

PROFESSIONAL DEVELOPMENT WEEK

NOVEMBER 18-20, 2015 • MARRIOTT GRAND CAYMAN



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PDW 2015 : Agenda

	Wednesday - 18 November	Thursday - 19 November	Friday - 20 November
8:00AM	Registration	Registration	Registration
Morning Speaker	Hon. Marco Archer, Minister of Finance	Hon. Franz Manderson, Deputy Governor	Graham Steele, Former Minister of Finance, Nova Scotia
Stream 1 Session 1	International Standards on Auditing with a Public Perspective Cherie-Anne Henderson-Dam	IFRS Update Satya Beekarry	Making Performance Measurement Repeatable John Batchelor
Stream 2 Session 1	A Holistic Approach to Cyber Risk Alexandra Simonova and Wayne Green	Effective Customer Service/Business Processes Louissette Bizier	Avoiding the 'Slippery Slope' in Ethics. The Power of Ethical Decision Making Allison Dunkley
Stream 3 Session 1	Financial Management and Leadership Manj Kalar	Leadership Masters of People Systems Rod Waddell	Procurement Law Committee Update Peter Gough
Luncheon Speaker	Jude Scott, Cayman Finance CEO		Sheree Ebanks, CISPA CEO
Stream 1 Session 2	International Standards on Auditing with a Public Perspective (cont.) Cherie-Anne Henderson-Dam	IFRS Update (cont.) Satya Beekarry	Targets and Expectations for Government Programs John Batchelor
Stream 2 Session 2	Who is responsible and accountable for securing my data? OPM Data Breach Lionel Fairon	Implementation and Operations of Good Control Frameworks Sandra Richtermeyer	Governance and Importance of Ethics on Decision Making Everett Colby
Stream 3 Session 2	Financial Management and Leadership (cont.) Manj Kalar	Goal Setting - Objective Measures Drive Results Rod Waddell	Project Future/Streamlining Government Service Delivery Mary Rodriguez
Stream 1 Session 3	International Standards of Supreme Audit Institutions (ISSAIs) Garnet Harrison	International Public Sector Accounting Standards Update (IPSAS) Patrick Smith	Reporting and Learning for Government Programs John Batchelor
Stream 2 Session 3	Driving Efficiencies Through Process Improvement and Technology Wesley Howell	Implementation and Operations of Good Control Frameworks (cont.) Sandra Richtermeyer	Governance and Importance of Ethics on Decision Making (cont.) Everett Colby
Stream 3 Session 3	Financial Management and Leadership (cont.) Manj Kalar	Goal Setting - Objective Measures Drive Results (cont.) Rod Waddell	Strategic Business and Human Resources Roles Wendy O'Connor
5:00 PM	CISPA Champagne Reception & Networking Event		

Day 1 – Speakers & Topics



Alexandra Simonova is a Manager in the Deloitte Cayman Islands practice. She has over 4 years of experience in IT management prior to joining Deloitte and over 5 years of performing IT Consulting and Cyber Risk services for Deloitte's clients. This includes work in the financial services, private and public sector. Prior to joining the Cayman Islands firm, Alexandra was holding a position of Services Director and CEO of the privately owned company in Telecommunication industry providing mobile distribution products and services to clients globally. Alexandra graduated with a Master's Degree in Computer Science (Software Engineering and Information Systems Administration) and holds CISSP and PMP certifications.



Wayne Green is an experienced Director specializing in managed services with a concentration in Information Technology. Wayne has ten years of experience working with Deloitte offices and clients across the Americas, South East Asia, Africa and Europe. His skill set has allowed him to work with clients across a broad array of industry sectors specialising in financial services, telecommunications and public sector. Areas of experience include: Enterprise wide technologies such as Managed Wide Area Network ("WAN"), Metropolitan ("MAN"), Local Area Network ("LAN") and unified communication solutions in production, hot sites and warm sites. In addition to this Wayne is an experienced database administrator and applications consultant.



Alexandra and Wayne are presenting on : A Holistic Approach to Cyber Risk:

'The presentation will provide an overview on the global technology and cyber security trends and will explore the holistic ways of mitigating the cyber risks faced by the individuals and organizations. Understanding that you can't prevent all cyber incidents, Deloitte will present the cyber risk model based for organizations including being Secure, Vigilant and Resilient. Providing wider considerations for the strong security posture, the presentation will provide additional insight for the vigilance and resilience components including cyber incident response. The presentation will also include a case study for the cyber incident and a live demo of the intelligence gathering.'

