

# FDIC News

The Federal Deposit Insurance Corporation Employee Newsletter

APRIL 2020

**Corporate University Provides Award-Winning Training Opportunities and FDIC Employee Development** 2

**Moving On** 4

## FDIC Announces the 2020 Graduate School, USA External Leadership Development Program Selectees

By **CLAIRE BROLIN**  
Corporate University

WCongratulations to the 2020 Graduate School, USA (GSUSA) External Leadership Development Programs selectees. These employees underwent a rigorous selection process which started with being nominated by their Divisions/Offices and then undergoing competitive screening by a board of program alumni.

Through Corporate University (CU), the FDIC has a longstanding (20+ year) partnership with GSUSA. The curriculum includes special programs offered through their Center for Leadership and Management. These programs include longer term courses for leaders at specific grade levels that use a combination of experiential learning, assessment and individual development.

There are four leadership training opportunities available to employees at all levels in the FDIC. This year 12 FDIC employees were selected to attend.

The Aspiring Leader Program (ALP) is designed for CG-4 thru CG-6. The

program focuses on Leading Self and provides a foundational understanding of leadership skills and competencies essential for individual and organizational success.

There were no applicants for the ALP this year. However, we highly encourage CG-4 thru CG-6 employees interested in this exceptional leadership opportunity to apply for this program.

The New Leader Program (NLP) for CG-7 thru CG-10 focuses on Leading Projects. The primary skills participants will learn include teambuilding, communication, conflict management, decision making and problem solving.

This year's selectee is George (Mike) Stoudemire, Facilities Services Assistant, DOA, Atlanta.

The Executive Leadership Program (ELP) focuses on Leading People. Participants from CG-11 thru CG-13 use individual development, experiential learning, and assessments to develop their skills.

*see GDUSA, page 2, column 1*

The *FDIC News* is published monthly by the Office of Communications of the Federal Deposit Insurance Corporation, 550 17th Street N.W., Room 7102 Washington, DC 20429

*Jelena McWilliams*, Chairman, FDIC  
*David Barr*, Deputy Director, Office of Communications

*LaJuan Williams-Young*, Writer, OCOM  
*Heather Woods and Aileen Wu*, Graphic Design and Printing Unit,  
FDIC Division of Administration

**FDIC News** Editorial Board:

### HEADQUARTERS

*Valerie Baltimore*, DIT, (703) 516-1145

*Kitty Chaney*, DIR, (202) 898-8726

*Ariana DiMeo*, DOA (Insider Threat), (703) 562-2102

*Kathleen Gunning*, Legal Division, (703) 562-2378

*Cheryl Hayman*, Office of the Internal Ombudsman, (202) 898-3766

*Lester Henderson*, DRR, (703) 254-2985

*Ike Jones*, OLA, (202) 898-3657

*Tracie Lee*, OMWI, (703) 562-6093

*Monica Lopez*, DOF, (703) 562-6116

*Patrick Mancoske*, RMS, (202) 898-7032

*Louise Murrill-Graves*, DOA, (703) 516-5297

*Robyn Poole*, DOA, (703) 516-5278

*Luke Reynolds*, DCP, (202) 898-7164

*Richard Sousane*, DOF, (703) 516-5118

*Sharon Tushin*, OIG, (703) 562-6340

*Beth Wiggins*, CU, (703) 516-1327

### REGIONS

#### Chicago

*Emery Wilson*, RMS, (312) 382-7562

#### Dallas

*Tyler Cavaness*, DRR, (972) 560-1724

#### Kansas City

*Hilary Hoskins*, RMS, (816) 234-8529

#### New York/Boston

*Erin Skillman*, DCP, (781) 224-8127 ext. 4722

#### San Francisco

*Karen Hammer*, RMS, (323) 545-9260 x4256

*Laura Rapp*, RMS, (415) 808-8112

GDUSA, from page 1

Most of the 2020 ELP selectees will participate in the Spring of 2020. They include Peter Caggiano, Special Agent, OIG, Washington; Jared Cowen, Financial Institution Examiner, RMS, Denver; Dorothy Miranda, Accountant, DOF, Washington; and Johnette Tillman, Financial Analyst, DIR, Washington. Sheryl Rivers, Class Liaison, CU, Washington, will start in the Fall.

