



AZ Valley
of the Sun
Chapter

The Roadrunner

May 2016

Volume 17, Issue 12

Become Part of IMA's Global Leadership

Inside this issue:

President's Message 2

Moments that Matter Blog 3

Leadership CPE Sessions at 2016 IMA Conference 4

Management Advice 7

May Technical Session 11

Empowering Today's Accountant Seminar 12

Chapter Board 15

Chapter Event Calendar 17

IMA provides great opportunities for volunteerism. Our volunteers are passionate about IMA's mission, enjoy networking opportunities, and build valuable leadership experience. Qualified candidates are invited to apply for positions on one of IMA's volunteer Advisory Committees. IMA is accepting applications now through May 6, 2016. Complete IMA's [Volunteer Leadership Application](#) (member login required) to apply for one or more of the following positions:

Member of IMA Annual Conference & Expo Program Committee Applicants should have attended at least one IMA conference and are required to travel to one meeting. This is a one-year commitment.

Chair of IMA Annual Conference & Expo Program Committee Applicants should have attended three or more IMA conferences and are required to travel to one meeting. This is a one-year commitment.

Member of IMA Committee on Ethics Travel is required for two meetings per year, 2 year commitment.

Member of IMA Committee on Academic Relations No travel required. This is a two-year commitment.

Member of IMA Diversity and Inclusion Committee No travel required. This is a one-year commitment.

Member of IMA Leadership Academy Faculty No travel required. This is a two-year commitment.

Member of IMA Small Business Financial and Regulatory Affairs Committee Travel is required for one meeting per year. This is a two-year commitment.

Member of IMA Technology Solutions and Practices Committee Travel is required for two meetings per year. This is a two-year commitment.

To apply, please select committee(s) you are interested in serving on and upload your cover letter and résumé or bio. Committee charters and descriptions are available on the application page, as well as a brief description of committee purposes and desired volunteer qualifications.

Please note that IMA does not reimburse committee members for travel to meetings. Volunteers, therefore, should have the financial means and/or the support of their employers to participate in face-to-face meetings. If you are unable to fund your travel, consider applying for one of the committees that do not require travel. If you have any questions, contact Pat Stefanczyk, vice president of governance and volunteer leadership, at pstefanczyk@imanet.org or at (800) 638-4427, ext. 1592.

The May issue of *The Roadrunner* newsletter focuses on the leaders as the chapter transitions board members for the upcoming 2016-2017 year. Step up to serve our chapter and see how these skills can transfer to your career. Take advantage of your IMA membership and join us for any of our educational, career and networking events.

IMA AZ Valley of the Sun Chapter President's Message

Dear IMA AZ Valley of the Sun Chapter Members,

When I think about leadership, a lot of different topics and characteristics come to mind: management, parents, role models, mentoring, team, motivation, guidance and goals to name a few. Leadership involves: establishing a clear vision, sharing that vision with others so that they will follow willingly, providing the information, knowledge and methods to realize that vision, and coordinating and balancing the conflicting interests of all members and stakeholders. A leader steps up in times of crisis, and is able to think and act creatively in difficult situations.

There are many different kinds of leaders. There are vocal leaders who lead by communicating their message loudly and thoroughly throughout the process. There are leaders by action who show those they are leading how they expect things to be done. There are emotional leaders who motivate and encourage the team to excel and meet their goals. Good leaders are made, not born. If you have the desire and willpower, you can become an effective leader. Good leaders develop through a never ending process of self-study, education, training, and experience (Jago, 1982).

Leadership is a process by which a person influences others to accomplish an objective and directs the organization in a way that makes it more cohesive and coherent. Leaders carry out this process by applying their leadership knowledge and skills. While leadership is learned, a leader's skills and knowledge can be influenced by his or hers attributes or traits, such as beliefs, values, ethics, and character. Knowledge and skills contribute directly to the process of leadership, while the other attributes give the leader certain characteristics that make him or her unique.

