



JANUARY 2013

Dear IMA Chicago Chapter Members,

As one year comes to an end and another begins, we reflect on the past and set goals to structure the New Year with positive affirmations of I can, I will & I am. A New Year gifts opportunity for ALL to grow and develop as an individual and as a community.

I often ask myself, "How can we focus on our individual selves, ensure we are developing and also worry about growing and developing a community as well?" I then remember to let go of worry and realize as we ALL continue to develop, we are ALL growing, which in turn makes our community stronger.

The Chicago Board is constantly developing, growing and searching for opportunities that allow us to better serve You, our Members, our Community. Many might be thinking to themselves, "Opportunities to better serve us? How & When?" The question we should be asking isn't "How & When", but "What & Why?"

**2013: What & Why?**

- What? The launch of a new website
  - Why? To better communicate information to our members e.g. Events & Networking (Career) Opportunities
- What? Events & Networking Opportunities
  - Why? To provide CPEs & relationship building amongst peers
- What? Relationship Building
  - Why? To ensure the IMA community is supported & supporting each other

As the board continues to grow this list of "What & Why?" we invite you to get involved, share your ideas, join our developing team & contribute to the Chicago Chapter's book of opportunity. Please feel free to call or email the below contact or any one of the board members on the Board Members & Contact Info page at the end of the newsletter.

Cheers to a happy 2013 filled with endless opportunities!

Kind Regards,  
William T. Kernan  
IMA Chicago Chapter, President & Director of Student Activities  
Ph: (312) 636-6480  
[president.ima.chicago@gmail.com](mailto:president.ima.chicago@gmail.com)

"We will open the book. Its pages are blank. We are going to put words on them ourselves. The book is called Opportunity and its first chapter is New Year's Day." - Edith Lovejoy Pierce

CHICAGO CHAPTER

THE ASSOCIATION OF ACCOUNTANTS & FINANCIAL PROFESSIONALS IN BUSINESS



**It's out....  
The "Events" Member Survey**

We sent out a very short, but important, survey to your email inbox.

We believe that the only way that we can be successful as a chapter is to support and carry forth the wishes of the membership. To that end, we need to know what you're thinking.

Please take the time to provide your thoughts and ideas – **this is your chapter so make it work for you!**

In this Issue...	
Message from the President	1
CMA & Other Chapter News	2
Educational Opportunities (CPE)	3
Article: Re-Hiring Former Employees, Tips for Making It Work	4
Members' Significant Year Anniversaries	5
Board of Directors	5



# CHICAGO CHAPTER



THE ASSOCIATION OF ACCOUNTANTS & FINANCIAL PROFESSIONALS IN BUSINESS

JANUARY 2013

## CMA NEWS...

The CMA (Certified Management Accountant) is the advanced professional certification specifically designed to measure the accounting and financial management skills that drive business performance. The CMA is tailor-made for finance professionals at all levels, for those that want to enhance their value to a current organization or expand career potential.

Earning the CMA will make you part of a network of over 20,000 credentialed peers worldwide. To participate in the CMA program, candidates must be members of the IMA.

The IMA® Chicago Chapter is pleased to announce that in October, **1** chapter member earned the Certified Management Accountant (CMA®) credential.



## CONGRATULATIONS - Krishnan Ramada!

There were no certifications in November.

## Welcome to 28 October & November new IMA Chicago members!

- |                       |                        |                      |
|-----------------------|------------------------|----------------------|
| Kaisa Anderson        | Xiaoxin Jin            | Katy Riordan         |
| Xin Chen              | Jodee Ann Johnsen      | Jose A. Rivera       |
| Adam Chu              | Kristin Jones Keeley   | Jiangning Ruan       |
| Lisa Marie Desmond    | Melody A. Lewis-Engram | Fanlu Song           |
| Sharolyn Franklin     | Zhuo Li                | Parthiv Trivedi      |
| Joel Garcia           | Xiaoxiao Ma            | Caroline Ashley Ward |
| Dan Hu                | Martin McAndrew        | Long Wen             |
| Anthony John Iavarone | Robert Pavliga         | Xi Yang              |
| Michael Islas         | Artur Pawelko          |                      |
| Andrew Jackson        | Revathi Ramachandran   |                      |

