THE NORTHEAST OHIO CHAPTER

PLATINUM CHAPTER 2010

AUDIT VOICE

April 2011

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Co-Presidents' Message

Welcome to spring time in Northeast Ohio. As we write this letter, it's currently past 7pm, 74 degrees outside and the Indians are tied for the second-best record in baseball. Needless to say, things are going pretty well in a lot of areas and it's the same for our Chapter! We have achieved National Platinum Chapter Status for the Chapter Year and we've shattered attendance records for our monthly meetings. Once again, we'd like to thank all of our members and friends for making this one of the most successful years in the history of our Chapter. It's hard to believe the "Chapter Year" is almost over, but we're already beginning to focus on next year. Along those lines, if you'd like to participate in a chapter leadership position in the coming years, we're looking for volunteers to serve on various committees next year. Please contact one of the co-Presidents (Jerry Mancinetti or Dave Gordon) to see where you can help out. Any level of help would be greatly appreciated and it's a great opportunity to give back to your profession.

May's Meeting

Our last meeting of the year features Timken's Internal Audit Leadership team as our presenters. They will be presenting an overview of their journey on redesigning their company's control environment through their global ERP platform.

Please join us for the meeting and/or the following activities which include a beverage reception and the Chapter's year-end Awards Dinner, Recognitions and Election of Officers. The event will be held May 2nd at the Embassy Suites in Independence/Rockside. More details are within the newsletter.

Annual Golf Outing

It's about that time again. Please make plans to join us for our annual Golf Outing which is scheduled for Friday, June 3rd at Coppertop at Cherokee Hills. We're still looking for sponsors and donated gifts from our corporate partners to provide to the attendees. Please contact Dave Gordon for more information on the sponsorships. More information on the golf outing is available inside the newsletter and signup information for the golf outing will be available online right after the May 2nd meeting.

Please take time to enjoy some personal time outdoors as the warm weather approaches,

Jerry Mancinetti, Dave Gordon – Co-Presidents

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Calendar of Events

May 2, 2011	**Presentation by Timken Internal Audit**	4-5 CPEs
June 3, 2011	**Annual Golf Outing**	

New Members

When you see the following new members, please, welcome them to the Northeast Ohio Chapter!

Name	**Company**
Marc DeLuca	Aleris International Inc
Garth Fox	Momentive
Anita Jarvis	Farmers National Bank
Nicole Reis	The University of Akron
Adam Sullivan	Ohio Savings Bank
Transferred to Northeast Ohio Chapter	
Lisa Stiffler	KPMG LLP USA

Meeting Announcements

Monday, May 2nd **Envisioning the Next Level of Internal Controls Management**

Embassy Suites - 5800 Rockside Woods Blvd, Independence

11:30AM -12:30PM	Registration and Lunch
12:45PM - 4:45PM	Meeting
4:40PM - 5:30PM	Beverage Reception
5:30PM - 7:00PM	Awards Dinner, Recognitions and Election of Officers

We are excited to have **Timken's Internal Audit Leadership presenting.** You won't want to miss this meeting as Timken will be sharing **an overview of their journey on redesigning their company's control environment through their global ERP environment**. (4 CPEs)

Hear their story and participate in the discussion on how they **plan to automate and embed control activities into their core processes. Learn about** their **strategy to transform Timken's audit organization** to include a preventative structure, increasing automation of controls, and reducing management and external audit effort.

Discussion will include strategies for:

- **SOX Optimization / Continuous Monitoring**
- **Advanced Analytics**
- **Access controls/SOD**
- **Workflow driven processes**
- **Business Performance Management**

Please also join us for activities after the meeting to include a beverage reception and the Chapter's year-end Awards Dinner, Recognitions and Election of Officers. (1 CPE)

REGISTER TODAY AT http://guest.cvent.com/d/3dqy2f/1Q
REGISTRATION INFORMATION

Session and Lunch	**$55**	**4 CPEs**
Session, Happy Hour & Dinner	**$80**	**5 CPEs**
Dinner and Happy Hour Only	**$25**	**1 CPE**

Online - Go to http://guest.cvent.com/d/3dqy2f/1Q

Pre-payments by check should be mailed to: Patricia Golinski, CPA Attn: NEOIIA 1145 John Glenn Dr. Seven Hills, OH 44131

Cash & Checks will be accepted at the door. **NO** credit card payments will be accepted at the door.