Successful organizations have leaders who set high standards and goals across the entire spectrum, such as strategies, market leadership, plans, meetings and presentations, productivity, quality, and reliability. Values reflect the concern the organization has for its employees, customers, investors, vendors, and surrounding community. These values define the manner in how business will be conducted. Concepts define what products or services the organization will offer and the methods and processes for conducting business. These goals, values, and concepts make up the organization's personality or how the organization is observed by both outsiders and insiders. This personality defines the roles, relationships, rewards, and rites that take place.

It has been a pleasure to lead the AZ Valley of the Sun chapter for the past year. I hope that I exhibited many of these qualities and provided for an environment for others to succeed. I am glad to have had this experience to learn from and continue to develop my leadership skills.

Sincerely,

Travis J. Magneson, CPA CMA CFM

IMA AZ Valley of the Sun Chapter

2015-2016 President

How to Be a Stronger Leader

"And that is how change happens. One gesture. One person. One moment at a time." –Libba Bray

One moment is all it takes to be inspired. That quote from author Libba Bray got me thinking about the people who have inspired change in me over the years and how their leadership qualities have influenced me to become a better leader every day. For me, these **three leadership qualities** stand out to me as most vital for success:

INTEGRITY

As financial professionals working in business, we agree to abide by the highest standards of ethics, integrity, and trust. Having integrity means you are a trustworthy, reliable, and credible leader, especially in our field. Accountants at all levels must uphold ethical practices to do their jobs the right way or else they face high penalties and damage to their reputation.

There is nothing more important than your brand and your reputation. My positions in industry, where I worked at one of the world's most trusted companies, taught me that "the good guys" can win in the market—a company that upholds its values will succeed. The collateral damage from a competitor's fraudulent behavior is real. How you achieve outcomes is as important as the outcomes themselves.

PASSION

Passion is contagious. If you're passionate about what you do, chances are you'll inspire others to be passionate, too. Being a passionate—and compassionate—leader shows your employees that you're invested in them and in the team, always seeking to build followership, as coined by leadership guru John C. Maxwell.

Passion to me is about a genuine, unwavering, and relentless desire to be a stronger family member and businessperson regardless of the status you have achieved. When I joined IMA, coming from a wonderful business career that included being CFO of a multi-billion-dollar operation, I had zero professional certifications. When I saw the passion of IMA's volunteers for the value of professional certifications, it inspired me to earn the CMA® (Certified Management Accountant) and CAE (Certified Association Executive) credentials. Now I'm even more passionate because I better understand the industry and the work that our members do.

COMMITMENT

Commitment comes in many forms: commitment to projects, people, business relationships, and more. When you lead by example, your team can see that you are committed and are working hard to achieve success. A strong leader should also be committed to being ethical and courageous, always inspiring a culture of challenge. Keep your promises, admit your mistakes, continuously learn, and build a respectful rapport with your team.

I have faced intense competition in my industry positions and at IMA. I have learned that commitment to people, mission, and strategy is key to sustainable success. When times get tough, you really learn who you can count on and how resilient your strategy is. I am a firm believer in FIERCE competition (Focused on mission, Innovative, Entrepreneurial, Respectful, Courageous, and Empathetic).

Change, One Moment at a Time

Having integrity, passion, and commitment will build a well-rounded base for being a strong leader. Integrity allows you to uphold your ethical values and build your reputation as a trusted business professional. Exuding genuine passion and commitment for your work fosters a unified, mutually respectful business culture. You can advance the management accounting profession by becoming a stronger leader. It only takes a moment, a gesture, or a person to make a difference.

What or who inspires you to be a better leader?

Written by Jeff Thomson. Visit the IMA Moments that Matter Blog at <https://imaleadership.wordpress.com/> for more articles.

Build Your Leadership Skills at the IMA Annual Conference

Code of Silence: Test of Leadership Courage

Leading with your soul requires a keen awareness of self and surroundings as well as the skill to deal with any disharmony that impedes value congruence. The business world is littered with leadership failure stemming from organizational dysfunction. This session uses both business and social examples to explore one of the primary causes of dysfunction: the code of silence. A case study using the movie *A Few Good Men* provides an example of code-of-silence dysfunction. Explore how to identify the dark truth and shine a light on it so that we can emerge as leaders who embody the courage to lead with our souls.

