



Government Professional Development Week 2014

MANAGING FOR RESULTS

November 11 - 14, 2014

MARRIOTT BEACH RESORT • SEVEN MILE BEACH
GRAND CAYMAN, CAYMAN ISLANDS

*Organised by CISPA, in association with the Cayman Islands
Government and the Civil Service College.*

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MESSAGE

From the Honourary Chair

For the last three years, government managers have gathered to share insights on current developments, technologies and trends in the Cayman Islands Government. **Government Professional Development Week 2014** once again offers the opportunity to learn about upcoming challenges and opportunities for the community as a whole.

I am pleased to be your Honourary Chair for this important event and encourage you to attend as many sessions as you can to take full advantage of the knowledge, insight and experience that will be shared. I am confident that the program being developed will advance individual skills and knowledge in an environment where strong management and a commitment to an excellent public service continue to be a priority.

This year's theme, **Managing for Results**, aligns with the priority of all managers across the government to deliver quality services to the country in a manner which is not only efficient and cost-effective, but deliver results to the people we serve. By rethinking how we do our jobs and continually pushing the limits to develop innovative methods to do our tasks better, we CAN provide our country with improved services and better outcomes.

There are challenges ahead, but it's a very exciting time. We all have the ability to shape the future of government and the public service.

Come out....learn.....and share your ideas for making our public service the best it can be.

Hon. Marco Archer, MLA
Minister of Finance & Economic Development
Honourary Chair



Government Professional Development Week 2014

Why You Should Attend

The Cayman Islands Society of Professional Accountants (CISPA) is proud to be one of the title sponsors of the third annual professional development conference focused on government. CISPA has been assisted by officials in the Civil Service College of the Cayman Islands and in government finance and audit to organise this event. CISPA is a not for profit organisation that regulates and is dedicated to promoting the accounting profession in the Cayman Islands.

With a target audience of over 1000 private and public sector financial management professionals, Government Professional Development Week 2014 is your opportunity to keep current with best practices in managing public sector resources and to network with people working in your field. Participants will have a unique low cost opportunity to hear and meet the people who can help them acquire the skills, training and experience to meet the increased demands being placed on them.

All public servants should consider attending this conference. If you are starting out in your career, this event can provide you with insights of what you need to consider as you look ahead. If you are a seasoned manager responsible for making decisions and ensuring the efficient operations of your department, you can find out how you can do your job better. If you have done something special to deliver your program, you should come out and share that experience. There are excellent sessions for members of the private sector to attend to hear about improving our public sector and how they can play their part to support those efforts. Examples of who should attend:

- a. SAGC board members
- b. Chief officers and chief executive officers
- c. Public and private sector finance, procurement, human resources and administration officers
- d. Program managers at all levels
- e. Public accounting firms
- f. Key suppliers to public sector

There will be an exhibitor hall where you can learn more from local experts and suppliers. Participants at this event will be given ample opportunity to learn about the services from this group of exhibitors.

THE PROGRAM

The program for this event has been designed to inform people on matters that are important to them. Keynote speakers include the Minister of Finance, Deputy Governor, Financial Secretary and many more who will discuss the issues that matter to you. Session speakers are from Canada, the Cayman Islands, the United Kingdom, and the United States and will speak on today's finance and management topics. Every day, participants will have two or three options for sessions to attend. Included in the four day program is an update on what managers at all levels and financial officers in core government and in statutory authorities and government companies need to know about changes in IFRS/IPSAS accounting standards, risk management, reporting, governance and values and ethics. The speakers and topics are listed in the program.

Detailed Program - Day 1 Tuesday, November 11, 2014

KEYNOTE SPEAKER:



Hon. Marco Archer
Minister of Finance & Economic
Development
Honourary Chair

LUNCHEON SPEAKER:



Alastair Swarbrick
Auditor General

Stream 1:

PRESENTER: Manj Kalar, BA (Hons), ACCA



Ms. Kalar is the technical Manager for Central Government & Financial Management of CIPFA and works in the London, UK office. Among her many accomplishments, she authored the Central Government Guide to Finance and Financial Management for CIPFA.