Make checks payable to the Northeast Ohio Chapter, Institute of Internal Auditors tax ID # 23-7405461.

The ***2011 NE Ohio IIA Chapter Membership (and Friends) Appreciation Golf Outing*** will be held once again at Coppertop at Cherokee Hills in Valley City on Friday, June 3rd. We are currently looking for sponsors.

Various sponsorship levels are still available at $500 (Event Sponsor, limited to four), $150 (Skills Sponsor, limited to six) and $125 (Hole Sponsors). Sponsors will be recognized on the website and future newsletters upon receipt of payment. Please contact Dave Gordon @ 330-606-6445 or dgordon@maxqualdata.com for more information.

Event Sponsors include: Crowe Horwath.

Chapter CAP Program

Recall that the CAP program is designed to recognize activities that promote the IIA's strategic objectives. This program is established on the premise that the primary mission of a chapter is to serve its members first and then the internal audit profession. Points can be earned in three categories: Service to Members, Service to Profession, and Chapter Administration.

2010-2011	
Total Service to Members (325):	1147.51
Total Service to Profession (200):	337.62
Total Chapter Administration (160):	304.00
Total CAP Points Earned:	**1789.13**

Points may be gained by member participation in events such as meetings and seminars, published articles, speaking engagements, and chapter administration and activities. So, get involved and help the Northeast Ohio Chapter be the best we can be! If you have published articles relating to internal auditing or have participated in speaking engagements relating to internal auditing or the profession contact Dave Schmidt at dave.schmidt@roadway.com. Your efforts in helping further the cause of our profession will help us achieve our platinum status.

General Reminders

CHAPTER LIBRARY
Our chapter has a variety of reference materials available for members to use. These items can be borrowed for up to 2 weeks at a time. If you are interested in borrowing a publication from the Chapter's library, please e-mail Chris Boetto, at Chris.Boetto@OMNOVA.com.

LET YOUR VOICE BE HEARD!
Do you have any links, updates or industry news to share, any questions or comments? Contact the NEO IIA Audit Voice Editor at daniel.lakis@protiviti.com or johanna.davison@protiviti.com.

DON'T MISS A SINGLE THING!
Each month the NEO IIA Audit Voice is updated with the latest information regarding up-coming events and networking opportunities as well as useful resources. It is important that we provide this information to you as timely as possible, but in order to do that we ask that you **please check your profile on the theiia.org national website**, especially employer name and e-mail address. It takes only a few minutes to login to the IIA, review your record and update it.

Don't know how to update your record? Go to www.theiia.org and login on the red bar at the top of the home page. Press the "continue" button when offered. Select "*Update Your Profile*" on that red bar at the top of the page. Submit the changes using the button at the bottom of the page. If you have changed organizations, be sure to select "*Has any of your Organization information changed?*" near the bottom the page and enter your new company name, title, etc.

Career Development & Employment

EMPLOYMENT OPPORTUNITIES
The chapter's Employment Committee serves as a clearinghouse for members seeking positions and organizations seeking personnel by reviewing resumes of applicants and attempting to match them with employer requirements. All inquiries are confidential. If you are looking for a position or are trying to fill a position contact, please forward the details to Dan Bross at auditman42@yahoo.com and Tom Kovach at kovacht@firstenergycorp.com.

Current Job Postings

Company	Position
Aleris International	Senior IT Auditor
Diebold	IT Auditor
FirstMerit Bank	Auditor II
First Place Bank	Senior Auditor
PolyOne	Internal Auditor
STERIS Corporation	Senior Auditor
STERIS Corporation	Internal Auditor

Visit the News and Career Opportunities tab of the NEO IIA website for details and additional job postings at http://www.theiia.org/chapters/index.cfm/view.news/cid/7.

