

# Conference Agenda

## *Psychologists Advancing the Science and Practice of Leadership*

Thursday, April 1, 2021

6:30PM – 8:30PM EDT

### **Welcome Circle**

*Psychologists working in leadership and managerial positions often face the challenges of not being able to identify themselves by their profession as part of their job responsibilities or being the only psychologist member of an executive team. This often creates a sense of professional isolation and alienation for individuals. This workshop is designed to assist participants in connecting to a group of like-minded and similarly committed psychologists. The activities focus on the use of personal narratives as avenues for developing deeper professional relationships, reduce the sense of isolation, and identify common challenges and approaches to managing them as shared by the attendees.*

Richard R. Kilburg, PhD  
CEO, RRK Coaching and Executive Development

Friday, April 2, 2021

8:00AM - 12:00PM EDT

### **Transitioning from Psychologist to Psychologist-Manager (Separate Registration Fee Required)**

#### **4 CEs**

*This workshop presents best practices for psychologists transitioning into the psychologist-manager role. The participants will develop insight and knowledge to improve leadership and management skills by building on the foundation of psychological principles and practice. The workshop will provide clear and useful applications to leadership and managerial positions to improve and influence the workplace.*

Module 1: Connie Schroyer, PhD  
Senior Client Partner, Korn Ferry

Module 2: I. Marlene Thorn, PhD  
Founder and CEO/Consultant, IMT Consulting Associates, LLC and  
Center for Creative Leadership Adjunct Feedback Assessor and  
Executive Coach

Module 3: Dee Ramsel, PhD  
Owner, Ramsel Consulting

Saturday, April 3, 2021

8:00AM - 12:00PM EDT

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(Separate Registration Fee Required)**

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Thursday, April 8, 2021

9:00AM - 1:00PM EDT

**Breaking into Business: Harnessing the Power of Thought Leadership Principles**

***(Separate Registration Fee Required)***

**4 CEs**

*Traditional marketing and networking are no longer enough to differentiate your practice and build a business. Yes many psychologists avoid "being in the lime light" and may be uncomfortable with "putting themselves out there" through social media. However, proactively taking control of your online presence, through sharing insights and thought leadership, can increase visibility into the profession of consulting psychology and ultimately, help more people in the process. Finding your own unique brand of thought leadership can build credibility, boost impact, and strengthen your company branding. Over time, this leads to an increase in opportunities, such as speaking engagements or new collaborations, which can create additional income avenues. This talk will cover the myths and realities about branding, the power of branding for building a business, and critical ethical and legal issues that require attention. Case examples, visual examples of the impact of different methods, tips and resources will be shared in this interactive session.*

Mira Brancu, PhD

Brancu & Associates, Duke University, Department of Veteran Affairs

Stefanie Mockler, PhD

Leadership Consultant + Executive Coach, Vantage Leadership Consulting and The Female Leader's Edge

2:00PM - 6:00PM EDT	<p><b>Diversity and Inclusion</b> <b>(Separate Registration Fee Required)</b> <b><u>4 CEs</u></b></p> <p><i>The critical work needed to become anti-racist and ensure greater equity and inclusivity is also the work that is wrought with great anxiety and tension. This workshop reviews the psychological constructs that sustain bias, racism and marginalization through open and safe dialogue to reduce that anxiety and enhance insight-oriented change. Topics addressed include a psychological model for learning and change, the impact of a lack of inclusion (including personal and institutional microaggressions and racism) and how to identify and change our own unconscious bias which sustain racism at all levels. Skills learned in this workshop will be practical, and can be transferred to helping others we coach and work with. Discussion will be highly encouraged.</i></p> <p>Rehman Abdulrehman, PhD Lead with Diversity, Inc., University of Manitoba</p>
6:15PM - 8:15PM EDT	<b>Outgoing SPIM Board Meeting</b>

