

Dear IMA Chicago Chapter Members,

I am pleased to announce the Chicago Chapter partook in two successful endeavors over this past month. First, our March 21st event focused on fraud. Second, the individuals elected to serve as next years' Board of Directors.

We had a solid turnout of both Chicago and surrounding chapters' members at the March event. I, for one, was pleased with the event, and felt Special Agent Myrland did a wonderful job enlightening us all on the subject of fraud. It was thrilling to see how engaged the audience was and the many relevant questions that were asked. For those of you who did make it to the event, I want to thank you again for attending. It truly was a pleasure talking with each one of you.

Additionally, the Chicago Chapter had a number of highly qualified candidates volunteer to serve in a variety of areas on next year's board. It is encouraging to know that we have such dedicated members who wish to continue the hard work and many strides our current board took to ensure the longevity of the Chicago Chapter. Our next IMA Chicago Chapter Board of Directors is listed on page 2 of this newsletter. I hope we can all lend our support and give our thanks to the individuals willing to take time out of their already busy schedules to help lead the Chicago IMA. Next year is sure to be full of new and exciting changes.

As we look forward, the Chicago Chapter is happy to announce our next event will be held in May. After taking into consideration the results of our member survey, our topic will be "ZAP the Gap - Communication in the Workplace, Across Generations". More information can be found in the newsletter on page 3, and in the coming weeks.

If you have any questions or concerns, please feel free to contact me or any of the other board members listed on the last page of the newsletter.

Kind Regards,  
 Chase A. Thompson  
 IMA Chicago Chapter, President & Webmaster  
 Ph: (616) 460-6462, [president.chicago.ima@gmail.com](mailto:president.chicago.ima@gmail.com)

CHICAGO CHAPTER

THE ASSOCIATION OF ACCOUNTANTS & FINANCIAL PROFESSIONALS IN BUSINESS



**SAVE THE DATE: May**



IMA Chicago  
 Presents:

**ZAP...  
 the GAP!**

That would be the "Gen Gap".  
 Join us...and bring your generation along,  
 for a conversation about communicating  
 across multiple generations in the workplace.

Where: DePaul University

When: May 23rd, 6:00-8:00PM

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THE ASSOCIATION OF ACCOUNTANTS & FINANCIAL PROFESSIONALS IN BUSINESS

**APRIL 2013**

We are very excited to present our 2013-2014 IMA Chicago Chapter Board of Directors:

Position	Name
President	Chase Thompson
Secretary	Lukasz Budolak
Treasurer	Cathi Suhling
VP of Membership	Stephen Craig
Director of Member Attendance	Wenlong Peng
Director of Member Retention & Participation	Alma Hundiak
VP of Admin & Finance & President-Elect	James Wilber
Director of Education Meetings and Educational Seminars	Joel Vander Weele
Director of Meetings	Joel Vander Weele
Director of Newsletters	Nilla Cooper
Director Student Activities	Bryan Strang
Director of Young Professionals	David R Bonarigo
Director at Large	Cheri Rankin

WELCOME to our 7 new Board of Directors (effective June 1), and THANK YOU to those 5 individuals who worked on the Board last year that will continue to serve on the Board for another term.



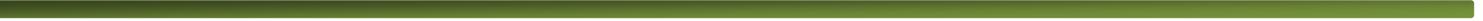
\*\*\*\* FOR VOTE – Our new Bylaws \*\*\*\*  
 Our new By-Laws are now available for member vote. VOTE Now!  
<http://chicago.imanet.org/about-us/upcoming-business/>  
 (voting open until April 12)  
 This is your chapter, make it work for you!

