



Society of Psychologists in Management

**SPIM 2006**

**ANNUAL CONFERENCE**

**AND**

**INSTITUTES**

**THE LEADING EDGE:**

*Getting out Front on Issues  
that Matter*

**March 2 - 5, 2006**

**Sir Francis Drake Hotel**

**San Francisco, CA**



**4:00 PM – 8:00 PM**

**SPIM Institute C: Integrating Positive Psychology  
Principles into Management and Consulting  
Psychology: Applications at the Individual, Group, and  
Organizational Levels (4 CE hours)**

A synopsis of organizational development interventions will illustrate application of positive psychology principles to the practice of management, organizational consulting and executive coaching. Participants will be introduced to a highly experiential method of training psychologists to enhance their capacity to help clients make a significant difference in their organizations and in their lives. Highlighted interventions include the assessment of and strategic use of strengths, implementation of the "broaden and build" model for deploying positive emotions in times of fundamental change and stress, and innovative techniques for helping to shift from a deficit orientation into a more productive way of thinking. Participants are invited to present a current project for review of its positive psychology dimensions and suggestions from Institute participants, using a simulation/role play technique. The differential impact of three distinct consulting styles will be examined for their effect on how the leader/client conceives of and plans to deal with organizational projects. The interactive workshop format offers a summary of relevant research, examples of positive psychology techniques used in management interventions, and opportunities for participants to practice application of positive psychology principles and discuss what they have experienced during the Institute.

Institute Faculty:

*Paul Lloyd, PhD  
Southeast Missouri State University  
Cape Girardeau, MO*

*Rodney Lowman, PhD, Interim Provost,  
Alliant International University*

*Guest Presenter: Raymond Fowler, PhD  
Former CEO, American Psychological  
Association*

---

**Thursday, March 3, 2006**  
**SPIM ANNUAL CONFERENCE**

---

**THE LEADING EDGE:**  
*Getting out Front on Issues that Matter*

As leaders, consultants to leaders, and service providers, we often find ourselves espousing moderation, exercising caution, and straddling the proverbial fence - especially when facing issues that provoke strong, or even polar, responses. We do this not out of cowardice, but because we are acutely aware of the multiple constituencies and values that must be appeased in the name of organizational progress. Conventional wisdom tells us that compromise and political expediency are the vehicles of choice on the organizational leadership highway - even when we sense that the transportation they provide is too slow, misdirected, or disingenuous. But is there another way?

At SPIM 2006, we will question conventional wisdom and ask whether it is possible to lead successfully by getting out front, even on controversial issues. If so, when is this type of leadership the most effective choice? And how will we know whether unconventional alternatives offer a better choice? How much risk is too much? By closely examining a series of organizational issues that have conventionally been ignored, avoided, or repackaged for palatability, we'll begin to imagine new approaches and hear from some leaders who have tried them. We shall listen to their stories and see the courage required to overtake conventional wisdom. Finally, we'll look at ways of supporting individuals who choose to move themselves and their organizations out front -- on the leading edge.

**5:00 PM - 7:00 PM**      **Board Meeting** (*Open to all SPIM Members*)

**5:00 PM - 8:30 PM**      **Registration for SPIM Conference**

**8:00 PM - 10:00 PM**      **Annual Kick-Off for New and Returning SPIM  
Members and Light Buffet**                      **(1.0 CE hr)**

Meet new SPIM members and attendees, reconnect with friends and colleagues, and share events of the year just passed, as well as a light buffet.

Facilitator:      *Richard R. Kilburg, PhD, Senior Director  
Department of Human Services  
The Johns Hopkins University*

---

**Friday, March 3, 2006**

---

---

**Supported by SILVER SPONSOR – Psychological Assessment Resources, Inc.**

**7:00 – 8:00 AM**

**Breakfast**

---

**7:00 – Noon**

**Registration for SPIM Annual Conference**

**8:00 – 9:00 AM**

**Welcome, Introductions, and Presidential Address**

*Participants: A. Dale Thompson, PhD, SPIM President  
CEO, Leadership Worth Following, PLLC*

*Program Committee Members: Judith Albino, SPIM President-Elect;  
George Watts, Program Co-Chair; John Bruckman, Ron Giannetti, Connie  
Rath, Ellen Snee, Marlene Thorn, and Dale Thompson*