After the session, attendees will be able to:

1. Develop an understanding of the code of silence, its ramifications, and the ethical responsibility to break that code of silence in the interest of socially responsible governance across any organization.
2. Identify tools and techniques to deal with the code of silence in a real-world organization.
3. Develop the art of having difficult conversations with teammates to navigate through a culture that propagates the toxic code of silence.

Field of Study: Behavioral Ethics

Level: Overview

Speaker : Dr. Kasthuri Henry, President, KasHenry Inc., Lockport, IL

Barriers to Ethical Behavior & Leadership

This session on ethical leadership explores the challenges leaders face when potential barriers emerge. A series of case study videos amplifies certain barriers to ethical behavior. Topics include the meaning of ethical leadership, its importance to successful organizations, why good people sometimes behave immorally, and how to assess ways to change moral reasoning. Audience interaction includes discussions of whether ethics can be taught or learned and examples of unintentional blindness.

After the session, attendees will be able to:

1. Describe barriers to ethical behavior & leadership after viewing a series of case study videos.
2. Recognize why good people sometimes do evil and assess ways to change moral reasoning.
3. Identify leadership challenges when ethical dilemmas surface.

Field of Study: Behavioral Ethics

Level: Basic

Speaker : Rick Crosser, Professor of Accounting & Ethics, Metropolitan State University of Denver, Grand Lake, CO

Finance Strives to Balance Analytical Leadership with Cost Control

Finance executives face a delicate balancing act in 2016 as they seek to address multiple and often conflicting priorities. Finance must enhance its ability to support corporate strategies through analytics and information integration in the face of reductions in budgets and staff, according to new Finance Key Issues research from The Hackett Group, Inc. (NASDAQ: HCKT).

The Hackett Group's research also identified the five most common transformation initiatives finance organizations expect to use to address these priorities in 2016: improving leadership skills; re-engineering processes; improving performance management capabilities; developing a finance technology road map; and rolling out of business intelligence and analytics applications. A complimentary version of the research is available for download, following registration, at this link: <http://bit.ly/1U8rDVS>.

"Looking at the top [finance strategy](#) priorities for 2016, it's not hard to see how they are related," said Jim O'Connor, Principal and Finance Advisory Practice Leader. "The number one priority is to focus on integrating enterprise information in support of better analytics and improved corporate decision-making. Finance is in a unique position within the company, with access to all of its financial and much of its operational data. By better integrating this data through [Enterprise Performance Management](#) and business intelligence systems, finance can help companies understand performance, improve forecasts, and take action to close gaps and take advantage of opportunities.

"In order to accomplish this, finance needs to improve its capabilities in business partnering, relationship management, predictive forecasting, and its facility with analytics," said Mr. O'Connor. "And they need to do this in the context of challenges to revenue growth and an array of increased business risks, which hang like a dark cloud over the business environment in 2016. Companies are focusing on cost reduction across the enterprise, and this is clearly an area where finance can take a leadership role."

The Hackett Group's research found that [cost reduction](#) remains a priority, with finance budgets projected to shrink by 0.5 percent in 2016. Staffing is projected to fall by 2.7 percent. In the context of expected revenue growth of 3.7 percent, this creates a growing gap in productivity and efficiency that finance must address in tandem with any improvement efforts.

One key element of the focus on finance cost reduction is the implementation and expansion of Global Business Services (GBS) operations. The Hackett Group has found that "Finance leadership look to their GBS organization to take on more activities and deliver both cost savings and productivity gains," said Martijn Geerling, The Hackett Group Associate Principal and GBS Executive Advisory Practice Leader. "Many companies have now maximized their ability to cut labor costs through offshoring and outsourcing. But the GBS operating model continues to be a way to drive additional value. In addition to enabling companies to realize economies of scale, the GBS model allows companies to deploy digital technologies more effectively and deliver the productivity gains demanded by finance leaders and company leadership.

