



IMA™

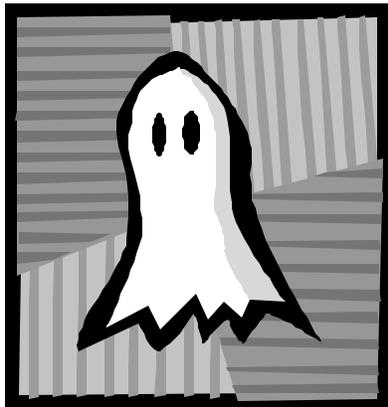
# The Informer

April, 2000

Volume VI

## IMA Goes Ghostbusting

The final luncheon meeting of the year will be held at Noon on Thursday, April 19, at the Bamboo Gardens in the Grove Park Shopping Center on US 98 South. The speaker for this meeting will be Mr. Michael Valdez. Mr. Valdez is a Principal of Florida Pension Consultants, Inc. located in Tampa, Florida. In this role, Mr. Valdez consults with companies regarding their pension plan design, documentation, compliance, administration,



communication, and investments.

Mr. Valdez will address the Polk County chapter on the topic "Ghostbusting— Measuring the Cost of Employee Turnover and how to use your Qualified Plan to Stop the Bleeding."

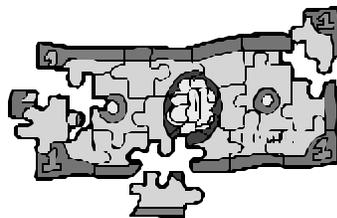
Mr. Valdez received the BA degree from the University of South Florida and holds the

professional certifications of Chartered Life Underwriter and Registered Employee Benefits Coordinator. He is a licensed securities broker and holds multiple insurance licenses. He has worked since 1983 in various positions in the financial services industry. Come to the meeting for an informative, interesting presentation.

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So *The Informer* will be more timely, the deadline for articles is now the 6th of each month.



## *This Just in...*

Many thanks to all the members who have chosen to receive *The Informer* via email. Although we have not had the participation we hoped, savings have almost recovered our investment in the Adobe Acrobat program. We anticipate continuing this for the next IMA year. If you are presently receiving *The Informer* by email, you will continue to do so with the new year, unless you instruct us otherwise. If you have not yet signed up for email delivery, you are encouraged to do so. In addition to saving the chapter money on printing, paper, and postage, you will be first to receive *The Informer* each month. Just contact John Stancil at [jstancil@flsouthern.edu](mailto:jstancil@flsouthern.edu).

### Upcoming Events

**April 19** Technical Meeting, Noon at the Bamboo Gardens.

**April 27-28** Florida Council, Orlando. Accounting Systems Technology for the 21st Century and CLEW.

**May 8** Board Meeting, Ryan's US 98 South, Lakeland.

**May 17** Awards and Installation Dinner, Peace River Country Club, Bartow.

# From the President...

The first day of spring has arrived and I hope you are thinking about educational opportunities with the IMA. Our meeting this month is a luncheon at the Bamboo Gardens Restaurant, Grove Park Shopping Center, U.S. 98 South, Lakeland. Our speaker is Michael Valdez, Principal with FPC Services, Inc. The topic will "Ghostbusting-Measuring the Cost of Employee Turnover and How to Use Your Qualified Plan to Stop the Bleeding". I hope you will plan to attend.

Coming up on Friday, April 27<sup>th</sup>, the Florida Council an eight hour continuing education seminar on "Accounting Systems Technology for the 21<sup>st</sup> Century". It will be held at the Rosen Plaza Hotel in Orlando. I will have registration forms at the luncheon or contact me if you need one. This is followed on Saturday, April 28<sup>th</sup>, by the Chapter Leadership Education Workshop (CLEW). This is a must for incoming directors to learn all you need to know to have a great next year.

My last hurrah will be our annual awards and installation dinner on Thursday, May 17<sup>th</sup>, at the Peace River Country Club. Please attend and help us celebrate another great year in IMA and send Darlene Eanett into her year as President in grand style. Please invite your significant other to this event. Incidentally, we are still searching for a couple of good people to serve on the Board next year. Please contact myself, Helen Figgs or Darlene Eanett if you have an interest.

It has been my pleasure to serve the Chapter this year.