**SPIM Presidential Address:**

**The Worthy Leader: Turning the Notion of  
Leadership Inside Out! (1.0 CE hours)**

*Dale Thompson, PhD, SPIM President*

**9:00 – 11:00 AM**

**Developing Women Leaders: Where is the Cutting  
Edge? (2.0 CE hours)**

***Conventional Wisdom:** Organizations can best support women's leadership through diversity initiatives, programs, and policies that help women to learn standard business practices and adapt to their roles.*

***The Leading Edge:** Research that begins with women's experience, rather than comparisons with men, has led to new insights not only about what women want from work and how they view work in the context of life, but also what they offer in the workplace. You may be surprised.*

***Session Goal:** Our goal will be to bring participants up to date on the latest research and best practices for developing women's leadership, with a focus on moving beyond the usual concepts of male vs. female leadership styles. Drawing on the latest research, we will explore new paradigms and examine the challenges that present themselves across sectors and generations. Considering causes and solutions, we will explore innovative and best practices for fully engaging this talent pool.*

**9:00 – 10:00 AM**

**Women in Corporate Leadership Today: Myths and Realities**

**Kara Helander, Vice President, Western Region, Catalyst,** will share some surprising data on women leaders' "perspectives and progress."

10:00 - 11:00 AM

## Panel Discussions: Beyond Conventional Wisdom

This panel brings diverse perspectives – corporate and academic – to such questions as:

Do women need to be changed in order to succeed as leaders?

Are women still underrepresented in some areas of management? What does that mean?

Does success in the corporate world mean giving up goals related to family and children?

What are the challenges faced by women whose careers are peaking, just as their partners are retiring?

How are the perspectives of women in the workplace similar to those of Generations X and Y? What does that mean for organizations?

Will young, professional women who leave the workplace to focus on child-rearing return?

*Moderator: Ellen Snee, PhD, Fine Line Consulting*

*Panelists: Kara Helander, Western Region Vice President, Catalyst*

*Lisa Tedesco, PhD, University of Michigan*

*Noni Allwood, Sr. Director for Human Resources., Cisco Systems, Inc.*

11:00 AM - Noon

## Green: The Color of Money, or the Color of the Future? (1 CE hour)

*Conventional Wisdom: Protecting the environment is important, but “green” strategies compromise organizational productivity and profitability.*

*The Leading Edge: Green is not just about the environment; an organization that puts people first will take care of the earth; moreover, it can, and usually will, produce healthy financial profits.*

**Session Goals:** We will seek to achieve an understanding of the true meaning of sustainability and consider this construct as one that can guide leadership and the coaching of leadership. Some of the questions we will explore are: 1) What is sustainable management, and why is it about people? 2) Can sustainable approaches be “profitable?” 3) How is an MBA in sustainable management different from a traditional MBA? 4) What is psychology’s role in sustainable management?

11:00 AM - Noon

## Teaching Sustainable Management

**Steven Swig, President of Presidio World College** discusses what sustainable management is, the principles of people and behavior that drive its goals, and why it is important to provide business training from these perspectives.

---

**Supported by GOLD SPONSOR - AARP**

12:00 – 1:30 PM

## Lunch and Keynote Address:

### Embracing Controversy in Public Leadership San Francisco Mayor Gavin Newsom

(0.5 CE hour)

As one of his early acts in office, San Francisco’s then 36-year-old mayor, Gavin Newsom, surprised much of the country by not only publicly supporting gay marriage, but performing marriage ceremonies for many of the more than 3,000 gay and lesbian couples who were married in the City before the practice was struck down by the Courts. He also has been progressive and vocal on issues of sustainability, and he has been aggressive in his promotion of innovative – and sometimes controversial – solutions to homelessness and other urban problems.

**1:30 – 5:00 PM**

**Baby Boomers at 60: Over the Hill or  
Reinventing it All?**

**(3.5 CE hours)**

***Conventional Wisdom:** January 2006 rings in the first class of Baby Boomers turning 60. We can expect unprecedented numbers of retirements and a mostly negative impact on the economy.*

***The Leading Edge:** Baby Boomers are younger at 60 than their parents and will spawn energizing new market demands and innovative ways of working, creating and seeking new levels of personal and professional development.*

**Session Goals:** This session will explore the demographics and impact of the generation that begins turning 60 in January, 2006. We'll look at the social developmental needs of an older-than-average work force, and we'll consider new models for working, living, and retiring that are being created as a result. Finally, we'll participate in developing creative solutions for the dilemmas presented by these changes.

