



In This Issue

- SPIM Board News & Info
- Member Spotlight Followup
- Member News & Highlights
- Mark Your Calendars!
- On Katrina

Websites

www.apa.org

American Psychological Association Website

www.spim.org

Society of Psychologists in Management Website

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Welcome!

Welcome to the November 2005 edition of SPIMail. There's lots of exciting news about the upcoming SPIM conference in 2006. Be sure to check out Judith Albino's report below.

Dale Thompson has provided a survey report based on information he obtained through conversations with past and present members. Very interesting, indeed!

A special thank you to Dick Kilburg for suggesting that we begin a community dialogue about issues of the day as they relate to leadership and management. Your comments about Katrina were moving, interesting and passionate. Our intention with subsequent newsletters is to select different issues from the headlines and invite you to comment. We're confident that there's tremendous opportunity and benefit in becoming better acquainted and learning from one another!

In light of the Katrina catastrophe, we've concluded this edition of the newsletter with a poem written by Will Gamble titled *In This Land of Plenty*. Mr. Gamble is a resident of New York city, formerly from Kingstree, South Carolina.

With the holidays fast approaching, we wish everyone a safe and joyous holiday season.

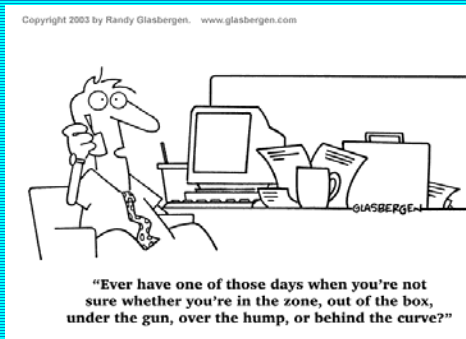
Leslie Mayer
Newsletter Editor

SPIM Board News & Info

MORE CE CREDITS AT SPIM 2006! There are some innovations in store for attendees at SPIM 2006. We'll kick off in San Francisco on March 2 with new scheduling for our traditional Thursday institutes. In addition to two superb all-day programs, we'll be adding a 4-hour workshop for late arrivals, starting at 4:15pm. This means that you East Coasters who can't break away to travel to the meeting on Wednesday can still get in on time to earn 4 CE credits on Thursday – 5 counting our usual Kickoff Event. For those who can be in San Francisco that morning, you'll be able to earn up to 12 hours of CE credit on Thursday alone!

We have some truly exciting conference content and some amazing speakers to highlight this year's conference, which is titled, "**The Leading Edge: Getting out Front with Issues that Matter.**" San Francisco's mayor and rising star on the national political scene,

Who's on first...



Gavin Newsom, will welcome us at lunch on Friday and share with us some of his experiences as a leader who has embraced controversy on more than one occasion. The Regional Vice President of Catalyst, Kara Helander, will bring us the latest data on women and leadership, and AARP's Deborah Russell will help us to understand what Boomers – the first of whom will turn 60 in January – want in the workplace. We'll hear from Bernie Luskin on Media Psychology, Mary Beth Mongilio of Dell on Talent Management, and Steven Swig on Sustainable Management – and much, much more. Among the stellar CEO's presenting will be Lowell Selvin, who led PlanetOut to the highest funding ever for an LGBT-identified company, and the first to be listed on a major stock exchange (LGBT on the NASDAQ).

Our two all-day Institutes on Thursday will be, "Developing and Successfully Operating a Consulting Business," with John Langhorne and Billie Blair, and "Organizational Crisis and Disaster Planning, Management, and Recovery: Psychological Implications," with Cathleen Civiello, John Bruckman, Gil Reyes, and Mike Gelles. The 4-hour Institute, titled "Integrating Positive Psychology Principles into Management and Consulting Psychology: Applications at the Individual, Group, and Organizational Levels," with Arthur Freedman and Paul Lloyd. On Sunday morning, Richard Kilburg and Rodney Lowman will lead an institute on, "The Ethical Practice of Psychology in Organizations."

Program Co-Chair George Watts and I, along with John Bruckman, Ron Giannetti, Connie Rath, Ellen Snee, Dale Thompson, and Marlene Thorn, have not only put together an outstanding and stimulating program, but we also have arranged for some great group dinners and other fun activities in San Francisco. Don't miss out in 2006!

