

University of Mississippi

eGrove

Newsletters

American Institute of Certified Public
Accountants (AICPA) Historical Collection

6-19-1995

Inside AICPA, June 19, 1995

American Institute of Certified Public Accountants (AICPA)

Follow this and additional works at: https://egrove.olemiss.edu/aicpa_news



Part of the [Accounting Commons](#)

Recommended Citation

American Institute of Certified Public Accountants (AICPA), "Inside AICPA, June 19, 1995" (1995).
Newsletters. 3338.

https://egrove.olemiss.edu/aicpa_news/3338

This Book is brought to you for free and open access by the American Institute of Certified Public Accountants (AICPA) Historical Collection at eGrove. It has been accepted for inclusion in Newsletters by an authorized administrator of eGrove. For more information, please contact egrove@olemiss.edu.

Staff Anniversaries Congratulations to the following staff members who last week celebrated various anniversaries with the Institute:

		Anniversary
Ed Gehl	Examinations	16th
Sandra Johnson	Fulfillment	11th
Kristina Korte	Tax Division	9th
Bob Rainier	Publications Administration	9th
Tamara Bond	Customer Service	6th
George Dietz	Professional Ethics	6th
Ray Cuneo	Examinations	5th

Our Apologies Our apologies to Judy Weixel, Federal Government, who recently celebrated her tenth anniversary with the Institute, not her ninth, as stated in last week's issue of Inside.

Please Welcome Jeffrey Talente - Accountant - Accounting. Jeffrey joins us from Microcel Technology, Inc. where he worked as an Accountant.

Promotion In Communications/Public Relations, Carmela Chinnici was promoted to Manager - Communications from Project Manager.

Congratulations and much success in your new position!

Reminder Farewell gatherings will take place next week in the New Jersey, New York and D.C. offices for Phil Chenok.

In New Jersey on Monday, June 26, from 9:30 a.m. to 10:30 a.m., Harborside employees are invited to attend a continental breakfast in the Atrium on the first floor. In Washington, D.C., the gathering will be held on Wednesday, June 28 at 3:30 p.m. in one of the conference rooms and in New York it will be held on Thursday, June 29 at 12:00 noon in the dining room. Refreshments will be served at each of these events.

DMO Presentation Karen Leonard, a DMO Marketing Consultant from Prudential will be in conference room one of the Harborside office on Wednesday, June 28th to speak with employees on "how to take advantage of the in-network DMO system." There will also be claim representatives located in Human Resources - New Jersey to speak with employees individually from 10:30 a.m. - 3:00 p.m. Please call Kimberley Hines to set up an appointment on X3350.

PruCare Q&A Meetings

On Wednesday, June 21st, Holly Bentzen, a customer service representative from PruCare will return to the Harborside office for another "one on one" session from 10:00 a.m. until 3:00 p.m. If you would like to meet with her to discuss the PruCare Plus medical plan, call Kimberley Hines on X3350 to set up an appointment. Holly will be located in Human Resources - New Jersey office.

In addition, there will be a lunchtime meeting where she will discuss topics such as "how to handle concerns about your health plan," "coordination of benefits" and "how to use your in-network benefits." Staff are encouraged to "brown bag" their lunch. The meeting will be held from 12:00 noon - 12:45 p.m. on Wednesday, June 21st in the Human Resources Conference Room located on the third floor. Since space is limited, call Kimberley Hines to reserve your spot.

Helping People Grow

One of the most important responsibilities any supervisor has is to develop people so that they're capable of doing bigger things in the future than they are today.

Some supervisors stunt the growth of those who work for them. How? For one thing, they lose patience when people make mistakes in trying something new - and end up doing it for themselves. This way, the worker never learns.

Another way supervisors hold back people's development is to keep jobs to themselves that workers might be taught to do. These supervisors may believe it's faster to do it than to explain how it should be done. But, in the long run, it's a mistake.

Supervisors who don't develop people hurt their own chances for advancement. Unless supervisors have trained someone to replace them, how can they be considered for a promotion?

Supervisors who fail to bring their people along lose out for other reasons too. When workers aren't challenged to learn new skills, when they aren't given much responsibility, they're usually less enthusiastic about the job. Developing people improves morale and makes the supervisor that much more effective.

Pay attention to developing people. Ask yourself frequently whether you're doing any jobs that a member of your crew could do with a reasonable amount of training. Even if there's only one such job, maybe you ought to delegate it.

Ask yourself honestly: "Am I giving my people a chance to prove they can handle more than they now do?" A supervisor has to take a few risks or people will never rise above the level they're currently at.

Rotating assignments is another way to encourage the growth of your crew. Suggest special training to those who could benefit from it; ask people if they would like to learn new jobs.

The boss who brings people along always runs the risk of losing them to another department. But smart supervisors do it anyhow. They know it's good for the workers and the company - and it's in their own best interest!

(Reprinted from the Economics Press Inc.)