



# The Motivator

North Carolina Triangle Area Chapter #406

Institute of Management Accountants

January 2007

## January 1, 2007 From our Chapter President:

Dear Fellow IMA Members,

I hope you had a wonderful holiday season and could get away and relax with family and friends. Hopefully you will be able to keep your new year's resolutions this year. One resolution you should make for yourself is to invest time in developing your career. We have just the opportunity for you on Thursday, January 18<sup>th</sup>.

Stuart Levine will be joining us for a two hour pre-dinner seminar beginning at 4pm on the topic of **Leadership**. Leadership is the glue that holds teams together and gives them purpose and vision. The seminar is designed for leaders at all levels of an organization and others who want to improve their leadership skills, this fast paced and highly interactive program covers the characteristics of a successful leader, the importance of setting goals, how to effectively set expectations, managing your time effectively, and leading organizational change.

Our dinner meeting topic will continue with the theme of further developing your career: The **Importance of Successful Networking**, also presented by Stuart Levine. Most people do not like to network but statistics show that it is the most effective way to grow a business or find a job. Fortunately, the steps needed to successfully network and develop lasting and profitable relationships can be learned. This interactive program will cover the most important rules of successful networking. Topics covered include the importance of networking in the business world, networking is about "giving" not "taking", setting networking goals, preparing for a networking meeting, how to make a good first [www.imanctriangle.org](http://www.imanctriangle.org)

impression, and last but not least, getting the most out of attending a professional association meeting

Stuart Levine has more than 30 years experience as an attorney and human resources executive. He is a graduate of the University of Florida, School of Law and a member of the North Carolina State Bar. As an attorney he has represented the interests of nationally recognized organizations in employment law matters. He also served as Senior Vice President, Human Resources for Marshalls Department Stores. Stuart is a highly sought after speaker, well known for his fast paced, educational and entertaining programs. His firm, Stuart Levine & Associates ([www.levineassociates.net](http://www.levineassociates.net)) provides executive recruiting, leadership training, and HR consulting services for top organizations throughout the United States.

**We will be holding our meetings at the newly renovated North Raleigh Hilton, 3415 Wake Forest Road, Raleigh for the remainder of this year beginning in January.** We would like to thank the staff at the Gateway Café for their wonderful facility and food and it is regretful that they closed in November and we were not able to continue our meetings at their facility.

We look forward to seeing you at our next meeting. Bring a friend, a co-worker to hear Stuart Levine help you invest in yourself.

Kathy Santos-Rezendes,  
IMA # 406 Chapter President

January 2007

# Save the Date!

**January 18**

February 15

March 15

April 19

May 17

*A preview of what is to come...*

*Don't Miss Out!*

**February 15<sup>th</sup>** Lloyd Hackley - NC State  
*Ethics*

**March 15<sup>th</sup>** Lori Spivey - Bank of America  
*Controlling Medical Costs*

**April 19<sup>th</sup>** Joint IIA Meeting Kari Stolz  
*Electronic Banking & Processing Update*

**May 17<sup>th</sup>** Ken Matz – SAS  
*Business Intelligence*

**Dinner Registration Information**

- 6:00 PM Registration & Social
- 6:30 PM Dinner
- 7:15 PM Speaker
- 9:00 Networking ends and Board meeting begins

Please register on line at our chapter website

<http://www.imanctriangle.org/register.htm>

*Our dinner speaker for January 18, 2007 is...*

**Stuart Levine** and he will be speaking on the topic of **Effective Networking**.

Stuart Levine has more than 30 years experience as an attorney and human resources executive. He is a graduate of the University of Florida School of Law and a member of the North Carolina State Bar. As an attorney he has represented the interests of nationally recognized organizations in employment law matters. He also served as Senior Vice President, Human Resources for Marshalls Department Stores. Stuart is a highly sought after speaker, well known for his fast paced, educational and entertaining programs. His firm, Stuart Levine & Associates ([www.levineassociates.net](http://www.levineassociates.net)) provides executive recruiting, leadership training, and HR consulting services for top organizations throughout the United States.

**The Importance of Successful Networking**

Most people do not like to network but statistics show that it is the most effective way to grow a business or find a job. Fortunately, the steps needed to successfully network and develop lasting and profitable relationships can be learned.