Moreover, it allows companies to implement end-to-end processes more effectively, and find value in collaboration and integration with other functions such as procurement, HR, and IT."

Finance Strives to Balance Analytical Leadership with Cost Control

In all top priority areas – integrating enterprise information, achieving a competitive cost structure, and formulating strategy with the business – The Hackett Group found significant shortfalls between their importance and finance's capabilities, and recommends that leaders narrow their focus to five specific transformation initiatives in 2016:

Improve Leadership Skills – Finance should improve leadership skills and business acumen, as these are critical enablers for all priority areas. Finance needs to move beyond the long-standing approach of promoting based on technical accounting and technical financial skills, and take a long-term approach to building skills that demonstrate business acumen, including persuasion and motivation, planning and organization, taking initiative, and decision-making.

Reengineer Finance Processes – With no additional funding, finance functions will need to free resources from lower value areas in order to deliver on higher value services, such as enterprise performance management (EPM). The concept of reengineering has been around for decades, but advances in technology are game changers for finance as it looks for ways to revamp processes and be more responsive to customers. Finance should seek to integrate elements of digital business transformation into its processes. Many of these innovations will be cloud-based and will connect suppliers, trading partners, customers, communities, and devices wirelessly and in real time.

Improve Performance Management Capabilities – Improving performance management capability helps finance identify areas of opportunity in strategy, integration, and cost reduction. It also helps finance improve its own as well as enterprise agility. Companies with superior EPM capabilities outperform their peers across an array of financial metrics.

Develop a Finance Digital Transformation Roadmap – After years of trying to wring the most value out of existing finance systems, this year there is more interest in adopting new and innovative technologies. But to achieve true digital transformation, finance organizations must move beyond traditional, linear business improvement frameworks to become agile organizations that are customer value aligned, best practice oriented, and technology- and people-led. A roadmap is vital to navigating the array of technology innovations available, including social media, mobile, analytics, cloud. Finance organizations must clearly detail goals and potential customer benefits, and ensure that decisions are aligned with the direction of the company's overall IT architecture, business strategy, and the current and future needs of internal customers.

Roll Out BI/Analytics Applications – The principal area of planned investment in new technology within finance involves extending the value of business intelligence and analytics by unlocking the value residing in companies' vast stores structured and unstructured data, which goes far beyond traditional financial data. According to Richard Cardillo, The Hackett Group's Principal and Finance Transformation Practice Leader, "In the current business environment, it's difficult for finance to take on all of these areas. Part of the key is prioritization, finding the right balance based on the individual needs and strategy of the company, the market in which it operates, and its maturity level."

The Hackett Group's 2016 Finance Key Issues research, "The CFO Agenda: Target Five Key Transformation Initiatives to Move Finance Forward" is based on results gathered from executives from nearly 180 large companies in the US and abroad, most with annual revenue of \$1 billion or greater.

Stay current on the latest issues with the IMA Online News.

Management Advice: Time For a Career Path Discussion With Your Team?

Do you spend enough time talking to your staff about their career paths? Probably not, according to a recent [survey](#) from global staffing firm Robert Half, which found many employees want to spend more time discussing their future. Of the 1,200 accounting and finance professionals polled, 93 percent said they would like to talk about their career path on a regular basis, yet 40 percent said they *never* have this conversation with their managers.

The benefits of career path direction

Career planning should be a vital part of any [staff retention strategy](#). Employees are more likely to stay at a company if they feel there is a long-term plan in place for their professional future. Otherwise, they're liable to take matters into their own hands and look for a job elsewhere.

As a manager, touch base with your staff on a regular basis to ensure they're satisfied with their position and career path.

Frequency of career path discussions

Many employers will include career progression as part of an annual review. This may not be enough, though: 48 percent of respondents in the survey said they would like to discuss their career path quarterly or even more frequently.

So how often should you have a career path talk with staff? There's no one-size-fits-all schedule, but the answer may be as often as they want to discuss it.