TOPIC: Attributes of a well-functioning Finance Unit

There are many aspects of a well-functioning finance function that ensure the programs and services offered are achieving the results desired by Government. The day's discussion will centre on what that function should be doing in serving managers throughout the organization.

Stream 2:

PRESENTER: Mary Rodrigues and Dan Scott



Mrs. Rodrigues, who leads the rationalisation review team, joined the Civil Service in 1986 and taught for 10 years before moving to the then- Schools Inspectorate, where she became Chief Inspector within four years. She held this position until 2004, when she joined the Ministry of Education as Deputy Permanent Secretary. She became Chief Officer in the Ministry of Education in 2009.



Dan Scott is the Regional Managing Partner and Asset Management Sector Leader for the Bahamas, Bermuda and Cayman Islands region of Ernst & Young's Financial Services Office. He is also a member of the Ernst & Young Global Hedge Fund Steering Committee, which provides strategic direction to the global practice.

TOPIC: Government Change Agenda: Operating for Results

In early 2014, the Government contracted accounting firm EY to conduct a study of the Cayman Islands Government to make recommendations regarding the efficiency, effectiveness and performance of the public service and where appropriate, reduce costs. Government has set up a team to lead the change agenda.

Stream 2:

PRESENTER: Gloria McField-Nixon, JP



Mrs. Gloria McField-Nixon is the Chief Officer of the Portfolio of the Civil Service. Mrs. McField-Nixon completed her Articles for her law degree with Walkers in March 2012. She obtained a BA in Communications from Howard University in Washington DC and has held various senior-level positions with the Cayman Islands Government including chief officer for the Ministry of Tourism, Environment, Investment and Commerce.

Topic: Changes in the Cayman Island Public Service

This session will discuss the challenges of staffing and training in the Cayman Islands Government today and into the future. With the many changes coming in the near future, this session will help you position yourself and understand the opportunities and actions you need to think about in being successful in your public service career.

Stream 2:

PRESENTER: Wesley Howell



Mr. Wesley Howell joined the Cayman Islands Civil Service in 1987 with the Computer Services Department. Mr. Howell has been consistently promoted over the years, and on the 1st August, 2012, he was promoted to Deputy to Chief Officer in the Ministry of Home Affairs with responsibility for Public Safety and Security. Mr. Howell has expertise in leadership, business process reengineering, team building, collaboration, contingency planning, and strategic project management. He has served as team leader for two public service review teams, and he served on the Government Expenditure Review Committee. In addition, Mr. Howell was appointed as Supervisor of Elections effective the 1st July, 2013.

TOPIC: Managing IT Security Risks

Computer security, is it an unsolvable problem? Whose responsibility is IT Security? Risk Evaluation and Assessment - Review, audit and benchmark, Risk Assessment, Impact Assessment, Cloud, Data, Security, and Application Security, Secure mobile applications and BYOD, Identity management - Single Sign-on, Social Engineering Security Risks, IT Security Governance, IT Security Compliance, Operational Technology Risks, Risk Management & Mitigation, HR role in IT Security, End user roles in IT Security, Clear Definition of Responsibilities for Information Security, Contingency Planning, Training and Education.

Today is sponsored by **Deloitte.**

Detailed Program - Day 2 Wednesday November 12, 2014

KEYNOTE SPEAKER:



Hon. Franz Manderson,
Cert. Hon., JP
Deputy Governor

LUNCHEON SPEAKER:



Elinor Caplan
Former Minister of Health
Government of Canada

Stream 1:

PRESENTER: Alison Dunkley



Alison Dunkley is a Director in Deloitte & Touche in the Cayman Islands ("Deloitte") with responsibility for the implementation and monitoring of an effective firm-wide compliance and risk management programme. She has been a member of the Deloitte Compliance and Risk Management team for over 12 years.