This interactive program will cover the most important rules of successful networking. Topics covered include:

- The importance of networking in the business world
- Networking is about "giving" not "taking"
- Setting networking goals
- Preparing for a networking meeting
- How to make a good first impression
- Getting the most out of attending a professional association meeting

**Attention! Attention! Our Meeting Place has changed to...The North Raleigh Hilton beginning with January 18<sup>th</sup> meeting.**

Directions to North Raleigh Hilton  
3415 Wake Forest Road, Raleigh, North Carolina, United States 27609-7330  
Tel: 1-919-872-2323 Fax: 1-919-876-0890

From RDU Airport, Charlotte and all points west: take I-40 East towards Raleigh, take Exit #289 (Wade Ave) and follow until Exit 4B for I-440 North/Hwy 64 Rocky Mount, follow I-440 to Exit #10 (Wake Forest Rd). Make Left at light off exit, hotel is 1/4 North on the left

From Hwy 64 West to exit for I-440 North at Tower Shopping Center. From I-440, take Exit #10 (Wake Forest Rd) make a right at the light off the exit, the Hotel is 1/4 mile north on the left across from Raleigh Community Hospital

IMA News...



Mark Your Calendar: 88th Annual Conference & Exposition, June 16-20, 2007

IMA's 88th Annual Conference & Exposition features four days of leading-edge programs for accounting and finance professionals with practical and relevant skills needed in today's business world. The event will present relevant topics to all practitioners - from the seasoned executive to the new professional just beginning his or her career.

**Conference Highlights:** Informative Educational Sessions, Dynamic Speakers Practical Skills Training Earn CPE Credits Unparalleled Networking Opportunities Innovative Products and Services in the Exhibit Hall

For more conference details, go to <https://www.imaconference.org/2007>

*Strategic Finance* is the flagship publication of the Institute of Management Accountants (IMA®), the world's leading association for management accounting and finance professionals. An award-winning monthly magazine, we provide the latest information about practices and trends in finance, accounting, and information management that will impact members (mostly controllers, CFOs, and their staffs) and their jobs. Our thought-provoking articles offer advice that will help financial professionals perform their jobs more effectively, advance their careers, grow personally and professionally, and make their organizations more profitable.



Subscriptions to *Strategic Finance* are included in members' dues. [Join IMA](#) today to start your subscription and receive all the other valuable membership benefits.

## Perspectives



*Message from the Chair*



# Building Your Team

BY WILLIAM BROWER, CMA, CFM

One of the critical responsibilities of any manager is to build a strong, cohesive team. There's just no substitute for having the skills and talent available internally to get the job done. Unfortunately, too often now firms are becoming penny-wise and pound-foolish by relying on short-term support to get the job done instead of taking the time to hire and train the right staff.

I'm an advocate for using consultants and temporary help with new and difficult assignments or to meet interim demands. But we need to take a step back and challenge whether the consultant or the temporary employee has become a crutch for management to lean on. For example, do they continue to roam the halls of the office long after the assignment has been completed? If we let that happen, then not only are we wasting money, but we are also losing the opportunity to build a team who has a true understanding and appreciation of the history and culture of the firm. We are also losing the opportunity for our staffs to develop and to step up and take on the more difficult assignments.

Even more importantly, if consultants become a primary input to

management decision making, then the management accountant is forfeiting the opportunity to truly participate in and influence the business. If we are to manage a firm for long-term shareholder value, we must have team members with excellent knowledge, strong experience, and solid personal skills and who are committed to a shared vision for the future.

The question is: In today's environment, how do we achieve a strong team? During my career I was fortunate to have worked for a company with a very strong culture that valued and celebrated long-term personal growth. Once you have created a winning environment and have a history of and prospects for solid company growth, it's easy to continue the process of recruiting

outstanding individuals to the team. For many firms, however, creating the strong team is a challenge.

My suggestion is to start at the beginning. Johnson & Johnson set a goal to hire 50% of new accounting and finance employees directly from the college campus. Developing solid relations with targeted schools, establishing a strong co-op program, and utilizing summer interns are excellent ways to identify the outstanding recruiting targets. I also think that many of us in the Institute of Management Accountants (IMA®) need to create and cultivate a strong bond with an IMA student chapter. What better way to develop a close relationship with a local college, professor, and interested accounting students than to help enhance the student chapter program? Have you considered visiting the school to make a presentation on your role in the firm in which you work or perhaps having the student chapter visit your company? Creating interest in your firm and type of work can significantly improve the likelihood of recruiting your number one choice.

