



## SOCIETY OF PSYCHOLOGISTS IN MANAGEMENT

# SPIMail

August 2005

10<sup>th</sup> Edition

### In This Issue

- SPIM Board News & Info
- Member Spotlight – Dale Thompson
- Member News & Highlights
- Mark Your Calendars!
- Favorites

### Links

[www.apa.org](http://www.apa.org)

*American Psychological Association Website*

[www.spim.org](http://www.spim.org)

*Society of Psychologists in Management Website*

### Contact Us

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### Welcome!

Welcome to the August 2005 edition of SPIMail. As the new editor, I'd like to thank Valerie Hearn once again for helping to keep us connected through the many previous editions of SPIMail.

You'll notice a new section in our newsletter. It's entitled "Favorites" and represents a place for us to express ourselves through the arts. For this edition, I've included a favorite poem by Derek Wolcott, winner of the Nobel Prize in Literature. Please send along any of your personal favorites and we'll be sure to include one or two in our next edition.

Also, take a few moments to read our member spotlight. Our featured colleague is Dale Thompson, our President. As many of you are aware, Dale's story is full of fascinating twists and turns!

I look forward to getting to know you and to facilitating your getting better acquainted with one another. Many thanks.

**Leslie Mayer**  
**Newsletter Editor**

### SPIM Board News & Info

We are seeking nominations for the Distinguished Psychologist in Management award. In addition, we are seeking candidates for President, Secretary-Treasurer and for two board members. Members can nominate others and/or nominate themselves. Please contact me at [lrichardson@dmh.co.la.ca.us](mailto:lrichardson@dmh.co.la.ca.us).

**Linda Richardson**  
**Past President**  
**Chair of the Nominations Committee**

Greetings from the SPIM Secretary! By now you should have received your electronic copy of the SPIM directory addendum for this year. Please give me your feedback ([dramsel@wi.rr.com](mailto:dramsel@wi.rr.com)). You will notice that the directory contains every member's name, not just those with changes. SPIM members are a very busy and mobile group and approximately half of the membership had changes in their information, so I decided to send a whole new copy to everyone. If you would like a hard copy of the directory mailed to you, please contact me and I will be happy to mail one out. Enjoy what's left of your summer!

**Dee Ramsel**  
**Secretary**

Planning is now well underway for the 2006 SPIM Conference to be held March 2-5, at the Sir Francis Drake Hotel, just off Union Square in downtown San Francisco. Co-Chairs for the Conference, George Watts and I, along with committee members John Bruckman, Ron Giannetti, Connie Rath, Ellen Snee, Dale Thompson (ex-officio), and Marlene Thorn, report that the Conference will address some topics that have not appeared on recent SPIM programs.

"Our goal is to provide a program that goes beyond familiar territory and asks us to look at what we don't know about new influences on businesses and organizations, on the problems faced by Americans in the world of work, and on how our world will change as a result of innovations in education and communication. We are working on confirming some truly exciting speakers, and we'll be experimenting with more interactive program formats."

The SPIM Institutes will be back on Thursday, and again on Sunday, in a half-day session that will focus on Ethics from the perspective of psychologists confronting new issues in the workplace. George Watts and John Bruckman will be surveying members via e-mail about their interest in a range of subjects under consideration for the Thursday sessions.

The Committee is also focusing on local arrangements and planning such options as "sign-up dinners" that will allow attendees to choose from several small-group dinner settings on Friday evening.

Any suggestions for the program or conference should be sent to me at [judithalbino@comcast.net](mailto:judithalbino@comcast.net), or to George Watts at [gwachillessol@aol.com](mailto:gwachillessol@aol.com).

**Judith Albino**  
**President Elect**

Just like about everything else, there is good news and bad news about membership. Here's the good news. In addition to a membership chair, we now have a membership committee, and we would like to enlarge it. If you would like to be on this committee, please contact me at [vhearn@comcast.net](mailto:vhearn@comcast.net). If I don't hear from you, you might well hear from me.

More good news is that we have 173 members. The bad news is that a year ago we had 188 members. Needless to say, we would like to have some bright and shiny, new faces in SPIM. All of our members, save one (Hector Puig) live in the United States. Ray Fowler is encouraging us to invite people from

around the globe to join us. So, please think of anyone who you know who is either a psychologist-manager or a psychologist who is a consultant to managers who you think would just love to become a member of our excellent society. Think not just United States, but globally. Soon I will send you a letter of invitation from our president, Dale Thompson that you can send, along with a membership application, to prospective new members.