## And also...Welcome to our 2 Transfer-Ins to IMA Chicago!

Megan Koch

Leslie AW Van Wolvelear



JANUARY 2013

## EDUCATIONAL OPPORTUNITIES

Date/Time	CPE	Location	Topic	Speaker	Comments
1/15 12:00 PM – 1:30 PM	1.5	Webinar	<p><b>Facilitation Skills</b></p> <p>Effective facilitation can enable groups to achieve their tasks more quickly and easily -- feeling good about each other during the process. The more the workplace moves towards teamwork, the more we must meet and work together to make decisions, share information, and plan action. Effective discussions and meetings are often the result of effective facilitation.</p> <p>This webinar focuses on understanding group behaviors and learning skills to effectively lead meetings and conduct workshops.</p>	Leadership Academy – Webinar Series	Free to IMA members <a href="https://event.on24.com/eventRegistration/EventLobbyServlet?target=registration.jsp&amp;eventid=554910&amp;sessionid=1&amp;key=D3373DD17AADEE1908B6CD6B1731B2E6&amp;sourcepage=register">https://event.on24.com/eventRegistration/EventLobbyServlet?target=registration.jsp&amp;eventid=554910&amp;sessionid=1&amp;key=D3373DD17AADEE1908B6CD6B1731B2E6&amp;sourcepage=register</a>
1/22 5:30 Networking, 6:15 Dinner	1.5	Gaslite Manor 2485 Church Rd. Aurora 630-851-2300	<b>Tax Update</b>	Yolanda Ruiz IRS	Hosted by the <b>FRV Chapter *</b> RSVP by January 15th to <a href="mailto:Sheryl.Elliott@vfflc.com">Sheryl.Elliott@vfflc.com</a>
1/24 6:00 Networking, 6:30 Dinner	1.5	Emmett's Ale House 110 N. Brockway Palatine 1-847-359-1533	<b>ERP Systems and the Cloud</b>	Len Green Transforming Solutions, Inc.	Hosted by the NWSC Chapter ** RSVP by January 27th to <a href="mailto:bill.decker@rhmr.com">bill.decker@rhmr.com</a>

\* For FRV Event – Payable in check or cash at the door:  
IMA Members & Retirees \$32, Non-IMA Members & Guests \$40, Unemployed IMA Members \$16, Students \$10

\*\* For NWSC/Chicago Event – Payable in check or cash at the door:  
Advance Registration - IMA Members: Regular \$30, Retired or Unemployed \$20. Nonmembers \$35  
At the Door - IMA Members \$35, Nonmembers \$40, Students \$10

## PLANNING AHEAD, FUTURE DATES & LOCATIONS...

April 19, 2013	Mid America Council Annual Leadership Training session	@ NIU Outreach Center Rockford, IL
----------------	--	---------------------------------------

This one-day workshop focuses on leadership development of IMA members. The majority of the day is geared toward professional leadership and current accounting issues. These programs provide practical information that attendees can use on the job or in their community leadership positions.



JANUARY 2013

## Re-Hiring Former Employees: Tips for Making It Work

It's a competitive world out there for companies seeking talent at higher skill levels. More than half (57 percent) of employers interviewed for the latest Robert Half Professional Employment Report say they're having difficulty locating skilled candidates. Shortages are prompting some firms to re-hire former staff members who left the organization on good terms. But there are pros and cons to weigh before using this strategy.

Former employees are likely to be familiar with your operations and culture. They also may know many of your current employees and clients. And they may require little or no training to start making contributions. But if your firm has been through a lot of the change since they left, a transition back into the fold may not be so easy. People change, too — so there's some risk these individuals will have a different attitude toward work, and your organization, than before.

Another consideration: How will your current staff feel about a former colleague rejoining the team? Make sure you've fully evaluated your existing resources first. Are you certain there's no one already in-house who couldn't learn the open job or assume the duties — and more importantly, would appreciate the opportunity? If the best answer is to re-hire a previous employee, be sure to explain to your team why you're pursuing that avenue. Here are some additional tips to help ensure success:

- **Be thorough.** You want to ensure you're hiring the most qualified people, so approach potential re-hires as you would previously unknown candidates. Ask for and check their professional references. Administer skills tests, if needed, to ensure their knowledge and abilities are up to date. Find out what they've been doing since they left your organization. Still working in the industry or field? Pursuing a degree? Also, don't be afraid to ask them tough questions such as, "What do you think you can offer our firm now that some of our priorities and service goals have changed?"
- **Debrief returning staff.** Depending on how much time has passed since they last worked for your organization, re-hires may need to be brought up to speed on the new status quo. For example, who will they be reporting to? If they're being hired for a position they've held before, how have the responsibilities changed? How will performance be evaluated? Encourage questions, and provide them with a "go-to" person in the department who can offer assistance navigating the work environment during the first few weeks on the job.
- **Monitor progress.** Even if you take the time to formally onboard re-hires, they may be reluctant to ask for assistance out of worry you'll question your decision to bring them on again. Make a point to check in regularly to ask how they're adjusting, what they're enjoying about being back to work at your firm, and what concerns they may have.