How to talk about a career path

If you're among the many managers who have never had a career path discussion with employees, or if you do so irregularly, here are some tips:

Management Advice (continued)

Uncover goals. Some staff members, especially those at the beginning of their professional journey, need guidance in turning their goals into a tangible [career plan](#). As a manager, ask questions to discover what really motivates them such as: which type of work they are drawn to, if they would be interested in supervisory roles in the future and what weaknesses are holding them back. Work with your employees to define a career path that leads to clear, attainable goals.

Help them along the way. When you outline career path objectives, you undertake partial responsibility for helping employees achieve those goals. This means [mentorships](#), training, on-the-job experience and perhaps another degree or certification. If they're on a management track, professional development can help staff members acquire the leadership skills and general business acumen they'll need later in their career.

Be realistic about opportunities. As with all plans or promises, you shouldn't make them unless you think you can deliver. It's best to be transparent and open about the opportunities that will — and will not — be available. For example, if the company won't be able to offer reimbursement for an MBA, or if there are no senior-level vacancies expected in the next five years, be up front about it. So as to not discourage ambitious accounting professionals, talk about the opportunities you anticipate *will* become available.

Mix formal and informal chats. Even if you and your staff discuss their formal career plan only once a year during [performance review](#) time, you can have casual talks more often. Go out for coffee and ask how it's going and whether they feel they're on track to meet their goals. Take the time to show you're interested in their career progression.

You should never experience turnover due to the lack of career planning. With the cost and time associated with recruiting new finance professionals, as well as the even greater toll of losing top talent, it's in your best interest to prioritize career path discussions.

Accountemps, a [Robert Half](#) company, is the world's first and largest specialized staffing firm for temporary accounting, finance and bookkeeping professionals. Accountemps has more than 330 locations worldwide. More resources, including online job search services and the [Accountemps blog](#), can be found at accountemps.com.

Leadership Academy Webinar

Coping with Change

Tuesday, May 17, 2016

Presenter: V Marcine Johnson, CPA - Dean, IMA Leadership Academy

Moderator: Lynette Pebernat - Senior Application Architect, Dynegy Inc

Event Description

Change is all around us – sometimes causing stress. Change cannot be escaped, but you can learn to handle change. This course is designed to increase your comprehension of change and its impact on individual lives. In addition, this course focuses on the development of techniques to better cope with the ever-present change occurring around you.

Learning Objectives

After this webinar, you will be able to:

1. Define change
2. Describe the impact of change on individuals
3. Recognize why and when change is necessary
4. Identify common barriers to change
5. Identify techniques to cope with change

Price: Free

CPE Credit: 1.5 hour

Field of Study: Personal Development

Research Area: Business Performance Management

Program Level: Basic

Prerequisite: None

Advanced Preparation: Download participant guide

Instruction Method: Group Internet

Visit the IMA Global Website www.imanet.org for more webinars and registration.

IMA Wild West Council 2015-2016 Board

President	Diane Hewlett
President-Elect	OPEN
Past President	Kathleen Moren
Global Director	Nancy McCleary
Treasurer	Deb Michalowski
Secretary	OPEN
V.P. Administration	Mitch Lenoil
V.P. Admin Emeritus	Rex Soutar
V.P. Chapter Relations	Pem Smith
Director-Webmaster	Frank Garcia
Director-Newsletter	Nancy McCleary
Director-LinkedIn/LinkUP	Pam Zanzucchi
Directors – Meetings:	Kelly Benner Camille Cook Patrick Wilson
Directors – Education	Celeste Porter Derek Heijmans
Chapter Mentors	Lyle Braithwaite Rob Ferrell Frank Garcia

Get Social with the IMA Wild West Council



[www.facebook.com/
imawildwestcouncil](http://www.facebook.com/imawildwestcouncil)

[@IMAWWC](https://twitter.com/IMAWWC)

Congratulations New CMAs!

Congratulations to the newest CMAs in our AZ Valley of the Sun Chapter. The following members have earned their CMA credentials between June 2015 and January 2016.