I recently attended the IMA Student Leadership Conference in Cleveland, Ohio, whose theme was

“Management Accounting Rocks.” I can assure you that firsthand interaction with the approximately 400 people in attendance was a rich personal experience and an outstanding developmental opportunity for the students and professors who participated. While I am often disappointed by the slow conversion of IMA student members to regular members, I have no doubt that IMA’s commitment to the student program is an important initiative. Our members provide insight for students into the business world that is based on practical experience and by so doing can greatly influence the career choices that students may make.

IMA’s Stuart Cameron McLeod Society (SCMS) supports this effort by awarding student scholarships annually. I believe encouraging students to continue their education in management accounting is important to fill the predicted looming shortage of accountants and professors of accounting. IMA provides the opportunity for our members to feel connected to this effort. It also provides us with an excellent way to get involved in the college campus and get a head start on recruiting and building our team. All in all, the student program is another great reason to be an IMA member.

What do you think? Please share your thoughts with me at [bbrower@imanet.org](mailto:bbrower@imanet.org). ■

**Employment Opportunities – From the Chapter’s Employment Director**

The Chapter serves its members by connecting those seeking positions with employers that have positions available. The Chapter’s Director of Employment is Chris McKittrick. For further information or to submit a resume please e-mail Chris at [ctm1999@hotmail.com](mailto:ctm1999@hotmail.com) .

*A preview of current employment opportunities listed on our website...*

**Banking Group Executive**

Provide support to CEO in areas of leadership, direction, development and implementation of policies and procedures. Develops objectives and initiatives for retail and commercial banking divisions and is responsible for making sure divisions meet goals and objectives. Prepares annual budget and monitors achievement of annual business plans and provides documentation to appropriate management personnel, the CEO and Board of Directors. Provides oversight in the development of lending and operating policies consistent with goals of the Bank. Oversees the extension of credit in accordance with Bank policies and directs all lending and support operations personnel.

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**Commercial Loan Officer**

At least 3 years experience in business and commercial lending. Proven prospecting and business development background needed. Demonstrated ability to effectively network and build relationships through business community.

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**Items and Data Processing Project Manager**

Bank is looking for someone to help manage the Bank's conversion from current systems (Banker II, ARTA, ARTA Lending, Steller, Deluxe, Fedline) to Bankway. The Items and Data Processing Project Manager will be very instrumental in coordinating back-end processes, establishing test protocol, communicating with outside vendor, etc. Will develop and recommend procedures, strategies, and policies for bank data processing and computer activities. Act as a liaison between bank and its EDP hardware and software vendors. Responsible for efficient operations and functionality of Electronic Data Processing; provide support for Core System, Fedline, Deluxe, Deposit & Teller platform systems, other 3rd party vendors providing operational services and interfaced to mainframe. Maintenance of Core System parameter files and rates; DSI Image system parameters.

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**Teller (Charlotte and Winston-Salem)**

Personable, outgoing demeanor needed to establish and maintain good customer relations. Prior cash handling, accounting and/or bookkeeping experience helpful in processing deposits, withdrawals & other financial transactions. Excellent communication skills - orally and in writing- needed to represent the Bank in a professional manner.

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**Chief Financial Officer**

Raleigh based, small, publicly traded software development company that is a development stage company and is currently involved in launching two exciting products. The Company needs a hands-on shirtsleeves executive to manage all of its financial operations including financial planning, oversight of daily accounting and cash management activities, financial reporting, expense analysis and control, investor and banking relations, and development of accounting policies and internal controls.

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**Accounting Opportunities at Smart Start**

N.C. Partnership for Children, the nonprofit which administers the innovative, award-winning Smart Start program, is recruiting for 3 accounting positions. All require at least a B.A. or B.S. in Accounting or Finance; CPA preferred.

**Financial Consultant:** handle accounting/auditing issues, financial policies/procedures, contracts, and organizational development.

**Financial Monitor:** Will conduct on-site reviews of local Smart Start operations to ensure accountability and compliance with applicable contract requirements.

**Senior Accountant:** Knowledge of GAAP, GASB and FASB. Analyze/reconcile G/L/ accounts, prepare GAAP-basis financial statements, prepare payroll for outside processor, prepare regulatory reports and audit schedules.

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**Manager of Corporate Tax**

The Manager of Corporate Tax will administer organization's tax policies and procedures, be responsible for compliance with international, federal, state, and local tax laws, and coordinate research as needed on the tax consequences of organization's activities. This position is part of Corporate Controller's Office and reports to the Corporate Controller.