**Valerie Hearn**

### *The Moment of Truth...*



## **SPIM Membership Chair**

Notice from the SPIM Webmaster: The SPIM website member page ([www.spim.org](http://www.spim.org), click members on left-hand navigation bar) has just been updated. Please review your entry for the correct email address. If you need to make a correction and/or would like to have your email added to the member page, please email me at [ahollenbeck@aarp.org](mailto:ahollenbeck@aarp.org).

**Al Hollenbeck**  
**SPIM Webmaster**

### *Tit for Tat...*

Reaching the end of a job interview, the Human Resources Person asked a young Engineer fresh out of MIT, "And what starting salary were you looking for?"

The Engineer said, "In the neighborhood of \$125,000 a year, depending on the benefits package."

The interviewer replied, "Well, what would you say to a package of 5 weeks vacation, 14 paid holidays, full medical and dental, a company matching retirement fund for 50% of your salary, and a company car leased every 2 years -- say, a red Corvette?"

The Engineer sat up straight and said, "Wow! Are you kidding?"

And the interviewer replied, "Yeah, but you started it."

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## **Member Spotlight - Dale Thompson**

It's easy to see how Dale Thompson values both independence and interdependence in the forms of family and community. He was born in Aberdeen, Maryland, son of an army officer. His dad got out of the army so that the family wouldn't be relegated to a life of trooping around the country; however, that is precisely how life played out to some extent. The family moved from Maryland to California and then to Minnesota. Minnesota became their home for twenty-four years and then they moved to Texas. Dale resides in Texas today. He describes himself as a "fringe element" because he has always lived in a state that wasn't bordered by the United States.

It's also easy to see how Dale values hard work. He describes himself as a 4th career psychologist. Having worked since the age of twelve in various cottage industries such as tool & die shops, industrial paint factories, etc., he learned self-reliance and discipline at any early age. He proudly reports the purchase of an orange Vega GT at the age of eighteen based upon that work.

Dale also worked hard at his music. At any early age, after seeing the musical, "The Music Man" he was certain that his destiny was to become Meredith Wilson. He studied music at the University of Minnesota and received a bachelor's degree in music along with a master's degree and doctorate in psychology. He reports being a fairly decent composer, a good band director, but his vision was to be a performer. But since he had "no talent" for performing, he refers to this period of his life as the

time he learned about failure. He thinks back to the words of his grandmother who used to say that anything is possible if you try hard enough. In Dale's case, that's exactly what he did. He tried to be a musician as hard as he could. He left nothing on the table. However, he ultimately came to the conclusion that he was not going to excel as a musician. He quit music cold turkey and refers to March 18, 1977 as his music sobriety date.

While Dale was not to continue with music, it is not entirely out of his life. His wife, Vicki, also obtained a music degree from the University of Minnesota. She has been a singer and a music therapist, and has a master's degree in school psychology. Vicki is

legendary in her community for her love of children and the children's love for her. Their eighteen-year-old son attends the University of Missouri. He is majoring in broadcast journalism, but is described by his dad as a "natural psychologist." Faith and church are a central part of family life.

It's easy to see how Dale transitioned to psychology. When he walked away from music, he felt that there was something wrong with him and he sought help from a psychologist. The psychologist quickly said to him, "You're not sick. You're under-parented." He guided Dale through the quitting his dream process and toward graduate school, where Dale found that he was having fun and was good at it. He realized that life didn't have to be hard and painful to be worthwhile. Having grown up in a white-collar home with a dad that worked his way up in business, Dale recognized that he was drawn toward the business world where he observed normal people wanting simply to do better.

### *All In A Day's Work...*



Dale went to work for PDI and helped the company to establish its coaching services in 1982. From 1982 to 1986, he did his dissertation while working at PDI. His area of study was based on PDI's work in coaching and examined who changed, how much, and why. He then went into business as an HR executive with Burlington Motor Carriers. During his tenure there, he helped them buy six companies and integrate those companies into what ultimately became Burlington Motor Carriers. Based upon his success with the integration efforts, he was offered an operating job and decided that this was not a role for him.