Day 1 – Speakers & Topics (Cont'd)



Cherie-Anne Henderson-Dam joined PwC Bermuda's Commercial Insurance Group in August 2008 after spending 3 years with Grant Thornton, South Africa. Cherie-Anne acted as the lead senior and manager of various insurance and reinsurance audit engagements with the largest engagement being an SEC registered (accelerated filer) reinsurance company that went public in 2007. In 2012, Cherie joined the Risk and Quality team to focus on methodology across the Caribbean Region including supporting teams subject to PCAOB auditing standards. As part of this role, she is responsible for rolling out the annual methodology updates that teams are required to apply as part of their engagements.

Presenting on: International Standards on Auditing with a Public Perspective



Manj Kalar is the technical manager for central Government and Financial management of CIPGA and works in the London, UK office. Among her many accomplishments, she authored the Central Government Guide to Finance and Financial Management for CIPFA.

Presenting on: Financial Management and Leadership

As shockwaves continue to ripple through many sovereign states across the world, never has the challenge (and opportunity) been greater for finance to help governments spend money wisely. Leadership is key. As highlighted in the recent Entire Public Service (EPS) Audit Report there are still many challenges for government and the finance profession here in the Cayman Islands.



Lionel Fairon joined the public service in June 2014 as "Senior Security Systems Administrator I" within Computer Services. He has 18 years of professional experience in Information Security, in various technical and organizational roles in Europe and in the Middle East. He holds a MSc in Information Security from the University of Liverpool and several certifications, such as CISA, CISM, CRISC, CISSP, PCIP, ISO27001LI. He is currently completing a LL.M in International Finance and Banking Law.

Presenting on: Who is responsible and accountable for securing my data?

Cyber Security is an organization-wide risk management issue, not just an IT Issue. The presentation will provide an overview of the main components of Information Security, namely Confidentiality, Integrity & Availability, and their respective requirements, with an emphasis on data classification. What are the duties of the various services and individuals within the CIG.

Day 1 – Speakers & Topics (Cont'd)



Garnet Harrison Garnet joined the Office of the Auditor General in February 2001 as an Audit Manager and is currently the Acting Auditor General until an Auditor General is appointed. Garnet has responsibility over the contracted out audits of the Office and the corporate affairs of the Office. He has over 22 years of audit experience working in the public. He began his audit career with Provincial Auditor of Saskatchewan in 1993 before moving to the Cayman Islands to work with the Office of the Auditor General. Garnet has his Chartered Public Accountants, Chartered Accountants designation through the Chartered Public Accountants of Saskatchewan, Canada. In 2014 he gained his accreditation as an ISSAI Facilitator from the INTOSAI professional Standards Committee and the INTOSAI Development Initiative.

Presenting on: International Standards of Supreme Audit Instructions (ISSAIs)



Wesley Howell joined the Cayman Islands Civil Service in 1987. On 1st August, 2012, Mr Howell was promoted to Deputy Chief Officer Public Safety and Security, in the Portfolio of Internal & External Affairs, now the Ministry of Home Affairs. He was also appointed by the Governor as Supervisor of Elections in 2013. Mr. Howell's expertise includes leadership, business process reengineering, team building, collaboration, contingency planning, and strategic project management; and has an MBA from University of Liverpool.

Presenting on: Driving Efficiencies Through Process Improvement and Technology

Effective business process innovation combined with the creative use of technology, are catalysts for exponential improvements in responsiveness, cost reduction and customer satisfaction. The opportunities created by process improvements and technology positively impacts organisations at all layers, from the strategic level, to tactical, and particularly at the operational level.



Day 2 – Speakers & Topics



Patrick O'Brian Smith joined the Office of the Auditor General in March 2002 as a Senior Auditor, moving to the post of Audit Manager in 2006 and Financial Audit Principal in 2012. As the Financial Audit Principal he has responsibility for the in-house financial audit practice of the Office. Patrick has over 19 years of audit experience working in the public and private sector in both an external and internal auditor capacity. In addition to being a Certified Public Accountant, he is also a Certified Fraud Examiner, and is certified in Quality Management Auditing. In 2014, he gained his certification in International Public Sector Accounting Standards, and also obtained accreditation as an ISSAI Facilitator.