The Executive Potential Program (EPP) for CG-14 thru CM-1 employees focuses on Leading Change. Participants complete a team project by the end of the program. Teams work together during and between training sessions using the action learning process to identify and address real world problems and to produce recommendations that have direct impact to a federal agency.

Spring selectees include: Marian Borum, Counsel, Legal, Washington; Ebony Burch, Knowledge Management and Information Specialist, DCP, Washington; Mike Mahon, Case Manager, RMS, Chicago; and Shannan Todd, Case Manager, RMS, Dallas.

In the Fall, two more will join: Ahmed (Alex) Fayed, Dedicated Examiner (AMEX), CISR, New York; and Frank

Blanchard, Senior Financial Economist, DIR, Washington.

All the programs have the same purpose, leadership development, but are tailored to specific grade and experience levels. The programs consist of two to four weeks of classroom training, group projects, assessments, leadership development planning, shadowing, executive interviews, and even volunteer work.

The goals of these leadership programs are to:

- Prepare talented employees for leadership and managerial positions at an earlier career stage, and provide opportunities to develop professionally;
- Provide opportunities to assess strengths and needs in relation to Executive Core Qualifications (ECQs), which are the foundation of the FDIC's leadership framework;
- Provide training and developmental experiences for job performance and foundation in leadership skills;
- Showcase public sector leaders as role models;
- Distinguish best practices government-wide; and
- Demonstrate how to solve problems on real teams through action learning projects and other group work.

When asked about participating in the

program later this year, ELP selectee, Sheryl Rivers, responded "The author Richard Bach said, "You are never given a dream without also being given the power to make it true. You may have to work for it, however." I have found this to be true of my career with FDIC. The Corporation has given me numerous opportunities to grow and achieve my career goals. I started with the FDIC ten years ago as a part-time administrative assistant, then going on to achieve a RMS commission, and now this opportunity to participate in the Executive Leadership Program, is just another step towards achieving my goal of being an FDIC Executive."

Spring 2020 sessions are postponed due to COVID-19, but will resume classroom training when possible. The selectees are already showing resilience! Congratulations again, to all of them.

The application period for 2021-2022 will open in the fall 2020. If you have an interest in competing for these opportunities, we encourage you to speak to your supervisor and solicit their support. For program information or if you have any questions, contact Program Manager Claire Brolin in CU. •

---

## Corporate University Provides Award-Winning Training Opportunities and FDIC Employee Development

By MARY HANNA AND BETH WIGGINS  
Corporate University

The FDIC has a long-standing practice of investing in the professional and personal growth of its employees, and it's the business of the FDIC's Corporate University (CU) to provide continuous, career-long learning and development opportunities for employees at every stage of their careers.

In 2019, CU offered 401 offerings of 132 courses to 8,945 participants. In addition, CU designed and delivered 58 custom training events to 1,567 participants and 2,335 computer-based instruction courses with 61,767 completions. These courses were intended to enhance employee's sense of corporate identity

while learning more about FDIC's major program areas of supervision, compliance, resolutions, insurance, technical training, supplemental skills training, and a complete leadership development curriculum.

Recently, the FDIC was again recognized with two training industry awards, receiving the LearningElite recognition for the ninth consecutive year and being named among the Training Top 125 for the fifth consecutive year. The full range of FDIC learning and development programs are judged on criteria such as, overall learning strategy, leadership commitment, and learning impact. The range of courses offered include leadership electives for supervisors and non-su-

pervisors, core leadership courses, risk management and compliance schools for examiners, external leadership development offerings and a host of online courses.

Now during this period of mandatory telework, there is an opportunity to highlight online learning resources offered by CU to continue to meet employees' training and development needs.

