing Writer

If you find yourself longing for greener work pastures, don't immediately go looking for the first exit ramp off of your chosen career path. The Balance Team, which specializes in professional- and personal-growth seminars for administrative and executive assistants in Fortune 1000 companies, suggests these 10 tips for staying content at work:

1. Keep Personal Problems Personal

When you're preoccupied with personal issues, it's difficult to concentrate or be happy at work, says Alison Rhodes, a founding partner of The Balance Team. By all means, make sure you have your kids covered in the event of an emergency, but realize that nobody's personal life is ever going to be completely problem-free. Just as you need to let go of work to enjoy your time at home, it's important to leave personal worries at home so you can focus and be productive at work.

2. Create an Office Nest

"You are at your job for at least eight hours a day, which is more time than you probably spend in your bed," says Jennifer Star, a founding partner of The Balance Team. "Make your space your own, decorate your area as much as your company policy permits, and make yourself as comfortable and relaxed as you can be in your office.

3. Develop an Office Support System

"Gathering a circle of colleagues who share similar backgrounds or lifestyles can take a lot of pressure off you at work," says Rhodes. "When you are able to voice your feelings to people who understand, it can really help minimize stress.

4. Eat Healthy and Drink Lots of Water

"Maintaining a good diet and keeping yourself properly hydrated throughout your workday can really make a big difference in your energy level and attitude," says Shirly Weiss, a certified holistic health and nutritional counselor and consulting expert for The Balance Team. "And if you can manage to maintain a diet of whole foods, as opposed to refined foods such as sugar and bread, then you'll really be ahead of the game.

5. Be Organized

Create a manageable schedule to handle your workload, suggests Stacy Raden, a founding partner of The Balance Team. "A sense of empowerment stems from accomplishment," she says. "When you feel overwhelmed, it tends to intensify dissatisfaction. By being proactive and taking control, employees can feel a sense of satisfaction, enhanced confidence and motivation.

6. Move Around

"Working in an office can be a very sedentary job, so it's especially important to your overall sense of health and happiness to take a few minutes during your workday to get up and move a little," says Jason Bergund, founding director of Dancetherapy, a dance class, and a consulting expert for The Balance Team.

7. Don't Try to Change Your Coworkers

"You can't change anyone; you can only change the way you react to them," says Star. "Don't let other people's actions affect you. Just figure out a way to resolve conflicts and avert uncomfortable situations.

8. Reward Yourself

Identify a reward outside of your job, and indulge yourself, says Raden. Whether it be dinner with friends, a movie, exercise or a manicure, treat yourself every once in a while. Just as stress from home can interfere with work, the positive aspects of your life can influence mood at work as well.

9. Take a Breather

"In yoga, we practice the breath of joy, in which we inhale a long breath and then exhale laughter," says Sarah Schain, founding director of Yoga Tales studios for children and a consulting expert for The Balance Team. Stand with your feet together and your arms at your sides. Inhale deeply, then exhale laughter and bend forward. Try to do this movement 10 times.

10. Focus on the Positive

"Identify the things that you like at work, even if they are as simple as your coworkers or the nice view from your office window," says Raden. "You create your own mind-set. If you stress the positives, you will make your job more enjoyable. Worrying about the negatives may cause you to become overwhelmed."
Backstabber Alert! What to Do When Someone’s Out to Get You at Work

www.forbes.com
Kristin Hedges

It can come out of nowhere. There you are, minding your business at work, trying to do a good job, when a colleague undermines you. It could be a shot across the bow from a new competitor or a conniving, malicious act from an old friend. It hurts, and it can hurt your career.

We know that politicking and backstabbing exists in the workplace. Many times these situations exist because corporations are set up to be extremely competitive, with fewer seats the further you move toward the top. Functional heads are frequently pitted against one another in a sort of psychic and physical endurance test to see who gets promoted.

It's no surprise that relationships between people who need each other to get things done can turn toxic when it feels like a zero-sum game. (Ironically, teamwork is one of the key skills required for promotion, but I digress.)

I can say, as a coach, that the culprit is often poor communication or misunderstanding, but not always. Not to get too woo woo on you, but as the inspirational author Marianne Williamson writes, all actions come from a place of fear or love. You can guess where territorialism, gossip, or backstabbing comes from.

The question is, what do you do about it?

Your instinct may be to keep your head down, do good work, and hope the powers that be will see the truth in time. Or your approach may be to take on your saboteur directly, and match fire with fire. I'm going to offer a third option -- a road less travelled but worth the trip. Approach the situation as an opportunity to build trust instead. You'll strengthen your presence and influence in the process.

I realize this is a leap when the situation may exist because trust has been destroyed. But consider that the absence of trust with a co-worker creates an incredibly unhappy, stressful, and untenable environment for a person. You end up constantly on guard, with your adrenaline pumping to the fight or flight responders in your brain, leaving your best intellectual power untapped and unavailable.

Finding a beneficent solution is both a selfless and a selfish act.

You may never be able to singlehandedly morph a relationship, but you can do your part. Instead of cowering or attacking, try these ideas instead:

- **Seek to understand.** Make it a mission to learn about your colleague's motivations. The more you know about what makes him tick, the more context you'll have for his behavior. We naturally stay away from those who threaten us, but the adage "know your enemy" has circulated since Sun Tzu wrote it in The Art of War thousands of years ago. The more understanding we have, the broader our perceptions and our options.