Friday, April 9, 2021

9:30AM - 10:00AM EDT

**President's Address**

Tammy Lyn, PhD

Federal Correctional Institution, Low, Warden

10:00AM - 11:30AM EDT

**Keynote: Understanding the Contemporary Pushback Against Civility**

**1.5 CEs**

*The idea that we should be civil has become controversial in the current American political climate, but also has implications for the teaching and practice of psychology. In this talk, I argue that all rejections of civility fit into one of three categories. The first contends that blunt language is the most efficient way to achieve social goals. The second presents uncivil language as a performative means of establishing alternative subcultures. A third rejection, however, denies that we have any sort of shared set of facts or reference points. It is this third conception of incivility that is most troubling. If psychologists are to help resolve disputes over the role of civil discourse, we must measure the causes and consequences of these three rejections of civility.*

Robert Boatright, PhD

Professor of Political Science, Clark University

11:30AM - 11:45AM EDT

**Break**

11:45AM - 1:15PM EDT

**The Climate Change and Leadership: Three Perspectives**

**1.25 CEs**

*Addressing climate change is arguably one of the most pressing tasks facing our planet and its inhabitants” (APA, 2009). This presentation will provide a multi-disciplinary perspective on “nature-based solutions” (NbS) to climate change. As a psychologist and executive coach, Dinah Nieburg will discuss leadership lessons from coaching and partnering with leaders and organizations working to preserve ecosystems and biodiversity. As a macro economist and finance expert, Ralph Chami will discuss how his work on valuing nature can attract greater investment into the protection of nature, generate a more sustainable blue-green economy, and help mitigate climate change. As a climate change scientist and documentary filmmaker, Michael Becker will describe his work with the One Trillion Trees project and how this NbS campaign gives him a new platform for mobilizing grassroots action and change. Together these three perspectives and narratives will provide insights and lessons learned around effective climate change communication and leadership.*

Dinah Nieburg, PhD  
Executive Coach

Ralph Chami, PhD  
Assistant Director, Institute for Capacity Development, International Monetary Fund

Michael Becker, PhD  
Communications Lead at 1T.org, World Economic Forum

1:15PM to 2:15PM EDT

**APA Update – NO CE**

Sandy Shullman, PhD  
2020 President, American Psychological Association

Arthur C. Evans, PhD  
CEO, American Psychological Association

2:15PM – 2:30PM EDT

**Break**

2:30PM - 3:30PM EDT

**New Perspective on the Black Experience**

**1 CE**

*What can we learn from experiences of race, work and leadership, and how can we apply these insights toward strengthening our organizations' strategic and mission alignment? Drawing from a compilation of research studies, I highlight key challenges that racially diverse professionals face in gaining access, authenticity, advancement, authority and accountability for attracting, developing, retaining diverse talent in just and equitable ways.*

Laura Morgan- Roberts, PhD

Professor, Darden School of Business University of Virginia

3:30PM - 4:30PM EDT

**Millennials are the New Leaders: Changing Leadership Norms for the New Generation**

**1 CE**

*Millennials, currently 20-40 years old, are already becoming the next generation of leaders. Millennials generally demonstrate different values than their older counterparts in Generation X and the Baby Boomer generation, which has implications for their willingness to take on leadership and their leadership behaviors. This presentation describes differences in cultural experiences and values across the five generations currently in the workforce. The presenter then summarizes research related to Millennials' perspectives of leadership, views of authority, communication styles, relational expectations, and work motivations. Finally, the presenter describes implications for hiring, retaining, and consulting with Millennial leaders.*

Jennifer Wisdom, PhD

Wisdom Consulting

4:30PM - 5:45PM EDT

**LGBTQ Issues and the Workplace**

**1.25 CEs**

*The movement toward full equality for LGBTQ Americans is still a work in progress; LGBTQ Americans lack codified federal civil rights protections, and a patchwork of state and municipal level laws and policies leave many people vulnerable to discrimination. Decades of peer reviewed social science point to disparities in health, employment, and housing as a result of bias, stigma, and discrimination, Beyond the pressing need to secure legal equality, we must also do the work of creating a culture of inclusion within our institutions of daily life; our schools, our workplaces, our places of worship, our systems of care. This workshop will provide guidance to leaders on how to create LGBTQ-inclusive policies and practices, from the operational and structural levels to the everyday interactions with LGBTQ employees, clients, and consumers; we will address language and terminology, understanding LGBTQ identities and experiences, and the building blocks to roll out the welcome mat to a diverse LGBTQ community. We will also explore opportunities to advocate for LGBTQ inclusion across all spheres of your influence---from the workplace to your broader community, city, state, and beyond.*

Ellen Kahn, M.S.S.