## Welcome 13 New IMA Chicago Chapter Members (February)!

Ramon Baez  
 Philip Battaglia  
 Adam Goehner  
 Paulette Hill

Martin Lagler  
 Xinyuan Liu  
 Alexander David Lohse  
 Ralph A. Placzek  
 Andrew John Puff

Jeffrey Allen Rinearson  
 Faith Stewart  
 Lingxia Wang  
 Janae Witherspoon





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## COMING SOON IMA CHICAGO & IMA DEPAUL PRESENT:

# ZAP...the GAP!

## How to Better Communicate in the Workplace - Across Generations

What happens when multiple generations work together in a department or on a team but they don't know or understand the generational values of their colleagues? BAM!!!! Sparks fly, and production may implode. For the first time in American history, corporations are challenged with managing four generations of employees at once, each with different values, expectations, and attitudes. The old models of who works and what they work for are steadily changing, but this new workplace diversity doesn't have to wreak havoc on productivity or retention. If leveraged properly, it can actually increase efficiency and employee satisfaction.

**Date/Time:** May 23<sup>rd</sup>, 6:00-8:00PM

**Location:** DePaul University –  
Lincoln Park Student Center  
Room 325



Registration details will be available soon!





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## EDUCATIONAL OPPORTUNITIES – THIS MONTH

<b>April 19, 2013 Only \$25</b>	<b>Mid America Council Annual Leadership Training session</b>	<b>@ NIU Outreach Center 8500 E. State Street Rockford, IL</b>
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**This one-day workshop focuses on leadership development of IMA members. Do not miss out on a great lineup of speakers who can't wait to pass their leadership ideas on to you, our chapter members.**

### SESSIONS DETAILS

- 8:30 – 9:45 The Paint, The Palette, The Picture**  
 Speaker: Dee Dukehart – owner of Sandbox Communications  
 In this educational, enlightening and entertaining workshop on presentation skills, Dee will give you quick tools and tips to help you focus on not only your core message, but also your audiences' needs. Powerful and persuasive presentations, both internally and externally, will accelerate your career. Take away three or four new tools – that become habit – that make the difference between boring and mundane, and enlightening and entertaining. You'll start with a plan, organize and prioritize your points, and then deliver a well-thought-out and beneficial presentation.
- 10:00 – 11:15 Refining Your Professional Presence**  
 Speaker: Susan Richardson – founder of Etiquette Essentials LLC  
 A fast-paced program filled with an abundance of business etiquette tips and tricks on a variety of topics including: making a favorable impression, body language, handshakes, networking, conversation and correspondence tips along with savvy dining and business entertaining skills.
- 11:15 – 12:30 The Guiding Write: How to Direct and Navigate Your Readers...Every Time**  
 Speaker: Dee Dukehart – owner of Sandbox Communications  
 How often are you at your computer on any given day? How much do you write? A majority of us write 70 percent more today than we did even five years ago, but...American businesses lose over \$1.5 billion a year because of foggy writing, writing that negates the points, and sloppy grammar, punctuation and syntax. Participants of this workshop can utilize their new skills immediately. They develop life-long writing tools and tips that increase the bottom line, and save time and money. Powerful and clear writing from e-mails to legal briefs, from memos to cover letters generate better co-worker, customer and prospect allegiance, satisfaction and understanding.
- 1:15 – 2:30 A Lean Sigma Overview**  
 Speaker: Melissa Basa – Business Development Specialist with the Illinois Manufacturing Excellence Center (IMEC)  
 To remain competitive, companies must improve their processes, eliminating non-value-added waste and reducing variation. Lean Manufacturing is a proven practice of eliminating non-value-added activities, or "waste," from a process. Six Sigma is a customer-focused methodology that incorporates a formal process and a variety of tools, including statistical analysis, to reduce the variation that causes defects. While at first glance Lean and Six Sigma may look very different, they can work hand-in-hand to improve processes, increase quality, drive out costs, and make manufacturers more profitable. This Lean Sigma Overview will explain how these seemingly dissimilar approaches complement one another and teach several of the key tools used in the practice of each.
- 2:45 – 4:00 The Principle of 80/20 and Business**  
 Speaker: Anita Matcha – Strategic Advisor in the Profit Enhancement Solutions Group of Smith & Gesteland, LLP  
 You have heard about the principle of 80/20. 80% of your sales come from 20% of your products and customers. 80% of your supplies come from 20% of your vendors. 20% of your employees give you 80% of your productivity. This all makes sense and has been proven. But what do you do with that information? How do you use it to change your business, your sales, your profits, and your life? Let us explore these opportunities together.