Jacobus Ignatius Debruyn, CMA
Sarah Hamre, CMA
Jenny Schwenn, CMA
Stefano Conforti, CMA
Daniel Schaar, CMA
Yaman Nass, CMA
Mirza Alihodzic, CMA
Stacy Davison, CMA
Travis Janzen, CMA

Interested in learning more about the CMA? Visit the global website <http://www.imanet.org/cma-certification/cma-certification-overview> for details on education and experience requirements and the 2 part CMA exam.

Visit the IMA Wild West Council website <https://sites.google.com/site/wildwestcouncil/cma-certification> for details on upcoming CMA review options.

Mark your calendar for the fall session of the CMA review program. <http://www.imavalleyofthesun.org/events/webcast-cma-exam-review-course-part-one-starts-october-15th/>

*IMA's Certification for
Accountants and
Financial Professionals
in Business*

May 2016 Technical Session

AZVOS Chapter Awards Night

Date: Tuesday, May 17, 2016

Time: Networking 5:00 - 6:00pm / Dinner: 6:00pm - 7:00pm / Session: 7:00pm - 8:00pm

Session: Leadership in Practice

Speaker: Roy Schott, Professional Speaker & Consultant at The Schott Co., LLC

Description: Come learn about leadership in practice from an outstanding professional speaker. Roy has won numerous awards in Toastmasters for his speaking ability. His goal in business is to help people to find the skills to achieve their dreams. Leadership is a critical element in this process & is emphasized in his work.

Amount of CPE: 1 hour

Menu: TBA

Cost: Members \$37, Non Members \$42, Students \$5

RSVP Due: Thursday May 12, 2016

Register online at www.imavalleyofthesun.org and use our credit card payment option.

IMA Annual Conference - June 18-22, 2016

You are invited to attend IMA's Annual Conference & Expo. Not only can you meet the annual 30 Continuing Professional Education (CPE) requirement, but you can also experience high-energy discussions with expert speakers, the buzz of the conference floor, and the fast-paced beat of Las Vegas!

Accelerate your learning as you choose from a program of 50+ educational sessions covering **cybersecurity, ethics, revenue recognition changes, leadership, risk management**, and more. Be ready to connect with 800+ peers when you attend any of the 15+ planned networking events, or simply when you're enjoying a cup of morning coffee before all the learning begins!



Take the opportunity to build your network and reconnect with peers, as you learn about the latest industry trends.



Accounting & Financial Women's Alliance
CONNECT • ADVANCE • LEAD



The Association of
Accountants and
Financial Professionals
in Business

2016 Empowering Today's Accountant Seminar
Saturday August 27, 2015 8:00am - 5:00pm
Desert Willow Conference Center
4340 East Cotton Center Blvd
Phoenix, AZ 85040

The Accounting & Financial Women's Alliance Mesa East Valley Chapter and the Institute of Management Accountants AZ Valley of the Sun Chapter are presenting the 10th Annual Empowering Today's Accountant Seminar. Attendees will earn 8 hours of CPE from a mix of technical and professional development sessions. Expand your professional network by joining AFWA and IMA members for a day of education and networking.

	Regular Registration	Early Registration
AFWA / IMA Member Registration:	\$150	\$125
Other Association Registration:	\$200	\$175
Regular Registration:	\$250	\$225
Student Registration:	\$25	\$25

Early Registration Deadline: July 15, 2016 Final Registration Deadline: August 20, 2016

Space is limited

Seminar details and registration available at www.mesaeastvalleyafwa.org/seminars.



*IMA's Certification for
Accountants and
Financial Professionals
in Business*

The
CMA
Corner

CMA Success Stories

Julie A. Lagacy has spent her entire professional career at Caterpillar Inc., one of the world's leading manufacturing companies. During her more than 25-year tenure, Lagacy has served in numerous professional roles, including pricing analyst, commercial manager, human resources manager, and chief financial officer for the company's mining division. She is currently the vice president for Caterpillar's finance services division. In 2011, she became a CMA – and earned the ICMA Gold Medal for highest exam score in her testing period.