Even though "boomerang" employees may be familiar to you, they still need you to show sincere interest in their progress. Transitioning back into your organization may be somewhat uncomfortable for these workers at first, especially if there's been a lot of change since they left. Being sensitive to their needs can help re-hires adapt more quickly, and feel even more positive about beginning a new chapter at your firm.



JANUARY 2013

## CELEBRATIONS of Significant Membership Anniversaries

Herbert Neander - 65 Years  
 Daniel Daniels - 60 Years  
 Gerald Stanton - 55 Years  
 William Magnor - 55 Years  
 Franklin Fischer - 55 Years  
 Herman Schult - 50 Years  
 Frank Monhart - 50 Years  
 J. Ruane - 45 Years  
 Gerard Swick - 45 Years  
 Myra Swick - 45 Years  
 Peter Buerger - 35 Years  
 Robert Reilly - 35 Years  
 Wayne Conner - 35 Years  
 Matthew Stala - 35 Years  
 Susan Diamond - 30 Years  
 John Giangrasso - 30 Years  
 Randy Bologna - 30 Years  
 Sheila Baniak - 25 Years

Robert Skeen - 25 Years  
 Wayne Rudis - 25 Years  
 John Stewart - 25 Years  
 Margaret Phillips - 25 Years  
 Richard Monbrod - 20 Years  
 Daniel Goldsmith - 20 Years  
 Rajiv Ranjan - 20 Years  
 Terence Matern - 20 Years  
 Patrick Jones - 20 Years  
 Beth Reissenweber - 20 Years  
 Enoch Kenworthy - 20 Years  
 Timothy Metzler - 20 Years  
 Mark Glochowsky - 20 Years  
 Brian Fischmar - 20 Years  
 Steve Meyer - 20 Years  
 Price Marr - 15 Years  
 Scott Manson - 15 Years  
 Mark Sharkey - 15 Years

Lee Fennell - 15 Years  
 Yvonne Afable - 15 Years  
 James Shaughnessy - 15 Years  
 Ryan Jalowiecki - 10 Years  
 Yi Gao - 10 Years  
 Ada Ramirez - 5 Years  
 Bartley Madden - 5 Years  
 Kathleen Testa - 5 Years  
 Andrea Moore - 5 Years  
 Margaret Howe - 5 Years  
 Mary Roupp - 5 Years  
 Michelle Richardson - 5 Years  
 Peter Lehr - 5 Years  
 Matt Gribas - 5 Years  
 Charles Sebastyan - 5 Years  
 David Rajack - 5 Years  
 Barbara England - 5 Years  
 James Doyle - 5 Years

## 2012-2013 BOARD MEMBERS & CONTACT INFO

POSITION	NAME	TELEPHONE	E-MAIL
President	William Kernan	(312) 636-6480	president.ima.chicago@gmail.com
Secretary	Chase Thompson	--	secretary.ima.chicago@gmail.com
Treasurer	Cathleen Suhling	(773) 456-1988	suhlingc@yahoo.com
Director, Member Attendance	Stephen Craig	(708) 508-4568	dirmbrattendance.ima.chicago@gmail.com
VP, Communications	Dana Riess	(847) 937-0083	ima.chicago.vp.communications@gmail.com
Webmaster	Chase Thompson	--	secretary.ima.chicago@gmail.com
Director, Young Professionals	Janice Bratt	--	yp.ima.chicago@gmail.com
Director, Student Activities	William Kernan	(312) 636-6480	president.ima.chicago@gmail.com
Director, Member Acquisition	Michael Hirsch	(312) 377-8883 x206	michael@accountablesearch.com
Directors @ Large	Jeff Goodfellow Cheri Rankin	-- (312) 374-9455	djgoodfellow@yahoo.com crankin@tawani.net
Past President	Joel Vander Weele	(312) 486-1484	jvanderweele@deloitte.com
VP, Mid-America Council	Mary Strautmann	(414) 395-9250	mstraumann@wi.rr.com