TOPIC: "Avoiding the 'Slippery Slope' in Ethics...The Power of Ethical Decision Making"

The presentation will address the "slippery slope" concept by which one small ethical lapse can snowball into crisis and downfall. However, if we strive to employ an ethical decision making framework that can help to mitigate the risks of ethical compromise.

Stream 1:

PRESENTER: Dr. Livingstone Smith



Dr. Smith is currently an Associate Professor at the University College of the Cayman Islands where he is also Director of Research and Publication and Chair of the Social Sciences Department. He has directed four major conferences held at UCCI: Conference on Caribbean Culture and Globalization, March 2010; Conference on Leadership, Governance and Empowerment, March 2011; Conference- 50/50 – Surveying the Past, Mapping the Future, March 2012; and Toward a Corruption-Free Caribbean: Ethics, Values, Trust and Morality, March 2014.

TOPIC: Curbing Corruption

Dr. Livingstone's presentation will summarize the critical lessons coming out of the 2014 UCCI conference-on how to prevent corruption in our organisations and in our communities. The conference featured dozens of speakers from the Caribbean and the rest of the world discussing their experience in addressing the challenges facing their countries.

Stream 1:

PRESENTER: Steve McIntosh



Steve McIntosh is the CEO of CML in the Cayman Islands. He is a psychology graduate, chartered accountant (ACA) and human resources practitioner (GHPR) with 13 years management experience in financial services and recruitment.

TOPIC: HR is the new IT

Now that devices are ubiquitous, apps user friendly, and software for almost anything is available off the shelf, it's time to turn your attention to your most valuable asset, your people. "HR is the new IT" isn't just about why to invest in your people - the session aims to join the dots between great HR practices, productivity and "organisational value" in a public sector context.

Stream 2:

PRESENTER: John Harrison



John Harrison, a former Government of Canada Manager (14 years), now a management consultant (25 years) and publisher and co-founder of Canadian Government Executive (20 years) will speak about the Canadian Government's experience building and Managing for Results culture and repeatable results-based management practices.

TOPIC: Managing for Results - The Canadian Government Experience

John's presentation will focus primarily on the policies and practices that have been introduced within the past 20 years, what has worked well, where some gaps still exist, what he has learned in his results-based management journey as manager and now consultant and what tools and approaches he has successfully developed to address the gaps and challenges that he has identified.

Stream 3:

PRESENTER: Tara Tveldt, PMP, GALLUP® Certified Strengths Coach



Tara Tveldt-Pearson is a GALLUP® Certified Strengths Coach, a Certified Project Management Professional (PMP) and Image Consultant with more than 15 years of experience in human resources, training, hospitality, mental health and project management.

TOPIC: Invest in Your Talents, Achieve More

Our greatest talents – the ways in which we most naturally think, feel and behave – represent our innate power and potential. By tapping into this source of power, we are more efficient, we act with more confidence, direction and hope, and we are more productive. Discover how your innate talents represent your most direct path to success!

Today is sponsored by **KPMG Enterprise**

Detailed Program - Day 3 Thursday, November 13, 2014

KEYNOTE SPEAKER:



Hon. Alden McLaughlin, MBE, JP
Premier of the Cayman Islands
Minister of Home & Community Affairs

LUNCHEON SPEAKER:



Nicola Williams
Complaints Commissioner

Stream 1:

PRESENTER: Sandra Richtermeyer, PhD., CMA, CPA



Sandra B. Richtermeyer represents the IMA on the COSO Board. She is the 2011-2012 IMA Chair Emeritus and served as IMA Chair in 2010-2011. She is also Professor and Chair of the Department of Accountancy and Business Law at Xavier University.

TOPIC: Implementing COSO Frameworks in Your Organisation

The COSO Frameworks and the Big Picture:

In this session, we will give an overview of the COSO Internal Control Integrated Framework, describe its relationship with the COSO Enterprise Risk Management Framework and discuss ways in which they can both be helpful in the overall planning and objective setting process for an organisation.