**To register or for more details:** [http://www.midamerica.imanet.org/2013\\_LTS\\_Details.pdf](http://www.midamerica.imanet.org/2013_LTS_Details.pdf)



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## Good Harvest: Avoiding Poor Hiring Choices

What's the cost of one bad apple? About one day per week, if you're a manager.

Financial executives surveyed by Robert Half found that supervisors spend 17 percent of their time, on average, overseeing poorly performing employees. In another recent survey, nearly one-quarter of executives reported that a bad hire can cost their business more than \$50,000 — enough to give any employer indigestion.

Taking care to pick the “good apples” among candidates can create many positive returns for your firm, including greater productivity and higher morale for your whole team. While the hiring process is never perfect — it involves human beings, after all — there are ways to improve your chances of selecting someone who will be a strong fit for the available position as well as your work environment. Here are some strategies for success:

- Gather input from relevant parties. Before you even post an ad for employment, ask colleagues what competencies and attributes they believe the professional will need to succeed in the role. Be sure to ask for input from those who would work directly with the candidate; they're likely to have especially good insight on what a new hire needs to bring to the table in order to complement the team.
- Be on-target with details. One critical mistake many employers make when hiring is matching professionals to outdated job descriptions. Asking others in the organization for their input is only part of the updating process, however. You'll also want to study leading employment sites to see how other businesses are advertising similar positions.

Think critically, too, about what you want the candidate to deliver to the firm over the long term. For example, is the available role one that could be a stepping-stone to a management position in the organization? If so, make sure you're considering a candidate's leadership potential in addition to her current skill sets and abilities. (See Robert Half's website for some additional tips on creating effective job descriptions.)

- Go deep with interview questions. Ask candidates to tell you what they know —and what appeals to them — about the firm, its industry and clients, and its culture. The last item is especially important. A candidate who truly wants to be employed by your organization will have done his homework about your work environment and researched what employees, past and present, have said about their experience working for you. (Another tip: Before you conduct interviews, give potential hires a quick tour of the office so they can see your team at work; their impressions will be an important factor in whether they decide they're a good fit for the organization.)

Lack of proper attention to the hiring process is often the root cause for a bad personnel decision. If you know you simply don't have time to evaluate candidates thoroughly, you may want to consider committing a dedicated resource, such as a specialized recruiting firm, to the task. This can help to ensure your firm has a bounty of good apples for consideration.

*This article is provided courtesy of Robert Half Management Resources, the premier provider of senior-level accounting, finance and business systems professionals to supplement companies' project and interim staffing needs. The company has more than 150 locations worldwide and offers online job search services at [www.roberthalfr.com](http://www.roberthalfr.com). Follow Robert Half Management Resources at [twitter.com/roberthalfr](https://twitter.com/roberthalfr) for workplace news.*



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← Chase Thompson presents a certificate of recognition to guest speaker Special Agent Rick Myrland of the IRS Criminal Investigation. Rick discussed the issue of Fraud at the IMA Chicago Chapter’s March event “The F Word – Fraud”, including relevant tax codes and his role in bringing perpetrators of tax fraud to justice.

## Chapter Bylaws

Our new By-Laws are now available for member vote (voting open to 4/12).

<http://chicago.imanet.org/about-us/upcoming-business/>

### 2012-2013 BOARD MEMBERS & CONTACT INFO

POSITION	NAME	TELEPHONE	E-MAIL
President & Webmaster	Chase Thompson	(616) 460-6462	<a href="mailto:president.chicago.ima@gmail.com">president.chicago.ima@gmail.com</a> <a href="mailto:webmaster.ima.chicago@gmail.com">webmaster.ima.chicago@gmail.com</a>
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