Regarding her decision to pursue the CMA more than 20 years into her professional career, Lagacy explained: "As a manager, I had encouraged many members of my staff to pursue their CMA or CPA certification. I decided that it was time to lead by example and become one myself."

Lagacy followed a strenuous study schedule, and made a smart decision that paid off: "I set my testing dates six weeks out, and I told myself I couldn't change them. Having those dates really helped me to stay on track and gave me specific goals to shoot for."

Since becoming a CMA, Lagacy has found that the skills tested on the exam have been "tremendously relevant" to her work, particularly in the areas of planning, analysis, costing, internal controls, and corporate finance.

The process of studying for and doing so well on the exam not only set an excellent example for her staff, it also provided inspiration for those closer to home. As a working mother of school-age children, Lagacy often studied at the dining room table while her kids did their homework: "I hope I showed them that learning never ends, that even after all this time working, I'm continuing to improve myself. I think that's an important life lesson for them – and for me, too."

Visit the IMA Global website http://www.imanet.org/cma-certification/become-A-CMA/become-a-cma_overview/career-success-stories for more success stories and information on earning and maintaining your Certified Management Accountant credential.

PASS THE CMA EXAM!

GLEIM CMA[®] REVIEW SYSTEM

**IMA Chapter members
receive significant discounts on
CMA and CPE purchases!**



System includes:

- Personal Counselor
- Gleim Online
- Test Prep Software
- Test Prep for Windows Mobile
- Essay Wizard
- Audio Cds
- Books
- 18-mo. Product Replacement

Contact Melissa Leonard at:
800.874.5346 Ext. 131
melissa.leonard@gleim.com
gleim.com

SUCCESS GUARANTEED!!



IMA AZ Valley of the Sun Chapter 2015 - 2016 Board of Directors

President	Travis Magneson	VP Communications	Michael Feldman
President-Elect	Trey Ballard	Email Distribution	Brian Haberlen
VP Administration	Trey Ballard	Asst Email Distribution	Diane Hewlett (P)
Treasurer	Ron Caron (P)	Newsletter	Laura Mangan
Assistant Treasurer		Publicity	Trey Ballard
Secretary	Kathleen Moren (P)	Webmaster	Deb Michalowski (P)
Past President	Sal Forzano (P)		
Past President	Cheryl Brock (P)		
		VP Membership	Tom Dopler
		Member Relations	Travis Melham
VP Education	Camille Cook (P)	Member Relations	Kristian Haralson
Co-Director	Greg Gilstrap (P)	Community Service	Chris Fritsch
Co-Director	Nick Stefaniak (P)	Corporate Development	Deb Michalowski (P)
Co-Director	Tom Dopler	Asst Corp Development	Mirza Alihodzic
Co-Director	Pam Zanzucchi (P)	Sponsorships	open
Co-Director	Deb Michalowski (P)	Employment	Mitchell Davidson
CMA Program	Julie Wilson	Employment	Christian Kaijser
Asst CMA Program	Mirza Alihodzic	Employment	Glenn Hines
Asst CMA Program	Andrew Rhea	Employment	Chris Stich
Education Reporting	Dawn Sandberg	Student Relations	Yaman Nass
Certificate Reporting	Laura Mangan	SCST Scholarship	Donna DeMilia
Webcaster	Kathleen Moren (P)	SCST ASU	Nick Stefaniak
Meetings/Attendance		SCST DeVry	Robert Norton
Raffle	Susan Bobbe	SCST GCU	Alex Ortiz Rosa
		SCST Internship	Yaman Nass

Please contact Travis Magneson if you are interested in serving on the chapter board, on a committee or volunteering for an event. Email Travis at tmagneson@cbiz.com. Members are welcome to join us at monthly board meetings. Check the events page for the date and location of board meetings.