Registration online will be available this year, and you'll find the full program posted on the SPIM website before the end of November.

Questions regarding the program or conference should be sent to me at judithalbino@comcast.net, or to George Watts at gwachillessol@aol.com.

**Judith Albino
President Elect**

The power of feedback!

Last year, about this time, we were in the midst of talking by phone to more than 1,000 psychologists in business, industry, the government, and academia. These psychologists were current SPIM members, past SPIM members, and an extensive list of people who we thought "ought" to be SPIM members. We averaged 20 attempts per day, and it took 2, 3 or more attempts to reach each person. So, you can do the math, but this took some major time and effort!

Why did we do this? Because we were so excited about SPIM, our members, our annual get-togethers, and our field that we wanted to "actually talk" to our colleagues about SPIM and personally invite

Ignorance is bliss...

Fresh out of business school, the young man answered a want ad for an accountant. Now he was being interviewed by a highly agitated, arrogant little man who ran a small business that he had started from scratch.

"I need someone with an accounting degree," the man said. "But mainly, I'm looking for someone to do my worrying for me."

"How's that?" the would-be accountant asked.

"I worry about a lot of things," the man said. "But I don't want to have to worry about money. Your job will be to take all the money worries off my back."

"I see," the accountant said. "And how much will my position pay?"

"I'll start you at \$85,000," responded the owner decisively.

"\$85,000!" the accountant exclaimed. "How can such a small business afford a sum like that?"

"That," the owner said, "is your first worry. Now get to work!"

them to the conference!

The results of all our calling were very impressive at one level! In our only recent foray to a mid-US conference location, we were as well-attended as usual, if not better. And we had a significant number of first-time attendees. This was very encouraging.

Other results of our calling were also interesting.

It was an experience calling our colleagues and being treated as just another "phone solicitor." Ouch. That was empathy building!

But the vast majority of those we talked to were fantastic. They loved getting the calls, and were more than willing to hear about the conference, and help us think about SPIM and our concerns. The major messages we heard were:

They liked being called. The calls seemed to reflect, for them, another difference between SPIM and other organizations: we relate to each other personally, and engage each other personally.

Our colleagues in leadership and management are, indeed, as professionally lonely as the clients they serve. In this sense, there was great appreciation that a group like SPIM existed, even if they couldn't attend the conference regularly.

We needed to remember that we're a diverse group with three major constituencies...psychologists working in business and industry, those working in consulting firms, and those working in academic or government settings. We liked our diversity, but we needed to be sure there was "something for everyone" in each program, or at least across the conferences in subsequent years.

What seemed to draw people together was the common struggle and opportunity we have to be managers, leaders, and influence others and organizations in those roles.

Many came for the continuing education, and adding ethics units to the main conference program was a real draw, as was adding additional institutes on Sunday.

The location of the conference didn't seem to matter much to our current members, although easily accessible airports were a big plus. Our subsequent review of this issue showed us that moving the conference around tends to pick up new colleagues from the various cities and regions, but that those who are members and actually attend are much more driven by schedule, and scheduling conflicts, than geography!

This last finding, when further explored, was the biggest and one we didn't anticipate (ergo, the tag line...isn't feedback great?!) What our members and casual attendees both said was that as the conference has drifted later and later in the winter, they have experienced more and more schedule pressure. We were encouraged to pull it back some on the calendar.

They also said that their commitments were now being scheduled years out, and that letting them know, well in advance, about when the conference would be was the VERY BIGGEST factor in attendance! Fully 50-75 more colleagues (including members, non-members, and folks we cold called) said they likely would have attended last year's conference if they could have had more notice...even one to two YEAR's notice.

Best laid plans...

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"Sometimes you get a brainstorm,
sometimes you only get the clouds."

So, in looking at this feedback, your SPIM Board has made two big decisions.

First, we will now have a rolling three-year schedule for our Annual Conference.

Second, we will rotate the conference back and forth across the country, trying to attract new members and to solidify our broader geographic presence.