Dale left Burlington Motor Carriers and rejoined PDI, helping to lead their domestic and global expansion, resulting in becoming nearly a \$100mm company with 900 team members. He describes this period in his career as an "amazing ride." He eventually became EVP of PDI/head of North America where he remained until 2001.

From there, Dale became Chief People Officer of Hitachi Consulting. He helped the company to buy seven companies, including a third of Anderson's business consulting group, to form a professional services company. He was offered the presidency of Hitachi Consulting, but did not want to lead a hi-tech consulting company. He really wanted to lead a people consulting company.

It's easy to see how Dale's career has led to the consolidation of certain ideas and principles that form the basis of his own company. He's been pursuing ideas about leadership and followership that have been incubating in him for most of his life. In 2004, he founded Leadership Worth Following, PLLC, a company that specializes in executive assessment, development, succession, talent pools, and individual change management. When asked what he wants to achieve with this company, Dale is clear. "We want staying power and we want to change the world."

Dale's company is based upon a model that incorporates what LWF calls the three C's: Capacity, Commitment and Character. Currently, he is working with the University of Texas at Arlington on some basic research that will seek to validate the LWF model. In addition, he has surrounded himself with an impressive 6-member

### Current Events...



The next generation of GASOLINE PUMPS!

outside board because he so strongly values input and challenge. Over time, Dale intends to have an employee-owned company. He is not driven primarily by money. Rather, he emphasizes his mission, enjoying what he does and who he does it with.

As Dale gets older, he is learning to trust his instincts. Several years ago he rewrote his personal vision and mission. He does not believe in retirement. He wants to "die happily working." He recognizes that work will not always look the same way as it does today and will, of necessity, need to be adapted to life cycle stage. He embraces that idea and is eagerly continuing on his current path for the foreseeable future.

It's easy to understand why Dale describes himself as honored by being drafted for leadership in SPIM. He has been primarily focused on his gratitude to his colleagues in SPIM for providing him with a trusted and healing community. His goal was just to be a part of this community and consequently, he was surprised and humbled to be considered for leadership and ultimately elected as President of the organization.

Dale's goals for SPIM are to expand our membership and get our message out to a broader audience. Change the World! Because he believes that leadership in companies that have great commitment, character and capacity are able to touch so many lives in so many positive ways, he wants psychologists to recognize their power to be catalysts for individuals and organizations to DO better and therefore BE better. That's where SPIM comes in. He indicates that it doesn't have to be a big organization but it has to be focused. It needs to draw people with this same kind of view of themselves and one another.

In some ways, Dale Thompson is still a musician, a composer and a director in pulling things together. He just uses a different instrument!

It's easy to respect Dale Thompson.

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## Member News & Highlights

**David Holmes**, Chairman of the Autism Society of America's Panel of Professional Advisors, was asked to present a paper, "Autism through the tumultuous adolescent years" at their recent convention.

**Cynthia Scott** has finished her tenure with Towers Perrin as the head of their West Region Change Practice and has joined Lee Hecht Harrison as their head of Product Development in their Global Leadership Consulting practice.

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## Mark Your Calendars!

Join Us in San Francisco in 2006!

SPIM's Mid-Winter Conference

March 2-5, 2006

Sir Francis Drake Hotel

Plan for Future Meeting Cities and Dates

Washington, DC: March 2 - 3, 2007

New Orleans: February 29 - March 1, 2008

*Did You Know...*

More than 50% of the people in the world have never made or received a telephone call

Coca-Cola was originally green

In England, the Speaker of the House is not allowed to speak

In a group of 23 people, at least two have the same birthday with the probability greater than 1/2



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## Favorites

### ***Love after Love***

The time will come  
when, with elation,  
you will greet yourself arriving  
at your own door, in your own mirror,  
and each will smile at the other's welcome,

and say, sit here. Eat.  
You will love again the stranger who was your self.  
Give wine. Give bread. Give back your heart  
to itself, to the stranger who has loved you

all your life, whom you ignored  
for another, who knows you by heart.  
Take down the love letters from the bookshelf,

the photographs, the desperate notes,  
peel your own image from the mirror.  
Sit. Feast on your life.

Derek Walcott