- **FDICLearn** - This is the primary source for online training and offers numerous web-based courses. Access CU's Training page to review the list of opportunities. The FDICLearn Course Catalog is an online source to find

---

see Awards, page 3, column 1

## Awards, from page 2

web-based courses, register, and launch training. The catalog has a filter feature that enables staff to identify only online offerings. For example, you can find short courses on Management and Supervision of Liquidity Risk; Entry Level Examiner Diversity & EEO training for RMS/DCP.

- **Skillport** - SkillPort offers thousands of online courses, videos, job aids, and books from any web-enabled device 24/7. For example, you can find courses on Writing and Effective Speech, or learn about Project Management Essentials.

- **LinkedIn Learning** - The FDIC Library provides access to LinkedIn Learning (formerly Lynda.com). Staff should seek supervisory approval to access courses on a variety of topics, including support for adjusting to a telework environment, refreshers on Excel, MS Teams, Tableau, and other software; certification courses for PMP, and training for managers as well. Please follow these steps to request access.

- **Professional Learning Account.** The Professional Learning Account (PLA) is available to most permanent employees and may be used for online courses and webinars. Use of the PLA requires a supervisor-approved Career Development Plan (CDP). Last year 2,213 employees participated in external training on a variety of topics relevant to their work in areas such as program management, cyber-security, and program management certification. A recent participant who attended a course in program evaluation reported, "The value of the course far exceeded the cost to my PLA. I've been able to apply what I learned, and teach some of my colleagues about the ROI method already. I look forward to using it in evaluating my programs and making more scientific recommendations to my supervisors." Look here for information about CDPs and the PLA.

The FDIC has an expansive leadership development curriculum for leaders at all levels. CU is developing an innovative approach for many leadership electives and will be piloting new courses in the second half of 2020. Several electives

will be converted from traditional classroom-based courses to virtual instructor-led training (VILT). VILT will allow more participants to enroll in leadership courses, and will reduce the time, energy, and cost of travel associated with classroom-based training. It also will give participants more flexibility in completing courses and assignments, and allow time to practice what they are learning concurrently with the training. For employees preparing a CDP and thinking ahead to later in the year, here is a sample of some of the leadership electives employees can take to support their professional development.

- **Role of Personality Traits in Leadership** introduces employees to the Five Factor Model of personality and teaches them to examine how natural traits play a role in influencing workplace relationships, teamwork, and leadership development. Employees can explore their own personality traits, the traits of others and to develop strategies to enhance workplace relationships.

- **Is There a Better Way? Cultivating Creativity and Innovation** helps employees understand the role of creativity and innovation in organizations. Knowing how to work in and support an innovative culture is an important skill for everyone to master. Is creativity within everyone's grasp? Does creativity come naturally within a team, or is this a skill that some learn and others do not? This course equips employees with effective techniques and approaches to foster creativity and grow innovative ideas complex problem solving.

- **Power of Followership:** Leading Yourself and Following Others introduces the concepts of effective followership to include the skill sets to understand leadership's direction and vision, challenge guidance responsibly, provide constructive feedback, and take initiative within that scope of direction. The course explores the importance of being an effective follower in strengthening organizational performance.

For employees at all levels of the organization, the FDIC participates in the Graduate School, USA (GSUSA) programs. Four popular long-term training programs are tailored to the needs of gov-

ernment employees and offered to agencies throughout the federal government. CU manages the application process beginning with announcing and soliciting applications from Offices and Divisions (see the leadership development section of the CU website for application dates), screening candidates, making the final selections, and organizing an FDIC orientation. As you complete the GSUSA program, you are guided by CU's Program Manager, Claire Brodin, available to help you maneuver all aspects of the programs. The four programs are:

- **The Aspiring Leader Program (ALP)** challenges participants to increase the capacity of their current leadership skills and abilities. It is a two-month program for CG 4-6 employees.

- **The New Leader Program (NLP)** provides a solid training and developmental foundation of leadership skills and team building for federal employees. It is a six-month program for CG 7-10 employees.

- **The Executive Leadership Program (ELP)** helps individuals who have little or no supervisory experience to acquire or enhance the competencies needed to become a successful supervisor, manager, and leader within the federal government. It is a nine-month program for CG 11-13 employees.