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**Accounting Supervisor - Financial Compliance**

International organization has an immediate opening for an Accounting Supervisor in its Corporate Financial Compliance department. This position will have two primary responsibilities. The first is leading domestic and international labor reporting processes and systems. The second is participating the compliance activities for Corporate Controller's Office. This position will report to the Sr. Manager of Financial Compliance.

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For more details, check out our chapter website for current opportunities:

<http://www.imanctriangle.org/employment.htm>



**Check out what IMA is co-sponsoring...**

**Strategic Planning Workshops: [www.focusresourcesinc.com](http://www.focusresourcesinc.com)**

*Setting Up Your Accounting System – The Basics*  
*Grow Your Business – What Business Are You In?*  
*Timekeeping and Reporting*  
*Budgeting*  
*Managing Your SBIR – Identifying, Understanding, and Complying with Requirements*

*Making and Monitoring Subawards*  
*Understanding Indirect Rates*  
*Grants Management: Understanding Costs*  
*Elements of Business Management Systems*

Instructor:	Lea A. Strickland, MBA CMA CFM CBM President & CEO, F.O.C.U.S. Resources
Location:	The Castleton Group's Training and Conference Center 4101 Lake Boone Trail, Suite 219, Raleigh, NC
Field of Study:	Management
Prerequisites:	None
Advanced Preparation:	None
Course Level:	Basic to Intermediate
Teaching Method:	Lecture / Discussion

For more details, see our website: <http://www.imanctriangle.org/educatio.htm>

**Certificate in Management Accounting (Offered by Duke University):**

Duke University's **Certified Management Accountant (CMA) Certification Program** addresses the needs of managerial finance and accounting professionals as they meet the challenges of the new corporate accounting environment. IMA has recently updated the CMA Program's "body of knowledge" to reflect the variety of relevant business skills and abilities - including analyzing, managing, and evaluating business solutions - that professionals must possess to effectively contribute to the strategic success of an organization today.

ID#	Program Series	Fee
10297	<b>CMA Four Course Program Series - DURHAM</b> Wednesday, 6:30 pm - 9:30 pm Starts 9/20/2006 and ends 5/16/2007 103C Erwin Mill Bldg	\$2795
ID#	Individual Courses	Fee
10298	<b>CMA 1 Business Analysis - DURHAM</b> Wednesday, 6:30 pm - 9:30 pm Starts 9/20/2006 and ends 11/8/2006 Classroom Bay C Erwin Square Mill Building	\$900
10299	<b>CMA 2 Management Accounting and Reporting - DURHAM</b> Wednesday, 6:30 pm - 9:30 pm Starts 11/29/2006 and ends 1/24/2007 Classroom Bay C Erwin Square Mill Building	\$900
10300	<b>CMA 3 Strategic Management - DURHAM</b> Wednesday, 6:30 pm - 9:30 pm Starts 2/14/2007 and ends 4/4/2007 Classroom Bay C Erwin Square Mill Building	\$900
10301	<b>CMA 4 Business Applications - DURHAM</b> Wednesday, 6:30 pm - 9:30 pm Starts 4/25/2007 and ends 5/16/2007 103C Bay C Erwin Square Mill Building	\$700

**\*\*\*Attention Future CMA's\*\*\***

Don't miss out on this outstanding learning opportunity and register today! The third class starts on February 21, 2006. Visit <http://www.learnmore.duke.edu/managerialaccounting/index.htm> to learn more about the program.

**Books and materials are included.**

- CMA Business Analysis, 24 hours
- CMA Management Accounting and Reporting, 24 hours
- CMA Strategic Management, 24 hours
- CMA Business Applications, 12 hours

**>>>Notice to all IMA Members<<<**



**Address Changes**

Can be made online in the IMA Members-Only Area of the website or by contacting IMA

Customer Service:

Phone: 800-638-4427;

Outside of North America, +1-201-573-9000

Fax: +1-201-474-1600

[ima@imanet.org](mailto:ima@imanet.org)

Disclaimer: The North Carolina Triangle Area Chapter of the Institute of Management Accountants is registered with the North Carolina State Board of CPA Examiners as a sponsor of continuing professional education.

Complaints or comments regarding registered sponsors may be addressed to the North Carolina State Board of CPA Examiners, PO Box 12827, Raleigh, NC 27605-2827.

