

August 2016

The Savannah Ledger



A publication of the Savannah Chapter of the Institute of Management Accountants

<http://www.savannah.imanet.org>

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**President's Message**

*Adrian Brasher Jay  
Chapter President*

President's Message

I hope this end of summer newsletter finds everyone well. I wanted to provide an update on our recent activities for 2016-2017. Back in May we organized our first ever Mr. Excel Seminar. Bill Jelen proved to be a very entertaining, and knowledgeable speaker. I know I left with some new excel tricks, and with two of his newest books! Mr. Jelen's books were found to be very practical and easy to follow. Since we had over seventy attendees we hope to have him back to share more of his inside excel knowledge with us in the future. Our sponsors for the event were Two Chicks and Truck, Guerry Lumber, Suntrust, Robert Half, Paycor, and Chris Hoover from Edward Jones. Savannah Coffee Roasters provided an outstanding lunch and bottomless coffee for the event. Gateway Community Church graciously set us up with a massive screen for the event. We had such a successful turnout, that we plan to do another 8 hour CPE event next year in May. So please keep us in mind as you plan which seminars you plan to participate in next year. I also wanted to give a special thanks to all of the volunteers who helped to organize and shape this event, specifically, Kelly Puetz from Robert Half and Tim Cairney from GSU for giving their time and personal resources in order to help setup and tear down for the event.

This year we are looking forward to sending one of our members to the IMA Annual Conference in Denver, Colorado in June 2017. Please be sure to register for your membership if you haven't already and attend our monthly Lunch and Learn meetings. In order to qualify you must be a regular attendee.

Be sure to mark your calendars for what promises to be an amazing meeting August 18<sup>th</sup>. We have Beau Ganas coming to speak to us from Resurgence, LLC on Throughput Accounting. Beau is a CMS, CPA, CISA, CIA, and CFE, and UGA graduate. He also happens to be the President of the Low Country IMA.

If you are interested in learning more about how to get involved in the Institute of Management Accountants or have questions, please contact [IMASavannah@yahoo.com](mailto:IMASavannah@yahoo.com) or email me at [Adrian.Jay@2wglobal.com](mailto:Adrian.Jay@2wglobal.com). It has been an honor to serve you all this past year, and I look forward to seeing you at one of our events this year.

Sincerely,

Adrian Jay

IMA President

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# The Savannah IMA had a very successful presentation of the course Mr. Excel!



Keep watching the IMA Savannah Facebook Page (<https://www.facebook.com/IMASavannah/>), the IMA Webpage (<http://savannah.imanet.org/>) for more networking and learning opportunities.

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## First Meeting of the 2016-2017 Year!

The first meeting for this year features Beau Ganas as our guest speaker on the topic of Throughput Accounting.

Sign up here!

<http://savannahcoffee.com/ima-lunch-and-learn/>



Beau Ganas is a consultant who provides tremendous breakthroughs in performance by applying The Theory of Constraints to help his clients control and leverage the resources in their businesses. He is a master accountant, having become one of the foremost experts in the field of managerial accounting. Beau is the President of the Lowcountry Institute of Management Accountants, which he co-founded with Chuck Troiani (a former audit client!). Beau is the co-chair of the Finance Committee for the Summerville Family YMCA and is a supporter of Charleston Southern University Board of Visitors. Beau attended The University of Georgia earning degrees in Management Information Systems, Accounting and a Master of Accountancy in Taxation. Beau's previous roles include financial institution, manufacturing, and agricultural auditing as well as serving as the Controller of a large custom fabricating and MRO facility in Charleston, SC.

Title: Throughput Accounting: A Maverick approach to making decisions

- Throughput Accounting was developed by Dr. Eli Goldratt, the father of the Theory of Constraints
- Throughput Accounting is a more robust solution to support decision making than conventional cost accounting systems
- Throughput Accounting is simple on the surface but provides profound and often times counter intuitive answers when compared to traditional cost accounting and also ABC.
- Almost all cost accountants will admit there are significant flaws in cost accounting, but they do not know what the solution to those problems should look like. TA is that answer.

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## 6 Tips for Fostering Cross-Departmental Collaboration

*Article Submitted by Tracy Foster VP/Branch Manager-RHFA/Accountemps/Office Team*

For a tight team of workers with similar backgrounds, collaboration might come easy. But what about projects that bring together professionals from your IT and finance divisions? A recent [Robert Half Management Resources survey](#) found that CFOs and CIOs are working together more today than they did three years ago. Cross-functional collaboration is also occurring more often at the staff level.

Working closely with other departments offers many benefits, such as less red tape and more streamlined processes. That's not to say you won't encounter differences along the way, such as friction among staff with unique viewpoints on approaches to problems, distinct work styles and skill sets. So how do you, the manager, go about facilitating collaboration between a group that includes an opinionated auditor, an introverted IT professional and a particularly spirited business analyst? Accounting managers can play a major role in fostering cross-departmental collaboration. Here are six ways you can bring a diverse group together:

## **Collaboration tip #1: Minimize industry lingo**

Ask your staff to minimize accounting [jargon and industry shorthand](#). For example, if the finance and tech departments are working on customizing your enterprise resource planning (ERP) software, go easy on potentially confusing terminology like *contra accounts* and *AR/AP*. Similarly, if the other department starts throwing around an alphabet soup of acronyms, step up and ask for clarification.