So, at your request, here are the dates and cities for the next three conferences:

San Francisco, CA March 3-4, 2006 (Institutes on
March 2 & 5)

Washington, DC March 2-3, 2007 (Institutes on
March 1 & 4)

New Orleans, LA February 29-March 1, 2008
(Institutes on February 28 & March 2)

Please mark your calendars, tell your friends and colleagues to mark their calendars, and let's plan on seeing each other, growing together, and making an even bigger difference in our worlds more often over the next three years! If you have any additional comments or suggestions, please write to me at dale.thompson@charter.net.

Dale Thompson
President

We are seeking candidates for SPIM Secretary. Members can nominate others and/or nominate themselves. Please contact me at lrichardson@dmh.co.la.ca.us.

Linda Richardson
Past President
Chair of the Nominations Committee

The second issue of Vol. 8 (2005) of *The Psychologist-Manager Journal* is in production and should reach SPIM Members before the end of the calendar year. This issue was organized by Jay Finkelman of Alliant International University and contains several

articles on "Legal and Forensic Issues in Management." We hope you will find the issue informative and useful.

Meanwhile I am working on articles for subsequent issues. We are looking for someone to serve as Special Issue editor for an issue (or a section) on "the Psychologist-Manager as Human Resource Manager." If you are interested in taking on this task, or can recommend someone who could do so, please contact me right away at rhowe@uwf.edu. Those of you who at the last SPIM meeting "volunteered" to write an article – well, we know who you are and we will be looking for you! Get your pens (and keyboard) ready! As usual, we are looking for good articles and welcome inquiries from any of you who have ideas about what you might like to write for the benefit of our colleagues.

As you go about your business or attend professional conferences, please be on the lookout for individuals whose work would be of interest to our readers. If you will give me names and contact information on such persons, I will contact them and invite them to consider *TPMJ* as an outlet for their written work.

Rosemary Hays-Thomas, Editor
The Psychologist-Manager Journal

Member Spotlight Followup

With a Little Help from Your Friends...

The August 2005 issue carried a very nice profile on President Dale Thompson, his past achievements, his interests, and his future direction in growing Leadership Worth Following to change the world one organization at a time. You also read about his great support of the emerging I/O psychology program here at the University of Texas at Arlington (UTA). Since then, Dale led a half-day workshop with us in the Goolsby Leadership Academy at UTA. His energy, vision, insights, and enthusiasm helped us to craft our "three words" and get a clear focus on our own interest in exceptional leadership. We have known from the outset that personal integrity was a cornerstone because it reflects the characters of those honored with the foundational gift...John and Judy Goolsby. What emerged in our work with Dale, and from the 30 plus leadership interviews with content analyzed, was: Integrity, Courage, Impact. These are the hallmarks of exceptional leaders. Dale clearly is having a very formative, positive impact in moving the Goolsby Leadership Academy to the next level, helping to put wind under our wings. Associate Director Dr. Dave Mack and I are delighted that Dale has joined Dr. Joseph M. Grant (Chairman and CEO, Texas Capital Bank) as a founding Executive Board member for this exciting new venture.

And now you know...the rest of the story! Thank you, Dale!

Jim Quick

Member News & Highlights

Dick Kilburg received the Harry and Miriam Levinson Award at APA this past summer.

Leslie Mayer was one of the featured presenters at the Asset Management Advisors conference in Miami. Her speech was entitled "The Good Enough Woman."

Mark Your Calendars!

Hope springs eternal...



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...

Montpelier, Vermont is the only U.S. state capital without a McDonalds

No word in the English language rhymes with month

Tribeca in Manhattan stands for TRIangle BElow CANal Street. Soho stands for SOuth of HOuston Street

There are more TV sets in the US than there are people in the UK



On Katrina...

In This Land of Plenty

In this land of plenty –
I have nothing and the days go by
Water all around us
And there is no clean drop for us to drink

I used to bring fine ladies water –
In between scrubbing their floors and raising their babies
The rich ones from up on St. Charles Avenue
In those white pillared mansions
I wonder how they are tonight

We see the helicopters flying all around
But we have not been released
Nothing has been given us to restore our peace

I will myself to live
For my baby's dying in my arms
And I look for stars to wish upon
In the black blue New Orleans sky
To keep my mind off of why

...we have not a drop to drink.

Will Gamble