Senior Director of Programs and Partnerships, Human Rights Campaign

Dan Stewart

Associate Director of the Aging Equality Projects, Human Rights Campaign

5:45PM - 6:45PM EDT

**Gig Workers: Highly Engaged and Leadership Independent**

**1 CE**

Engaging a diverse work force is a primary responsibility of leaders who are tasked to motivate workers and empower them to do their work . Existing literature indicates that gig workers led by leaders who are resourceful and participative are more likely to be highly productive due to the leaders' extrinsic touchpoints. We recently completed a study that showed that highly skilled gig workers had intrinsic mechanisms driving the workers' customer loyalty, affinity to their organization's brand, and passion for their work that was leading them to be highly productive despite the laissez-faire leadership under which they worked. Thus, gig workers who are intrinsically motivated as self-leaders demonstrating confidence, reliability, and competence can be highly engaged with their work in the absence of external leadership.

Stephanie K. Douglas, PhD

Worldwide College of Business, Embry-Riddle Aeronautical University

Robin A. Roberts, PhD

Worldwide College of Business, Embry-Riddle Aeronautical University

7:30PM - 9:00PM EDT

**Virtual Tour of Mount Vernon (*Separate Registration Fee Required*)**

*1 hour Virtual Tour and Half Hour Q&A*

Come explore Mount Vernon, the home of George Washington, from the comfort of your own home during this Virtual VIP Tour. During this virtual experience, our Mount Vernon expert will delve into the estate through tours of the mansion, grounds, and slave quarters. We will focus on the striking décor and many original objects that reflect the Washington's refined taste as well as discuss the character and life of George Washington as seen through his Mount Vernon estate. George Washington's influential leadership will also be featured, as well as how slavery was an influence on George and Martha Washington throughout their lifetimes

9:00AM - 10:00AM EDT

**Keynote: Impact of Social Media on Leadership**

**1 CE**

*Over the last decade, social media has transformed marketing, communications, and maybe even politics—yet perhaps its biggest impact has been on the worlds of leadership and management. The transition many are experiencing from traditional command-and-control management to today’s “future of work” companies on the vanguard has been fueled by social media practices and philosophies. In this session, workplace culture expert Jamie Notter will explore several dominant organizational culture patterns emerging from his research and practice and show how leaders are adapting to increasing demands for transparency, agility, and innovation.*

Jamie Notter

Co-Founder and Growth Strategist at PROPEL, Washington, DC

10:00AM - 11:00AM EDT

**Robots, Automation, and the Future of Human Work**

***Pending CE Approval***

*The future vision for robots is one in which robots will act as teammates, partners, and companions for people. This is especially true in domains where robots are expected to fill significant resource and manning needs in the near future (e.g., military, space, healthcare). For instance, in healthcare, robots are expected to provide major resource supplements for healthcare professionals who will not be able to meet staffing demands for older adult care. In this talk, I will present how roboticists and other automation scientists are thinking about how to make robots better teammates, companions, and partners for people and invite discussion of how this will change the future of human work.*

Beth Phillips, PhD

Dept. of Psychology, George Mason University

11:00AM - 11:15AM EDT

**Break**

## Saturday, April 10, 2021 - Continued

11:15AM - 12:15PM EDT

### Wired this Way: Being a Creator

#### 1 CE

*Over the past few years, there has been a surge of interest in the mental health and well-being of creators. Research has shown 72% of entrepreneurs self-report a lifetime history of mental health concerns (depression, substance abuse, ADHD, and bipolar), as many others experience various forms of emotional, physical, and spiritual distress. While the media has been quick to declare a mental health “crisis” among entrepreneurs, the reality may not be so simple.*