Using the COSO Frameworks to Enhance Organisational Culture:

In this session, we will build upon the morning session and discuss the importance of the Control Environment component in the COSO Framework and discuss the five principles that are associated with this component. More specifically, we will review how each of the following are included in the COSO Internal Control Integrated Framework

- 1) Commitment to integrity and ethics
- 2) Role of the governing board and senior management
- 3) Tone at the top and the middle
- 4) Creating clarity with roles and responsibilities
- 5) Building accountability into organisational structures

Using the COSO Components to Move Your Organization Forward:

In this session, we will further discuss components in the COSO Internal Control Integrated Framework and suggest ways to use them along with their associate principles to enhance organisational performance. More specifically, examples will be shared for the following components of the Framework: Risk Assessment, Control Activities, Information and Communication and Monitoring Activities.

Stream 2:

PRESENTER: Edward Gwekwete



Edward is a Senior Manager in the Financial Risk Management practice in KPMG and has over 10 years of audit and financial risk management experience, the past 5 of which have been in the Cayman Islands providing technical support to various audit teams and external advisory services related to market risk, liquidity risk, credit risk and operational risk. He has a Bachelor of Accounting Science and is a Chartered Accountant, FRM Holder, and CFA Charterholder.

TOPIC: IFRS Update

For all accountants who need to keep up to date on what is happening with accounting standards, come hear what's new for IFRS as it applies in public sector organizations and what is coming soon with IPSAS.

Stream 3:

PRESENTER: Rod Waddell



After earning a BA in psychology and a masters degree in counseling at UCF Mr. Waddell completed an intensive executive program at Crummer School of Business. For over 20 years has been designing and implementing unique management and software solutions including: executive team building, one-to-one coaching, training and performance management software systems.

TOPIC: Leadership

Leadership – Managing The Commitment of Others

Leaders are recognized by the results of their followers. Leaders create the mind set under which their followers choose to execute actions and achieve or exceed desired results. A leader bring the best out in their followers.

You are not a leader unless you have followers. This session invites you to discover the characteristics and values you share with great leaders.

Leadership – Stewards For A Sustainable Future

A thriving society depends on good governance. Every organization is vulnerable to decline. Unfortunately great organizations do fail. Effective leaders are adept at recognizing the early signs of decline in their organization. This session identifies the stages of organizational decline and what effective leaders like you can do to ensure long term sustainable success.

Leadership – Bring the Best Out In Your People

Performance is the result of deliberate practice not aptitude or attitude. Many managers believe it is difficult to find competent staff (Followers). This session focuses on how Leaders can bring out the best in their "Followers". Learn to use your "Referential" power and non financial incentives to increase performance, while reducing relative cost.

Leadership – Architects of Future Decision Making

Participants will receive an introduction to the new public sector change management strategies and tools leaders around the world are using to influence the decisions of staff and citizen groups alike. This session demonstrates how governments are successfully using neuro psychology and behavior economics to shape individual and group behaviour. This session provides examples of decision architecture tools and templates used to guide the decision making of followers and citizens alike.

4:45pm - 6:15pm Reception: Hosted by CISPA, the special guests will be the Premier of the Cayman Islands, Hon. Alden McLaughlin and Ms. Hislop, President of the Cayman Islands Society of Professional Accountants.

Today is sponsored by



Detailed Program - Day 4 Friday, November 14, 2014

KEYNOTE SPEAKER:



Kenneth Jefferson, JP
Financial Secretary & Chief Officer

LUNCHEON SPEAKERS:



Simon Conway
Partner, PWC

&

Dr. Cherry Hinkson
Consultant, PWC

Stream 1:

**PRESENTER: Manj Kalar, BA (Hons), ACCA and
Sandra Richtermeyer, PhD., CMA, CPA**



Ms. Kalar is the technical Manager for Central Government & Financial Management of CIPFA and works in the London, UK office. Among her many accomplishments, she authored the Central Government Guide to Finance and Financial Management for CIPFA.