## **Collaboration tip #2: Strengthen inter-departmental bonds**

To promote collaboration, consider including some fun activities so people get to know one another, such as this icebreaker: Have each participant email you a picture of their spirit animal in advance of a group meeting, and then put the images into PowerPoint. As everyone introduces themselves, display their image and have them explain why they identify with that particular animal.

Other ways to foster collaboration:

- Offer a brown-bag lunch topic such as, “Everything you wanted to know about accounting but were afraid to ask.”
- Plan social events — off-site lunches, bowling nights, catching a baseball game — and invite one department at a time to join you.
- Team up with other divisions on company-wide [volunteer](#) projects.

## **Collaboration tip #3: Give all workers a voice**

Typically, when you gather people together — some will dominate the conversation while others will hang back. Do your best to encourage more introverted members of the group to contribute to the discussion. You can do this by simply suggesting, “Let’s listen to some ideas from someone we haven’t heard from.” In addition, remind your team that you welcome feedback via email, in person or by phone.

## **Collaboration tip #4: Show staff the bigger picture**

Some of your accountants may have a hard time understanding why they need to collaborate with other departments or how their role factors into the company’s success. Help them break out of this silo mindset. Encourage collaboration by asking a leader from another department to give your team a presentation on what their group does, and include a Q&A afterwards. Or, if a finance staff member needs to work closely with IT, sales or marketing, arrange a job shadowing experience so they can learn firsthand about their colleague’s role.

## **Collaboration tip #5: Nip conflicts in the bud**

Team members are bound to disagree now and then, especially if they come from different departments. Individuals can work out small conflicts on their own, but bigger ones may require management to step in. If you observe a conflict taking root, step in before it escalates. It may require that you reassign teams.

## **Collaboration tip #6: Celebrate together**

A party is a great way to mark major milestones or the end of the completion of a big project. Be sure to [recognize](#) the entire group’s efforts and acknowledge their hard work. Give kudos to outstanding staff — from accounting as



well as other departments — who went above and beyond. Celebrations and gratitude can boost morale and improve job satisfaction and retention.

With cross-departmental collaboration, your team might include a mix of wallflowers and social butterflies, critical thinkers and creative types, planners and spontaneous decision makers. But they all share one ideal: They're professionals in their respective fields and they're here to make the company and its product better. Your job as a manager is to highlight their strengths and foster collaboration that is pleasant, productive and profitable.

*Accountemps, a [Robert Half](#) company, is the world's first and largest specialized staffing firm for temporary accounting, finance and bookkeeping professionals. Accountemps has more than 325 locations worldwide. More resources, including online job search services and the [Accountemps blog](#), can be found at [accountemps.com](#).*

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## Featured Member Benefit Career Driver, powered by IMA

A recent tool available to IMA members is Career Driver. The tool has three steps, Assess your Skills, Plan your Path, and See your Future.



In the first step, a member selects the position (eg Budget Analyst) that (s)he currently has or one aspired to (eg Controller). After selecting the position, 28 management accounting skills are listed at the various proficiencies (from limited to expert) and the member proceeds through the evaluation tool and a report is produced comparing the individual's proficiencies to those appropriate to the position.

After areas for improvement are identified, in step 2 the member next examines a series of recommended IMA self-study courses, publications and research studies, external sources such as books (with Amazon links provided!). In total, 700 different sources for plans are provided.

In the third step, 40 different management accounting positions are compared against the current assessment results. Skills gaps are again revealed and a second plan related to a position can be created.

This Career Driver is a significant benefit for members that are a recent development that we should all take advantage of.

## Meet your Chapter Officers!

Need something from your chapter? Here is a list of your officers. They are here to serve you!

Adrian Jay - Savannah Chapter - President  
Kelly Puetz - Savannah Chapter - VP of Professional Education  
Michael Baker - Savannah Chapter - VP of Communication  
Christina Graves - Savannah Chapter - Secretary  
Lynn Clark - Savannah Chapter - Treasurer

Tim Cairney - Savannah Chapter - VP of Membership  
Stephen Clarke - Savannah Chapter - Director  
Nancy McGinnis - Savannah Chapter – Director

## Upcoming Local Events

### August Meeting!

## First Meeting of the 2016-2017 Year!

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## Networking Opportunities!!!

Want to see what is going on in related organizations around Savannah and around the region?

### Local Savannah

- IIA Institute of Internal Auditors coastal Georgia Chapter
  - IIA - Auditing the Business Continuity Plan (<https://chapters.theiia.org/coastal-georgia/Events/Pages/Auditing-the-Continuity-Plan.aspx>)
- Society of Human Resources Management Savannah Chapter
  - SHRM: (<http://savannah.shrm.org/events/2015/10/october-tsac-chapter-meeting>)
- Association of Certified Fraud Examiners
  - ACFE: (<http://nf.acfe.com/eweb/DynamicPage.aspx?Site=ACFEWEB&WebCode=ChpEvtList>)
- Georgia Society of Certified Public Accountants Savannah Chapter
  - GSCPA: (<http://www.gscpa.org/content/Membership/Chapters/Savannah.aspx>)
- Savannah CFO Council
  - <http://www.cfocouncil.com/>

### Regional Other IMA Chapters

- IMA- Atlanta (<http://www.imaatlanta.org/>)
- IMA - Charlotte (<http://www.ima-charlotte.org/events>)
- IMA - Columbia (<http://colaima.imanet.org/>)
- IMA – Jacksonville (<http://www.jacksonvilleima.org/>)