**Details for CPE registration for our Dinner:**

Place: Gateway Jazz Cafe

Prerequisites: None

Level: Basic

Recommended CPE: 1 Hour Dinner Seminar

Advanced Preparation: None

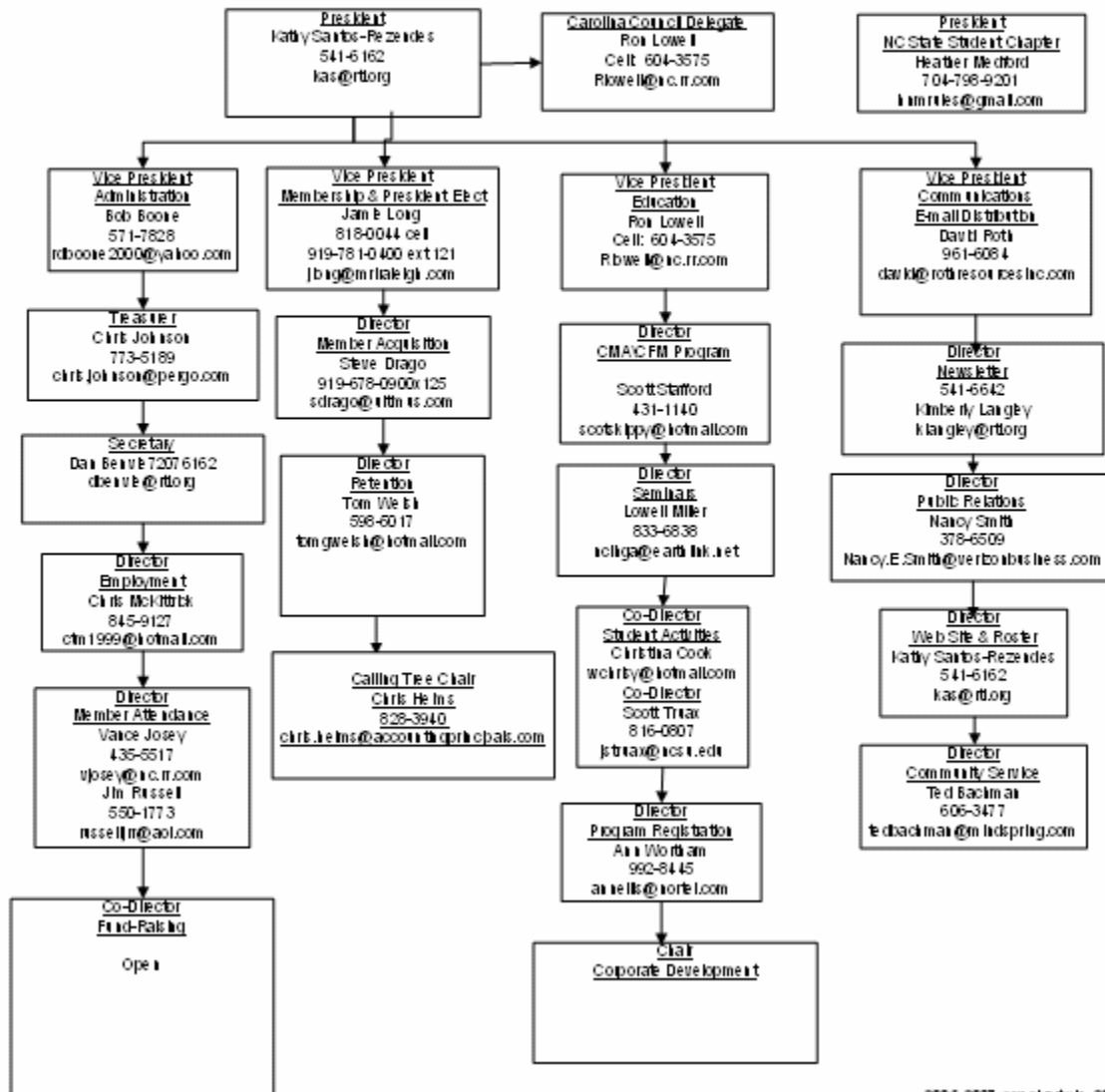
Teaching Method: Lecture / Discussion

Field of Study: Personal Development

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### Institute of Management Accountants NC Area Chapter 406 Board of Directors

Competition Year 2006-2007



2006-2007 org chart is 2004-05 1