IMA AZ Valley of the Sun Chapter Member May Anniversaries

1-10 Years

Dachuan Cui
 Eliyahu Block
 Siti Darekamin
 Yosette Lynette Ledezma
 Rashid Ahmad
 Jason Hawley, CVA
 Roy Morales III
 Isabel Marie Carrillo-Johnson
 Angeleique Lavoie
 Ronald Gustin
 Jeanette Smith
 Robert Kane, CMA
 Neil Broadstock, CMA, CPA, CGF
 Angela Fry, CMA, CPA
 Saima Dolphin
 Kenneth Banhart
 Isaie Remy, CMA
 Uriel Nunez Valles
 Jason Mathews, CMA

11-20 Years

Kristyn McKinnon
 Richard Jennings
 Laurent Kounouho, CMA
 Edward Barry, CPA
 Sean Colletto, CFE

21-30 Years

Richard Flaherty
 Ronald Hall, CMA
 Robert Webb, CMA
 Kimberly Devall, CMA
 Dr Glen Nelson, CMA
 Rosemarie Norine
 Mary Schick, CPA

31-40 Years

John Curtis

41-50 Years

Basil Stoutenburg
 Donald Scherrer
 James Areghini

50+ Years

Beverly Etchells
 Carl Naegeli

Strategic Finance: Women in Accounting: Making Progress?

In the May issue of Strategic Finance, Sandra B. Richtermeyer, CMA, CPA addresses the issue of women in accounting in the leadership & careers column. Although women have made some headway in the last few years, more progress is necessary.

One exciting new venture is the **Women's Accounting Leadership Series (WALS)**, a continuing education event designed for women in accounting and finance. Cosponsored by IMA® (Institute of Management Accountants) and Pace University, the series has been offered four times in the past two years in New York, Ohio, and Arizona. WALS brings together women in accounting and finance with varying years of experience from different industries for a discussion about careers and technical issues in accounting. The setting provides a forum for women to share thoughts regarding their own leadership development and strategies for success. Several of our members participated in the WALS event at ASU in April.

Part of the discussion includes a look at the numbers. In 2012, 43% of accounting & finance undergraduate degrees were earned by women. In the last 15 years, women gained 30 CFO spots. The 2014 data shows women in finance make 75% compared to their male counterparts. The discussion transitioned to what steps can be taken to improve the numbers. Mentorship, sponsorship and focusing on our strengths are tools to help move up the career path.



Visit www.imanet.org for IMA Publications and the new SF Magazine.com for the full article and the latest issue of *Strategic Finance*.



You can continue the WALS conversation through the LinkedIn group called **Women's Accounting Leadership Series**. Also, the next WALS event will be held in **October 2016 in New York City**. For more information about it and WALS, send an e-mail to womensleadership@imanet.org.

Upcoming Chapter Events



May 3rd

Board Meeting

Macayo's Phoenix

May 17th

Evening Technical Session

Leadership in Practice - Awards Night

Marriott Airport Hotel Phoenix

June 14th

Board Meeting

Macayo's Phoenix

June 18-22, 2016

IMA Annual Conference

Las Vegas, NV

June 21st

Evening Technical Session

Legislative Update

Marriott Airport Hotel Phoenix

Vision Statement

The world's leading association for management accounting and finance professionals.

AZ Valley of the Sun Chapter
 P.O. Box 2771
 Scottsdale, AZ 85257-2771

www.imavalleyofthesun.org



The Association of
 Accountants and
 Financial Professionals
 in Business

Mission Statement

Provide to members personal and professional development opportunities through education, association with business professionals, and certification in management accounting and financial management skills. Ensure that IMA is universally recognized by the financial community as a respected institution influencing the concepts and ethical practices of management accounting and financial management skills.

May 2016

Reminders :

- Take advantage of free CPE, sign up for the monthly IMA webinars.
- Congratulate our 2015-2016 board on another successful year at our upcoming technical session.
- Interested in participating on the board, committees or projects, contact our board for opportunities.

Sun	Mon	Tue	Wed	Thu	Fri	Sat
1	2	3 Board Meeting	4	5	6	7
8	9	10	11	12	13	14
15	16	17 Webinar Tech Session	18	19	20	21
22	23	24	25 Webinar	26	27	28
29	30	31				