



# THE IMAGE

IMA PITTSBURGH NEWSLETTER

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## *President's Letter*

You get 2 for the price of one this year, co-presidents. Can it be done? Most certainly! We decided to work together hoping that the energy of two could really make a difference. We both feel very strongly about the benefits that being a member of the IMA can bring to our careers and lives. We want to impart that feeling to you. We want you to get involved. If you have never come to a meeting try just one this year. You may be surprised. Even better, join the board or work on one committee, or one event. You will create or strengthen bonds with other accountants; you will make new friends; and you will get to learn something new.

This is the place to start your network or reinforce the one you have. We know for a fact how wonderful it is to have all these people to turn to when you need help figuring out a problem at work. Someone has probably faced that dilemma already and can help you get through that tough spot. Your star can shine even brighter at work. Let the IMA help buff it.

For this chapter year we are going to focus on two items: *Networking and Certification*. Amongst our various technical dinner meetings, we are planning for several networking socials and a half day seminar. To help you with certification our chapter has entered into a partnership with Gleim, which provides CMA/CFM candidates with a very thorough and extensive self study course.

We encourage each and every one of you to attend an event and learn more about what the Pittsburgh Chapter has to offer. Your current board is working very diligently to provide a variety of [opportunities](#) to network, be educated, and have fun!

We will begin our chapter year by providing a Networking event on September 21<sup>st</sup>. Details will be forthcoming in the September newsletter. We hope that you will join us.

The IMA can make a difference. Come give us a try.

*Kathy Feinstein  
Susan Lucas  
2005-06 Chapter Co-Presidents*

## Your 2005-06 Board

<b>Co-Presidents</b>	Susan Lucas Kathy Feinstein	<b>Newsletter</b>	Kathy Feinstein
<b>Treasurer</b>	Bob Cyphers	<b>Public Relations</b>	Don Howley
<b>Secretary</b>	Susan Wellinger	<b>Community Service</b>	Joe Alfonsi
<b>Scholarship</b>	Shelly Hogans	<b>Student Activities</b>	Jeff Shaffer
<b>Member Attendance</b>	Carol Jacobelli w/Diane Shatoff	<b>Membership</b>	Tim Abbott
<b>CMA/CFM Programs</b>	Gayle Volz w/Jennifer Burdette	<b>Marketing</b>	Shawn Ross
<b>Meetings</b>	Susan Lucas	Please contact any board member for information, with an idea, or to join. See our website for contact information.	
<b>Employment</b>	Jeff Shaffer	<a href="http://www.imapittsburgh.imanet.org">www.imapittsburgh.imanet.org</a>	

## Your career now has a support group.



How do you write a winning resume and seize exciting new career opportunities? Ask the experts – Accountemps and Robert Half Finance & Accounting, the official National Career Partners of the IMA.

For over 54 years we have been the leaders in specialized staffing, offering professional guidance to individuals at every stage of their career. Through our exclusive partnership, IMA members have direct access to their own personal career guide and the best accounting and financial professionals for your full-time and temporary staffing needs. Call us today for more information.

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## **Identifying and Nurturing Star Performers**

With companies expected to lose a large number of baby-boomer-age managers to retirement in the coming years, identifying and nurturing tomorrow's business leaders is critical in ensuring a firm's ongoing success.

A recent Robert Half International survey shows that most firms are preparing future leaders in their firms. One hundred percent of executives polled said it is useful for a manager to identify and groom a successor at work. The majority of respondents (72 percent) said they are already training others for an expanded role. Below are some key issues to consider when selecting someone to fill your position.



### **Identifying potential successors**

Many organizations require a successor to be identified for key roles. Even if this is not a mandate at your company, it is wise to recognize which of your staff members would be best suited to take your place. This will help to avoid rushed - and perhaps inadequate - training in the event you choose to move on.

It may or may not be immediately clear who would be the best candidate to take over your position. Just because someone is the strongest auditor in your department, for example, doesn't mean he or she has the necessary skills to manage others. You may need to assess several members of your staff to better appraise each person's specific management and leadership traits.

### **Are they ready?**

Assign important projects to potential successors and evaluate how they handle managing the initiatives. How effective are they leading a team? How do they handle adversity when things don't go as planned?

### **Support and guidance**

When you've identified the person whom you feel will make a good successor, let the individual know. Your star performers, including your protégé, likely are already receiving outside job inquiries, whether they or looking or not. Reinforcing the message that he or she is a critical component of the team and in line for an advanced management position can be a powerful retention tactic.

Support professional development and look for opportunities in which your successor can actively participate in important strategy sessions. Expose this person to situations

that will help hone his or her communication, leadership and diplomacy skills.

Identifying and nurturing a potential successor is not only vital to ensure a smooth transition once you accept a new role, but supporting the career aspirations of proven performers within your organization will also lead to higher retention and productivity rates.

The above article was provided by Accountemps.



#### **DATES TO REMEMBER**

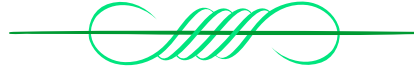
Sept. 21            Networking Event  
Oct. 19    Joint Meeting with  
                 Risk Mgmt Association  
Nov. 16<sup>th</sup>        Technical Meeting

#### ***Need Help?***

The Pittsburgh Chapter has entered into a partnership with Gleim to ensure your success on the CMA/CFM exams! We are working together to provide you with the necessary tools that you need to prepare for these difficult exams.

Because of your membership in the Pittsburgh Chapter, you are eligible for significant discounts on any of Gleim's CMA/CFM materials, as well as our Online CPE.

To take advantage of the discounts that are offered, please contact Chris Handley at (800) 874-5346 ext. 134 or via e-mail [chris.handley@gleim.com](mailto:chris.handley@gleim.com)



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