**1:30 – 2:15 PM**

**I Can't Believe They're 60!**

**Deborah Russell, Manager of Economic Security and Work Issues, AARP,** gives us data to help understand Boomer developmental issues and what they mean to the future of individuals, organizations and leaders.

**2:15 – 3:00 PM**

**What do Boomers Want? A Corporate Perspective**

Workforce Consultant **Gordon Silcox, Words on Purpose LLC,** who has participated in the selection of "Best Employers for Workers over 50", will share his perspectives on corporate policies and strategies for supporting older employees.

**3:00 – 4:00 PM**

**Working Group Tables**

Conference participants will be assigned to a Working Group, which will be responsible for one of the three topics listed below, and the questions related to that topic. A Facilitator at each table will identify a participant to record the general themes, list of issues, and creative solutions emerging from the discussion. These will be reported to the Conference at 4:00 p.m. A reading/reference list will be provided to participants. Table themes and questions are:

**I. Organizational Perspectives (Tables 1, 4, 7)**

1. What are some new models for retirement?
2. "It's not that you're too old..." Is discrimination an issue?
3. Will traditional retirement have to wait?

**II. Leadership Perspectives (Tables 2, 5, 8)**

1. What are the leadership and management issues related to employees who are just "working for health care" or to maintain a lifestyle?
2. What are the generational differences at work? How can Boomers effectively lead Gen X'ers, and vice versa?
3. What will the Boomer legacy be?

**III. Individual/Human Development Perspectives (Tables 3, 6, 9)**

1. Can we really grow old smarter, healthier, and happier? How?
2. Are second careers possible for Boomers? What are the issues?
3. What does it mean for "Boomers" to grow up? Are they the persons they wanted to be?

**Group Facilitators:** Dana Ackley, Billie Blair, Dee Ramsel, Charlie Fogelman, Steve McElfresh, Linda Richardson, Shirley Ross, Dale Thompson, Ray Trybus

**4:00 – 5:00 PM**

**Group Reports and Panel Reactions**

The Panel will respond to presentations of the Working Groups, focusing on the emerging Boomer challenges and developmental impact for individuals, organizations and leaders. Each panel participant will summarize from one of these perspectives, with special emphasis on what psychologists need to know and how they can provide assistance related to the issues examined.

Moderator: Marlene Thorn, PhD, International Monetary Fund  
Participants: Deborah Russell, John Bruckman, Cynthia Scott,  
Connell Persico

---

**Supported by SILVER SPONSOR - Gallup Organization**

**Afternoon Break**

---

**6:00 – 6:45 PM**

**Reception - Cash Bar**

**6:45 PM -**

**Meet in the Hotel Lobby for Dinner in San Francisco Restaurants**

(Sign-up Sheets will be available for a variety of restaurants, with San Francisco SPIM members hosting each group)

---

**Saturday, March 4, 2006**

---

**6:45 – 8:00 AM**

**3rd Annual SPIM Walk/Run**

Meet in the hotel lobby to get your map for the run through Chinatown to the Embarcadero

---

**Supported by SILVER SPONSOR - HayGroup**

**7:30– 8:30 AM**

**Breakfast**

---

**8:30 – 11:30 AM**

**Get Out There: Out and Equal in the Workplace  
(3.0 CE hours)**

*Conventional Wisdom: Most organizations are now adopting Domestic Partner Benefit Plans, so the LGBT (lesbian, gay, bisexual, transgender) workplace issues are resolved.*

*The Leading Edge: We are just beginning to learn what an LGBT-friendly workplace is, and what the LGBT market means to the American economy.*

**Session Goals:** In this session, we will try to understand how sexual orientation and expression are viewed by and influence the workplace, going beyond LGBT acceptance to what these issues are teaching us about the true meaning of diversity in our society.

**8:30 – 9:15 AM**                      **LGBT Challenges in the Workplace**

**Dan Tussey, Program Director, Out and Equal**, describes the barriers to full participation for LGBT's in the workplace and describes how his organization helps companies build supportive work environments for all employees.

**9:15 – 10:15 AM**                      **CEO Keynote Speaker:  
Lowell Selvin discusses LGBT on the NASDAQ!**

Formerly a market strategist and turnaround business consultant, **Lowell Selvin, Chairman and CEO of PlanetOut**, has led and consulted to a variety of companies – from start-ups to Fortune 500. He will share his business philosophy and challenges on the road to achieving the highest funding ever for a gay-identified business when he took PlanetOut public and then on to the NASDAQ.