Sandra B. Richtermeyer represents the IMA on the COSO Board. She is the 2011-2012 IMA Chair Emeritus and served as IMA Chair in 2010-2011. She is also Professor and Chair of the Department of Accountancy and Business Law at Xavier University.

Topic: Developing Assurance Frameworks

In December 2012, HM Treasury in the UK government published a document entitled "Assurance frameworks". Assurance frameworks provide reliable evidence to underpin the assessment of the risk and control environment for the annual Governance Statement supporting the information in the Annual Report. COSO, as well, provides reporting capacity for the organisation and demonstrating good risk management and, in the process, good governance. Through its implementation, managers at all levels can be assured they have well-functioning risk management and control frameworks.

Stream 2:

PRESENTER: John Harrison



John Harrison, a former Government of Canada Manager (14 years), now a management consultant (25 years) and publisher and co-founder of Canadian Government Executive (20 years) will speak about the Canadian Government's experience building and Managing for Results culture and repeatable results-based management practices.

TOPIC: Implementing Performance Measurement in the Public Sector - The Who, What, Why, How and How Much

John's presentation will highlight the six-step methodology that he has used successfully in a variety of public sector organizations and programs, walk attendees through the key elements of this approach and finish by summarizing the key implementation essentials and critical success factors for executive engagement and capacity building.

Stream 3:

PRESENTER: Dr. Cherry Hinkson, CMCIPD



Dr Cherry Hinkson, CMCIPD, MBPsS is a consultant with PWC Barbados office with over 21 years management experience. She has been responsible for managing and delivering multiple large scale change programmes incorporating strategy, people, process and technology. She specialises in people-led solutions with the aim of helping companies and employees to have more productive relationships. To this end, she is a Chartered member of the Chartered Institute for Personnel and Development and the British Psychological Society.

TOPIC: Making Change Happen

Change is probably the most consistent feature of modern day organisational life. This session introduces steps to transforming an organisation to achieve effective and sustainable results.

Culture Change:

An organisation's culture should be a source of strength. This session looks at Culture Change as a means to drive different organisational behaviours, actions and results.

Speakers & Topics

	Tuesday 11-Nov	Wednesday 12-Nov	Thursday 13-Nov	Friday 14-Nov
Keynote Speaker	Hon. Marco Archer, MLA <i>Minister of Finance</i>	Hon. Franz Manderson <i>Deputy Governor</i>	Hon. Alden McLaughlin <i>Premier</i>	Kenneth Jefferson <i>Financial Secretary & Chief Officer</i>
Stream 1	Manj Kalar - CIPFA Attributes of a well-functioning Finance Unit	Alison Dunkley - Deloitte "Avoiding the 'Slippery Slope' in Ethics...The Power of Ethical Decision Making"	Sandra Richtermeyer - COSO Implementing Risk Management in your Organisation	Manj Kalar & Sandra Richtermeyer Developing Assurance Frameworks
Stream 2	Mary Rodrigues & Dan Scott EY / Government Change Agenda. Operating for Results	John Harrison Managing for Results - The Canadian Government Experience	Edward Gwekwete IFRS Update	John Harrison Implementing Performance Measurement in the Public Sector - The Who, What, Why, How and How Much
Stream 3	N/A	Tara Tvedt - PMP, GALLUP Invest in your Talents, Achieve More	Rod Waddell Leadership	Dr. Cherry Hinkson, CMCIPD Organisational Change
Luncheon Speaker	Alastair Swarbrick <i>Auditor General</i>	Elinor Caplan <i>Former Minister of Health Government of Canada</i>	Nicola Williams <i>Complaints Commissioner</i>	Simon Conway & Dr. Cherry Hinkson <i>PWC</i>
Stream 1	Manj Kalar - CIPFA Attributes of a well-functioning Finance Unit	Dr. Livingstone Smith - UCCL Curbing Corruption	Sandra Richtermeyer - COSO Implementing Risk Management in your Organisation	Manj Kalar & Sandra Richtermeyer Developing Assurance Frameworks
Stream 2	Gloria McField-Nixon, Chief Officer Changes in the Cayman Islnds Public Service	John Harrison Managing for Results - The Canadian Government Experience	Edward Gwekwete IFRS Update	John Harrison Implementing Performance Measurement in the Public Sector - The Who, What, Why, How and How Much
Stream 3	N/A	Tara Tvedt - PMP, GALLUP Invest in your Talents, Achieve More	Rod Waddell Leadership	Dr. Cherry Hinkson, CMCIPD Making Change Happen
Stream 1	Manj Kalar - CIPFA Attributes of a well-functioning Finance Unit	Steve McIntosh - CML HR is the New IT	Sandra Richtermeyer - COSO Implementing Risk Management in your Organisation	Manj Kalar & Sandra Richtermeyer Developing Assurance Frameworks
Stream 2	Wesley Howell Managing IT Security Risks	John Harrison Managing for Results - The Canadian Government Experience	Edward Gwekwete IFRS Update	John Harrison Implementing Performance Measurement in the Public Sector - The Who, What, Why, How and How Much
Stream 3	N/A	Rod Waddell Leadership	Rod Waddell Leadership	Dr. Cherry Hinkson, CMCIPD Making Change Happen