*This presentation will explore the myriad reasons for these inflated rates — from the nature of the work to culture to genetics — and offer a fresh perspective on this so called epidemic: Individuals may not self-select into entrepreneurial and creative work despite these challenges, but because of them.*

Jessica Carson

Author and Director of Innovation, American Psychological Association

12:15PM - 1:15PM EDT

### Business Meeting

1:15PM - 2:30PM EDT

### Break

2:30PM - 3:30PM EDT

**Keynote: Grounded & Conscious – An Enterprise Approach to Health and Performance**

**1 CE**

*In today's business environment, leaders at all levels—across industries, sectors and geographies—are confronted by powerful, disruptive forces that are making their jobs more challenging than ever. Simply put, the world is changing faster than the ability of leaders to transform themselves and their organizations. **How can you and your organization survive and thrive in these stressful and disruptive times?** Some of us are changing and adapting with the times, but many are falling behind. The primary culprit is our lack of awareness. Our priorities as individuals and organizations today are leadership health and well-being, change agility, organizational resilience, inclusion and equity and remote work.*

Bob Rosen, PhD

CEO/Founder, Health Companies International

**Saturday, April 10, 2021 – Continued**

**3:30PM - 4:45PM EDT**

**Leadership Lessons Learned During the Pandemic Panel Presentation**

**No CE**

*The past year has been full of challenges for leaders across employment sectors. Of the many issues leaders faced, perhaps none has been as persistent, difficult and change-provoking as the one provided by Covid-19. Covid changed the nature of jobs, redefined our view of essential services, taxed our health services, and called on leaders to step up in ways previously not imagined. The pandemic also affected everyone, young to old, as it impacted educational and work settings. In this panel discussion, 3 prominent leaders will discuss how they led during the pandemic in their respective employment sectors: education, non-profit leadership and consulting. Each will provide their unique perspective on the challenges leaders faced, and continue to face, as a result of Covid. The talk will conclude with a breakout session so that participants can interact in small groups with each speaker.*

Nonprofit Sector: Kyle Rahn, PhD  
President and CEO, United Way of Southern Nevada

Educational Sector: Mark Ginsberg, PhD  
Provost, George Mason University, Higher Education

Consulting Sector: Connie Schroyer, PhD  
Senior Client Partner, Korn Ferry

**4:45PM - 5:30PM EDT**

**Break**

**5:30PM – 6:30PM EDT**

**Saturday Networking Event**

8:00AM - 12:00PM EDT

**Ethics Session**

***(Separate Registration Fee Required)***

**4 CEs**

*The APA Ethical Code in Principle E (Respect for People's Rights and Dignity) states that "psychologists are aware of and respect cultural, individual, and role differences, including those based on age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, language, and socioeconomic status and consider these factors when working with members of such groups."*

*Psychologists are encouraged to eliminate the effect biases based on these matters from their work. Later in Standard 2.01, psychologists are specifically required to have or obtain training, experience, consultation, or supervision regarding these domains of diversity to ensure the competence of their services. They are also prohibited from engaging in unfair discrimination based on these 12 dimensions of diversity or behaving in a harassing or demeaning way with such persons. The Ethical Code does not discuss the kinds of judgments and discriminations that psychologists in leadership positions must routinely make in hiring, supervision, and the management of performance. The purpose of this workshop is to examine carefully the politics, practices, problems, and morality of leading contemporary organizations with extremely diverse workforces. A variety of methods will be used including large and small group discussions, case studies, and presentation. Current relevant literature on diversity management and leadership will be presented.*

Richard R. Kilburg, PhD

CEO, RRK Coaching and Executive Development

1:00PM - 2:00PM EDT

**Incoming SPIM Board Meeting Orientation**