Your President,

Everett Baker

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## Early Bird Gets Discount All Celebrate A New Year

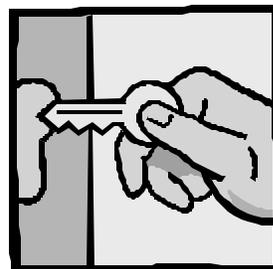
The board of directors has approved a discount for those who RSVP for the May meeting by Friday, May 11. Early responders will be charged \$18, those who make reservations later or show up without a reservation will be charged \$20.

To make a reservation please contact Glenda Tyndall at Carter, Belcourt, & Atkinson. 863 687-4010 x 331 or [glenda.tyndall@cbanet.com](mailto:glenda.tyndall@cbanet.com).

Members are encouraged to attend this meeting to honor the outgoing officers and install the officers for the new year. Spouses or significant others are welcomed. The meeting will be at Peace River Country Club in Bartow on Thursday, May 17.

The speaker for this meeting is back by popular demand. Dr. Skaer, who addressed the May banquet last year will again entertain members and guests while speaking on the topic of "The Power of Praise." Those who heard him speak at last year's meeting enthusiastically sought a return engagement for this insightful, entertaining speaker.

More details will be in the next issue of *The Informer*, but make your plans now to attend.



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# Officer Nominations for 2001-2002

<b>President</b>	Darlene Eanett
<b>VP Administration</b>	Andrea Bauman
Secretary	Penny Sandarg
Treasurer	Sharon Jones
Director Meetings	Jerry Harper
Director Calling Committee	Helen Figgs
Director Employment	Ray Waldren
Director Special Activities	Rolf Jaehnigen
<b>VP Communications</b> This could be you!	
Director Newsletter	John Stancil
Director Program Booklet	Ken Smith & Pat Rudden
Director Community Service	Tracy Neal
Director Public Relations	Gindy Gensiejewski
Director Chapter Web Site	Alan Tay

<b>VP Education</b>	This could be you!
Technical Meetings	Lynn Clements,
Director Seminars	Mary Lynn &
Director Manuscripts	2 to be named
Director CMA/CFM Programs	Keith Wade
Director Student Affairs	Lynn Clements & Marilyn Fisher
Director Scholarships	Jack Arnold
<b>VP Membership</b>	Ray Waldren
Director Member Acquisition & Retention	Orrin Schaal Ashli Garner
Director Corporate & Academic Development	Roberto Moyano

<b>Council Delegates</b>
Everett Baker
Darlene Eanett
Richard Banis
Alice Johnson—Alternate

**There are still opportunities for you to serve your chapter. Contact Everett, Darlene, or Helen**

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Adjunct faculty to teach accounting courses at Florida Southern College. Contact Duane Hopkins, Chair, Department of Business and Economics, Florida Southern College, 111 Lake Hollingsworth Dr., Lakeland, FL 33801 Phone 863 680-4280. Teaching accounting courses can count for CPE credit, so get paid for CPE!

## Full and Part Time Jobs

# The Informer



## Leading the Way to Success

With reports of widespread layoffs, many companies are facing a shortage of leadership talent. In order for businesses to succeed in today's economic environment, they need to be able to develop employees who can lead their organizations.

Some people are born leaders, but even those who are not can become them. So how do you as a manager develop leadership skills in your staff? Here are five tips that can help:

1. Provide formal training. Teach and instill the values that reflect your department's managerial style. Make sure your employees have an in-depth knowledge of your company's practices, operations, long-term goals and corporate culture.
2. Create a supportive work environment. Establish a workplace that allows greater autonomy and increased responsibility by designing assignments that are progressively more challenging and demanding. Give clear directions about expectations and standards for the company, and provide guidance and feedback.
3. Design a mentoring program. People often learn best by watching others, especially successful authority figures. The best way to capitalize on this is through a mentor program. These relationships allow mentees to learn from the real-life experiences of their mentors, while providing mentors valuable leadership training.
4. Publicly recognize and reward employees who show leadership qualities. Provide a forum where employees can offer suggestions, and acknowledge each submission with a personal letter.
5. Identify promising leaders early. Look for leadership qualities not only in your current employees, but also during the hiring process. The sooner you find potential leaders and develop their skills, the better off your company will be.