Presenting on: The International Public Sector Accounting Update



Satyajeet Beekarry is a Senior Manager in KPMG and has over 10 years of audit and accounting technical experience in the Cayman Islands and the UK. He has worked as a FTSE 100 technical liaison for several financial services firms, provides internal technical support to various audit teams and has previously been an author/contributor for IFRS and UK GAAP manuals of accounting. He has a BSc. (Hon.) in Accounting and Finance from the London School of Economics and is a Chartered Accountant (ICAEW).

Presenting on: The IFRS Update



Louise Bizier has been involved in business process improvements since the early 1980's. She's worked as a consultant researching and developing training in business process analysis and design, with in-depth knowledge of the emerging concepts and use of business processes for improving efficiencies, customer service and building IT systems. Ms Bizier conducted many mandates as a consultant, applying this approach to streamline and improve business operations. She produces integrated business processes across IT, organizational structure/people and governance that are client-centric, realizes operational efficiencies and promotes a culture of service management excellence. As a certified Lean Six Sigma Black Belt and PMP, she provides coaching and training for clients who want to implement a continuous process improvement practice in their organization.

Presenting on: Effective Customer Service and Business Processes

Day 2 – Speakers & Topics (Cont'd)



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.

Presenting on: Implementation and Operations of Good Control Frameworks:

Implementation and operation of good control frameworks help organizations to achieve good results. The COSO framework has been the leading benchmark for private and public sector entities around the world for their successful operations. Many public companies have adopted the [COSO Framework](#) as the basis for internal control policies and standards to remain in compliance with Sarbanes-Oxley. Find out how your organization can take the steps to benefit from putting in place these concepts.



Rod Waddell has a BA in psychology and a master's degree in counselling at UCF. Mr. Waddell completed an intensive executive programme 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.

Presenting on: Leadership Masters, People Systems and Goal Setting:

This workshop provides managers with an introduction to understanding "People Systems". This essential knowledge will expand leadership abilities and if applied consistently increase performance and morale. Learn what it takes to get staff to think like a leader and work as a team. Setting goals is a key element to planning, organizing and managing performance. This course provides an easy to follow formulas ensuring managers and staff to be on the same page.

Day 3 – Speakers & Topics



Allison Dunkley is a Director at Deloitte Cayman. She is responsible for the implementation and monitoring of an effective firm-wide compliance and risk management program. She has been a member of the Deloitte Compliance and Risk Management team for over 12 years.

Presenting on: Avoiding the 'Slippery Slope' in Ethics. The Power of Ethical Decision Making

Every year, public and private sector managers should remind themselves of the underlying principles of decision making. If you attended Ms. Dunkley's presentation last year, you will want to come again this year. She will address the "slippery slope" concept by which one small ethical lapse can snowball into crisis and downfall. Ms. Dunkley will discuss ethical decision that can help managers mitigate the risks of ethical compromise.



Mary Rodrigues is the Chief Advisor to the Hon. Deputy Governor on strategic reforms within the Public Service, appointed in September 2015. She has established the Strategic Reforms Implementation Unit (SRIU) as the PMO for Project Future, which is potentially the largest scale reform agenda in the history of the public service. Mrs Rodrigues has worked with the Civil Service for 29 years and holds a Masters Degree in Education Management and Policy, a Bachelors Degree with Honours in English Literature.

Presenting on: Streamlining Government Service Delivery:

The Government is taking a strategic approach that will identify projects based on their potential contribution to priority outcomes. The EY report will feed into this process. The Government is also taking a structured approach to managing the program, coordinated by the Strategic Reforms Implementation Unit (SRIU).



Everett Colby is a principal of Colby McGeachy, PC a licensed public accounting firm in Ontario as well as an independent member firm of Porter Hetu International. Everett is the tax partner and the litigation/forensic accounting partner. He has been in practice since 1990. He is a Registered Tax Return Preparer (RTRP) with the Internal Revenue Service and his office is one of only a few internationally qualified IRS Efile offices in Canada. He holds a Bachelor's Degree in Accounting and Corporate Finance, is an Accredited Litigation Accountant, Certified Fraud Examiner, Chartered Director and Chartered Professional Accountant.