**10:15 – 11:30 AM**                      **Panel on LGBT Issues in the Workplace**

The Panel will discuss and seek answers to such questions as:

- Is there a pink ceiling? How can it be identified?
- What are some effective strategies for creating an LGBT-supportive workplace environment?
- Can an executive be **out** and stay **in** the organization?
- What are the signs of danger for a gay executive in a straight company?
- What is the coach's role in supporting a client who is coming out in the workplace?

Moderator:        Connell Persico, University Professor, Alliant International University

Participants:      Dan Tussey, Program Director, Out and Equal, Lowell Selvin, Chairman and CEO, PlanetOut, Cindy Laughlin, Director of Human Resources Business for Social Responsibility

---

**Supported by GOLD SPONSOR - AON Consulting**

**11:30 – 1:00 PM**                      **Lunch and DPIM Award**                      **(1 CE hour)**

The "Distinguished Psychologist in Management" award is given by SPIM each year to a psychologist who has made contributions that have had a major positive impact on people in organizational settings and/or on the professions of management. The honoree will address SPIM.

A VISUAL EXPLORATION OF CULTURAL BIASES, or How Do We Keep Our Grandchildren from Going to War with Each Other?

Presenter:        Linda Richardson, PhD, Session Chair

Honoree:         David P. Campbell, PhD, Smith Richardson Senior Fellow, Center for Creative Leadership

---

**1:00 – 3:00 PM**                      **Building Leadership Capacity**                      **(2.0 CE hours)**

**Conventional Wisdom:** *In today's dog-eat-dog world, those who have survived the cuts and risen to the top have got to be good; they have stood the test of time.*

**The Leading Edge:** *Leadership will require new skills in the future; what got people to the top yesterday could take them down tomorrow – there are new ways of thinking about and assessing leadership skills and talent.*



---

**Sunday, March 5, 2006**

---

## **POST-CONFERENCE INSTITUTE**

**8:00 – 12:00 PM**                      **SPIM Institute D: *The Ethical Practice of Psychology  
in Organizations***

This interactive seminar will provide participants an overview of the 2004 APA Ethics Code and its applicability to business psychology and organizations. The seminar will emphasize awareness and application of the new standards. Research on enhancing ethical decision making will be integrated into the program, and existing literature on ethics in organizational and consulting psychology will be shared with the participants. All the above will be applied to case vignettes and to actual ethical dilemmas participants face in their organizations.

**(4.0 CE hours)**

Institute Faculty:                      *Rodney Lowman, PhD, Interim Provost,  
Alliant International University*

*Richard R. Kilburg, PhD, Senior Director  
Department of Human Services  
The Johns Hopkins University*

**8:30 – 12:00 PM**                      **SPIM Incoming Board Meeting**  
*(Open to all SPIM Members)*

## SPIM CONTINUING EDUCATION PROGRAMS

The Society of Psychologists in Management (SPIM) is approved by the American Psychological Association to offer continuing education for psychologists. SPIM maintains responsibility for the program.

Credit will be received for this conference as follows:

|                           |                 |
|---------------------------|-----------------|
| Conference only:          | 17 CE hours     |
| Institutes:               | 4 - 15 CE hours |
| Maximum Credit Possible:* | 32 CE hours     |

\*Maximum CE hours would require attendance at either one of the 7-hour Institutes on Thursday, the 4 hour Institute on Thursday, the Conference (all sessions) and the 4-hour institute on Sunday.

\*\*\*\*\*

### ABOUT SPIM

SPIM was formed in 1984 to facilitate the growth and development of psychologists who work as managers, or whose primary focus is the application of psychology to management. The society sponsors an annual conference, publishes the journal *The Psychologist Manager* and the *SPIMLetter* newsletter, and offers opportunities for professional development and collegial networking. Prospective members must be members of APA or APS and be current or past psychologist-managers, and/or have made distinguished contributions to the practice of management or management theory.

*For conference information, contact:*

Lorraine Rieff, SPIM  
Conference and Administrative Officer  
318 South Halsted Street  
Chicago, IL 60661  
Phone: (312) 655-1150 - Fax: (312) 655-1152  
Email: [SPIM@Lrieff.com](mailto:SPIM@Lrieff.com)