- **Validate your perceptions.** Take the initiative to vet your assumptions with the other person. This is not meant as an attack, but a level setting. Share your observations in a nonthreatening way. Use "I" statements rather than "You" statements. For example: "I'm picking up on some tension. I'd like for us to find a way for us to work better together. What can I do to make this work?" Even if the person denies or stonewalls, you'll learn more than you knew going in.

- **Change the dynamic.** Relationships either move in an upward spiral or a downward one. You can change the directional dynamic by taking a surprising tack: be openly supportive of the other person. Back her up in a meeting or call out her excellent performance. Talk up her project to others. Be genuine! Offer sincere compliments, not flattery.

- **Encourage regular interaction.** More than one workplace feud has been resolved during a lengthy business trip. Unless you're dealing with a sociopath, chances are commonality exists between you as well -- if you can find it. Look for ways to work together one-on-one to expand the impressions you have of each other. This may start by initiating a "how can we help each other" meeting.

- **Take accountability.** If you find your way to an honest dialogue, own up to your part in impairing the relationship. Think of what you've contributed and take accountability -- don't defend your actions as a reaction to his.

- **Keep talking.** As Susan Scott put it so well in Fierce Conversations, "The conversation is the relationship." Many a divorce, business partnership, or professional relationship has frayed from the silent treatment. When you bother to talk, it shows you care.
Scrushy in his criminal trial.

against former HealthSouth CEO
consequences of his actions, and testified
billion dollars. Weston eventually voluntarily
earnings overstatement of more than $3
in a financial statement fraud with an
persona of success
and five countries. However, underneath the
more than 2,000 locations in all 50 states
ultimately became CFO of the company with
HealthSouth during its infancy, and
healthcare consulting. He was hired by
Smith began his career as a CPA with Ernst
Young, specializing in audit and
administration.

Our February training topic was Ethics. Along the same lines I found the following speech intriguing:

University of Illinois at Springfield hosted an interesting guest speaker, Weston Smith in their Engaged Citizenship Common Experience (ECCE) Speaker Series. The topic was ethics with the talk surrounding the HealthSouth fraud case.

Weston Smith told the story about how the fraud went undetected for over fifteen years and his part of the fraud case. Eventually, Smith voluntarily exposed the fraud and accepted the consequences of his own actions. The unethical behavior didn’t just affect shareholders, but had negative implications on everyday people throughout our society. Weston talked about how we must be committed to ethics in everything we do throughout our lives and hold those we surround ourselves with to the same standards.

Smith began his career as a CPA with Ernst & Young, specializing in audit and healthcare consulting. He was hired by HealthSouth during its infancy, and ultimately became CFO of the company with more than 2,000 locations in all 50 states and five countries. However, underneath the persona of success, Smith was a participant in a financial statement fraud with an earnings overstatement of more than $3 billion dollars. Weston eventually voluntarily exposed the fraud, accepted the consequences of his actions, and testified against former HealthSouth CEO Richard Scrushy in his criminal trial.

From the Editor

satu.allen@illinois.gov

In the absence of our Chapter newsletter Editor, Ameen Dada, I am filling in this month.

Santu

The Board of Governors consists of all Officers, Governors, and the past president.
<table>
<thead>
<tr>
<th>Date</th>
<th>Speaker</th>
<th>Program</th>
<th>Hours</th>
<th>CPE</th>
<th>Members</th>
<th>Non-Members</th>
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<tbody>
<tr>
<td>September 28, 2017</td>
<td>Wei-Shin Wang</td>
<td>Morning: • Big Data Analytics and Fraud Detection</td>
<td>8:30 – 4:30</td>
<td>7</td>
<td>$95</td>
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<td></td>
<td>Chief, Bureau of Fraud Science</td>
<td>Afternoon: • Identity Theft: A Hacker’s Perspective and</td>
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<td></td>
<td>and Technology, Office</td>
<td>• A Hacker’s Perspective on Your Network</td>
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<td>Inspector General, ILHFS</td>
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<td>and Jeff Thompson, CEH</td>
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<td>October 24 – 26,</td>
<td>Various</td>
<td>SIAAB Conference</td>
<td>8:30 – 4:30</td>
<td>18</td>
<td>$95</td>
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<td>2017</td>
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<td>October 26, 2017</td>
<td>Bill Jelen, Mr. Excel</td>
<td>Power Excel with Mr. Excel – 617 Excel Mysteries Solved</td>
<td>1:00 – 4:00</td>
<td>3</td>
<td>$45</td>
<td>$60</td>
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<td>January 25, 2018</td>
<td>Steve Minder</td>
<td>Fraud Risk Assessment, Development of Workpapers, and How to Write a</td>
<td>12:30 – 4:15</td>
<td>4</td>
<td>$65</td>
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<td>Finding</td>
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<td>February 22, 2018</td>
<td>George Heyman</td>
<td>Government Ethics</td>
<td>TBA</td>
<td>4</td>
<td>$65</td>
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<td>March 29, 2018</td>
<td>Danny Goldberg</td>
<td>Optimized Critical Thinking Joint Training with ISACA</td>
<td>8:15 – 4:14</td>
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<td>$95</td>
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<td>April 30, 2018</td>
<td>Raven Catlin</td>
<td>Creating Your Audit Program – Training with Central Chapter</td>
<td>8:30 – 4:30</td>
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<td>$95</td>
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<td>May 24, 2018</td>
<td>Tim Hungerford</td>
<td>Mystery Fraud Theater – Money for Nothing &amp; Kickbacks for Free</td>
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Cancellations should be made at least 24 hours before the meeting to avoid a charge.
Meetings will be held at the **Northfield Center** on Thursdays unless noted differently.

Springfield Chapter
The Institute of Internal Auditors
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