Presenting on: Crossing the Line – Ethics and Values in the 21st Century

This session looks at how ethics is an integral part of building a value driven culture in your company or organization.

The session will include:

- 1 How Ethics plays into a good governance system
- 2 Discussion of the fraud risk triangle and how it relates to behaviour
3. Discussion of why ethics program is integral to preventing fraudulent behaviour
4. Case studies with attendee interaction

Day 3 – Speakers & Topics (Cont'd)



Dr. Wendy O'Connor is a social psychologist, specializing in organizational politics. She founded Executive Spin Inc. in 2002. She is noted for bringing both academic and practical work/life experience to her client approaches. Since 2002 she has been involved in the delivery of executive assessment and leadership coaching.

Presenting on Strategic Business and Human Resource Roles:

The role of HR leaders must be strategic business partners who add value aligned with the organization's objectives. In service-based organizations, HR represents the largest cost. As a business partner, HR must manage the organization's most valuable assets and consider the associated risks. Dr. O'Connor will explore the strategic impacts of talent and organization choices, as well as strategies, tools, and techniques to ensure the right employees are hired for the right jobs.



John Batchelor has been helping dozens of public sector clients understand requirements and opportunities, and assisting them to implement practical responses and systems. He has over 30 years of experience with federal departments and central agencies in planning, management consulting, performance measurement and program evaluation policy. John has been a university instructor and is an experienced public administration trainer. He can also apply specialized disciplines such as operations research, game theory, database design and web-site administration to his clients' challenges.

Presenting on Session 1: Performance Measurement Primer/Refresher
Session 2: Targets and Expectations for Government Programs
Session 3: Reporting and Learning from Government Program Performance Measurement



Peter Gough is a veteran public servant both in the United Kingdom and the Caribbean. Former Budget Director, Deputy Financial Secretary and Deputy Head of the Civil Service for the Cayman Islands and currently Strategic Advisor to the Deputy Governor. Main focus has been public sector reform both Human Resources and Financial, recently assisted in the implementation of the Constitution in particularly the Bill of Rights. Currently involved in developing legislation for the criminal justice system and the implementation of Project Future.

Presenting on Procurement Law Committee Update

The session will cover good governance as it relates to procurement and how to achieve better value for money for government in the acquisition of goods and services.

Keynote Speakers



Sheree Ebanks is currently the Chief Executive Officer of the Cayman Islands Society of Professional Accountants (CISPA). Previously Sheree was with Butterfield Bank (Cayman) Limited as Director and Head of Wealth Management where she oversaw the areas of trust and fiduciary services, asset management and fund administration. Sheree serves on a number of Cayman boards and has participated on government representative bodies. She is a member of the CFA Society, the Institute of Corporate Directors, Cayman Islands Directors Association, Cayman Islands Association of Mediators and Arbitrators and 100 Women in Hedge Funds. Sheree holds an MBA from the University of Liverpool.



Jude Scott is a former Partner of Ernst & Young and former Global CEO of Maples and Calder. He retired as an Audit Partner in 2008 after spending over 23 years with Ernst & Young where he specialised in the audits of investment funds, banks and insurance companies. Jude is well respected in the local community and internationally, having served on various Cayman Islands Government and private sector committees, including the Cayman Islands Society of Professional Accountants, the Cayman Islands Financial Services Council, the Education Council, the Insolvency Rules Committee and the Stock Exchange.



Graham Steele was a member of the Nova Scotia legislature from 2001 to 2013. He was the Minister of Finance (2009-2012) and Minister of Economic & Rural Development and Tourism (2013). Graham can be heard weekly on CBC Nova Scotia television and radio, commenting on Nova Scotia politics. He also writes a weekly political column for the CBC website. His book about his experience in the legislature and government, titled *What I Learned About Politics* (Nimbus) became an instant bestseller when it was released in September 2014. The book was also nominated for a national and a regional writing prize. He is currently working on a follow-up book. Graham recently graduated with a Master of Laws degree from Dalhousie University. Before entering politics, Graham was a lawyer specializing in administrative and regulatory law. He is a Rhodes Scholar and originally from Winnipeg.

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