- **The Executive Potential Program (EPP)** develops senior-level public service employees who have demonstrated significant leadership potential into more effective leaders. It is a year-long program for CG 14-CM 1 employees and managers.

Since FDIC began offering these programs, more than 400 employees have participated. In addition to CU's partnerships with the GSUSA; CU also partners with Harvard University and Georgetown University for various developmental programs and sends approximately 24 FDIC employees and managers for external training each year.

To learn more about the FDIC's award-winning training and what is available to you, visit CU's home page.

For more on the awards, see LearningElite and Training Top 125. •

## MOVING ON

**Name:** Sherri Roberson

**Most recent position:** Manager, Information Management Section

**Division:** Division of Finance, Corporate Planning and Performance Management (CPPM) Branch

**Location:** Washington, DC

**When and where joined the FDIC:** I joined the FDIC in 1984 when a small farm bank failed in Aurelia, Iowa. I was hired by the Division of Liquidation as a site bookkeeper for the failed Farmers National Bank.

**Career highlights:** All my career highlights center around automating accounting and finance functions from reporting to daily transaction processing. When I first arrived in DC in 1987, I was asked by the Associate Director of the Division of Accounting and Corporate Services (DACS) to meet with the programmer for the Accounts Payable system (a mainframe green screen application) to help her understand accounting. That was the jumping off point for me in leading efforts related to combining technology and accounting. I led efforts to convert the PC-based field accounts payable system to the mainframe system where we implemented electronic invoice receipt (EDI) and

electronic payment (EFT) for accounts payable. I participated in the evaluation of various system solutions from T&A to a treasury workstation; and automating financial reporting grouping sheets to cash flow statements. The largest project and most memorable was DOF's New Financial Environment (NFE) project. I was part of the initial requirements gathering team the implementation team, and all future NFE integration projects, like Travel/Expense and Payroll. Mostly recently, I led the CPPM efforts to convert the budget formulation process from spreadsheets to the Oracle Planning and Budget System which was then one of the first applications transferred to a cloud-based platform.

**Retirement Date:** March 31, 2020

**Plans for retirement:** My husband and I are moving to Arnolds Park, Iowa. We were both born and raised in Iowa. Arnolds Park is located on the Iowa Great Lakes on the border of Iowa and Minnesota – a small resort type area. We will fish, enjoy concerts in the park, spend time on the water and most importantly enjoy the company of our family. I hope grandchildren are in my future.



**Sherri Roberson**

**Comments and thoughts:** I couldn't have been more fortunate than to have spent my last 35+ years with FDIC. Everyday brought something new or exciting to tackle or consider. That young, nice and afraid Iowa girl would have never guessed she would or could make a difference. Please everyone, stay safe during the pandemic. •

**Name:** Sharon Stephens

**Most recent position:** Senior Financial Analyst

**Division:** Division of Insurance & Research

**Location:** Headquarters (3701 Fairfax)

**When and where joined the FDIC:** July 1990 at the Washington Harbor DC Office

**Career highlights:** After 10 years in the Division of Finance (DOF), I was hired as an Assistant Examiner in Seattle, Washington in September 1999. During that time, I also examined banks in, Anchorage, Fairbanks, Ketchikan, Alaska, and was also given the opportunity to work in O'ahu, Hawaii for three weeks. I was commissioned in 2004 and re-

turned to headquarters where I began working in the Division of Insurance and Research (DIR) in September 2006.

Employed by the Statistics Branch - Data Collections and Analysis Branch has been most rewarding. Working with the banking industry put me at the forefront of changes with the banks. I supplied critical data, such as income statements, balance sheets, mergers, closings and mergers data that was used in the FDIC Quarterly Banking Profile.

**Retirement Date:** February 29, 2020

**Plans for retirement:** I plan to take some classes at the University of Maryland and travel.

**Comments and thoughts:** FDIC has been good to me. I will miss the people and the work. •



**Sharon Stephens**