Message from Organising Committee

Government employees and individuals supporting and supplying to the public sector in the Cayman Islands are going to be going through some very exhilarating times in the coming months. The political government has signaled that they want government to operate in a different way and are encouraging everyone to deliver government services more innovatively and effectively. The organising committee for CISPAs Government Professional Development Week 2014 is very excited about this year's program. The speakers and topics identified this year should provide government managers an excellent opportunity to get up to date on a number of key areas affecting their day to day management and administrative responsibilities. This year, we have added a stream for human resource interests and are providing sessions on developing your own talents and leadership. Come for one, two, three or all four days. The topics were also picked to interest those in position of governance, the members of boards and organisations that provide oversight of public sector entities. The program has something for everyone!

Everyone who signs up for at least one day can attend the reception with the Premier at the conclusion of the third day. Join the CISPAs executive and the organising committee in welcoming the Premier, Hon. Alden M. McLaughlin as the special guest.

We hope you enjoy the program!

Andrea Fa'amoe
Deloris Gordon
Garnet Harrison
Lori Halldorson (CISPA)
Martin Ruben
Michael Nixon
Paul Tibbetts
Rennie Khan
Ronnie Dunn
Sandra Stephens
Vinton Chinsee

How To Register

Cost

The cost to attend per registrant is CI\$ 100 per day.

Registration Process

All interested attendees should register online via the Training & Events page at www.cispa.ky.

Payment

Once you have completed the online registration process, you will receive a confirmation email indicating the amount due. Please coordinate payment either online via Bank of Butterfield or by cheque made payable to CISPA.

If paying online via Bank of Butterfield, please use account number #02101-037797 and reference: **"PD Week 11-14"**.

Cheque payments should be payable to **"Cayman Islands Society of Professional Accountants"** and delivered to:

c/o HSM Chambers, 3rd floor, Buckingham Square, West Bay Road
PO Box 1577, Grand Cayman KY1 1110

If paying with USD cheque, please convert using 0.82.

Important Information

- Please note, the registration process is not complete until payment has been received.
- For any issues with registering please contact Lauren Parsons (345) 749-3363.
- Sign-in will commence each programme day at 8:15 AM. CPD certificates will be issued only to those attendees who sign-in. *If you do not sign-in, you will not receive a certificate.*
- Program starts every day at 9:00am.
- In the interest of keeping our costs to a minimum, no breakfast will be offered. However, there will be morning and afternoon break refreshments provided, in addition to a buffet lunch each day.
- No refunds will be issued. If you are unable to attend and wish to send a replacement, please contact Lauren Parsons at (345) 749-3363.