IN CAREER TRANSITION

The Board of Governors of the Northeast Ohio IIA Chapter has approved a chapter sponsored "In Career Transition" Group for our members. During these challenging economic times, jobs are not plentiful. Too many are looking for too few opportunities. And the search can be a stressful, lonely, and emotional roller coaster. Please contact Jay Simon at jaymarksimon@gmail.com.

THE CONTEXT FOR LEADERSHIP *By Stacy Feiner, PsyD*

If the cliché "Do unto others as you would do unto yourself" is the golden rule, then the platinum rule is, "Do unto others as they would do unto themselves." Basically, this is what leaders need to consider when they are developing skills for "flexing their style." While business leaders need to have certain characteristics to be successful, it is often the situation in which leaders are able to use those characteristics, that they succeed. It's not only who you are as a leader, but where and when you are able to lead."

There is no shortage of books about charismatic leaders…books that describe a corporate leader who turned around a failing company, to political leaders who free a nation, to autobiographies of entrepreneurs who package an invention with some new brand of leadership. It's no wonder so many of us have such a narrow view of what defines great leaders. "Great" leadership is marketed as bigger than life.

What if we were to expand our thinking about great leadership? What if we focused less on the individual savvy of leadership and we factored in the context in which leaders succeed? A leader's ability to succeed in today's environment is based on the capacity to change their style and approach to fit the culture, context, or condition of an organization. Success today requires leaders to pay attention to the current factors that surround them, that are external to them by defining the current context and anticipating change at the same time.
Given the importance of context, leaders must be able to recognize how and why their environment is changing environment and then adapt their leadership behaviors, style, approach to ensure they're effective in the new context.

Audit professionals are poised to develop a core set of leadership competencies that are crucial to business success: the ability help organizations adapt to the changing contextual forces, understand the implications, and adapt and change as environmental conditions evolve. As audit expands it core capabilities, the function itself becomes more critical to the strategic vision of the company.

Here are some Ideas for optimizing the context for leadership success. Idea No 1: Develop an inclusive lunch-and-learn series. Invite senior managers from the various divisions of your company to address all employees in an open forum regarding the "state of the union" of their divisions or departments. A one-hour workshop, once a month, will cover 12 departments or divisions a year, giving all who attend a solid grounding in the current state of business affairs. Besides the goodwill generated from such information-sharing sessions, these forums serve as an excellent opportunity for attendees to learn of new areas of interest within the company for their own career development. **Idea No 2:** Ask members of your staff to research your organization from an "outsider's" perspective. Make it a team building activity. Use media not marketing materials: select Internet sites, take a trip to the library for financial reports, trade journals, newspapers, watch select news shows, and use the lunch & learn series. Compare contrasting reports, compare against reports about your competition. Focus their efforts on a few critical questions: What are the key drivers of our business? Will management changes, a shift toward international markets or industry consolidation affect your company's growth focus? Which products make the most money and generate the highest profit margins? Where do you see redundancies in operations? Who's your biggest competitor and why? **Idea No 3:** Strengthen your relationships with clients by stepping out of your office and into theirs. Proximity plays a critical role in being 'let into the group,' and you're more likely to be viewed as a proactive resource rather than a last minute obstacle if you're accepted and welcomed in the group. So if you're not physically located with your clients, as is often the case with your function, then make an effort to get out there and spend time with the troops.

About the Author: Dr. Stacy Feiner is an accomplished human capital strategist, executive coach, and psychologist. Dr. Feiner has an affinity for working with aspiring professionals who understand that success in business is about the journey not the destination. She has the ability to mobilize individuals and groups whose progress is stalled, as well as propel success beyond prescribed goals and forecasts. Clients value her diversity of thought as well as her insight on the drivers of human behavior. Dr. Feiner can be reached at sfeiner@rtcpi.com / 216-315-3155.