Practice Makes Perfect

Retreat & Renew

in Napa

Meritage Resort and Spa

February 24-27, 2011

Society of Psychologists in Management
Welcome to SPIM 2011! Welcome to Napa!

Billie Blair and John Langhorne have done a first-class job putting together a high-powered program that is guaranteed to give you your money’s worth! SPIM has always been a way to collect CE credits with a minimal expenditure of time and money. This Conference is no exception. They have chosen a resort setting to provide housing at a reasonable cost and to take advantage of regional resources, like wine production, to illustrate organizational and management operations.

The economy continues to present challenges as we try to offer the best possible program at an affordable cost. In the past, corporate and individual sponsorships have subsidized our annual conferences, enabling us to provide attendees with low conference fees. Sponsorships have declined over the past two years and an increase in conference fees became inevitable. The SPIM Board continues to work at cutting expenses as much as possible without impairing the quality of our programs.

We are grateful to those who have chosen to be sponsors of this year’s program. We are doubly grateful that this year’s Distinguished Psychologist In Management Award will be given to A. Dale Thompson, Ph. D., Founder and CEO of Leadership Worth Following, LLC. Dale is a former President of SPIM (2005-2006) and he has been a consistent supporter and sponsor of our annual conferences.

The SPIM Journal continues to provide excellent articles tailored to the needs of psychologist/managers. The Journal provides an opportunity for a wider audience to enjoy the presentations made at annual conferences as well as supplying information from relevant research.

In the light of the reality of a declining and aging membership, we have a renewed concern for attracting psychologist/managers who may not have heard of SPIM. To this end we will be sponsoring and staffing a booth at the APA Convention in Washington, D.C., August 4-7, 2011.

Enjoy your stay in Napa! I look forward to greeting you face-to-face!

Roger F. Cooper, PsyD
SPIM President
SPIM CONFERENCE AND INSTITUTES

Agenda

Society of Psychologists in Management
WEDNESDAY, February 23
8:30 a.m. – 5:00 p.m.  SPIM FOUNDATION BOARD MEETING

PRE-CONFERENCE INSTITUTES

THURSDAY, February 24
8:00 a.m. – 12:00 p.m.  INSTITUTE A – EXECUTIVE COACHING  (4 CEs)

The purpose of this half-day Institute is to build a comprehensive understanding of the coaching process. The institute will begin with a discussion of the growth and popularity of the coaching business. Then review the more effective models of coaching and examine why psychologists are uniquely equipped to carry out coaching. What is needed to begin a successful coaching engagement will be presented in depth. The importance of an assessment process and the differences between internal and external coaching will be examined. Some of the most effective tools the presenters have used will be discussed. At least one and perhaps two case studies will be introduced and discussed in-depth. Emphasis will be on participation by members of the group.

Institute Leaders:
John Langhorne, PhD,
Principal & Owner, Langhorne Associates
Dee Ramsel, PhD,
Director of Training, VHA National Center for Organization Development

8:00 a.m. – 4:00 p.m.  INSTITUTE B – USING POSITIVE PSYCHOLOGY TO CREATE QUANTUM IMPROVEMENTS IN ORGANIZATIONS  (7 CEs)

Challenges are increasingly complex in today’s organizations due to the increased demands on leaders to increase performance while lowering costs. Financial situations, regulatory demands, and higher expectations of customers are creating a need for significant and massive changes in how to harness the human capital within an organization.

This study at one of the top hospitals in the world sought to establish a proven process for establishing a positive and healthy work environment, which is crucial to supporting and sustaining a high performing organization. While existing performance improvement initiatives have typically only produced up to 30% improvement, this session presents a case study using Positive Psychology that demonstrated a quantum shift in workplace culture: job engagement increased 87%, staff satisfaction rose 85%, and staff retention rose 50%.

This presentation will offer an overview of the evidenced-based positive psychology model, PROPEL, implemented at a major academic medical center. It will outline the 6 principles found to increase job satisfaction, job engagement, and lower turnover while improving performance measures such as higher levels of safety, customer satisfaction, and quality indicators. In addition, use of sick leave dropped by 75%. Total cost savings for this organization are being measures in the millions.

Institute Leader:
Tom Muha, PhD,
CEO, PROPELperformance, LLC
8:00 a.m. – 12:00 p.m.  INSTITUTE C – BEST PRACTICES FOR DEALING WITH DIFFICULT WORK ISSUES  
(4 CEs)

What are some of the most difficult issues you face in your work? Do you wonder how others tackle them? The purpose of the workshop is to help participants gain insight and new strategies about some of the most difficult issues they face. The presenters will describe the results of a survey of selected SPIM members and workshop participants as a stimulus for discussion of some of these difficult issues. Then participants will work in small groups on problems of interest to understand the nature of the issue, compare strategies used by professionals from different settings, and learn best practices for application back home.

Institute Leaders:
Tom Kramer, PhD,  
Professor, University of West Florida

Dave Munz, PhD,  
Professor, St. Louis University

Mary Zahner, PhD,  
President, Mary Zahner Inc.

8:00 a.m. – 4:00 p.m.  INSTITUTE D – PSYCHOLOGISTS/MANAGERS DEVELOPING LEADERS  
(7 CEs)

(This session has been cancelled)

1:00 p.m. – 5:00 p.m.  INSTITUTE E – EMERGING LEADERS  
(4 CEs)

There is no handbook that covers all of the difficult dilemmas an emerging leader will face. The problems that often occur are ones that can not be anticipated. However, having a firm leadership persona or foundation to rely on can make the transition effective and fulfilling. The Emerging Leadership Institute is a didactic and interactive workshop designed to explore the unique challenges new leaders face as well as to help solidify the leader you want to become through learning which leadership traits, styles and principals fit you best. Participants will learn current leadership theories, assess their management styles, strategize on hypothetical and real problems and demonstrate the art of giving constructive feedback. New leaders or those who want to explore new leadership ideas are encouraged to attend.

Institute Leaders:
Trent DeVore, PsyD,  
Post Doctoral Fellow, VHA National Center for Organization Development

Sarah Early, PhD,  
Executive Director, Colorado Physician Health Program

Kathryn Licastro, PhD,  
Post Doctoral Fellow, VHA National Center for Organization Development
CONFERENCE KICKOFF

THURSDAY, February 24

5:00 p.m. – 7:00 p.m.  OUTGOING SPIM BOARD MEETING
7:00 p.m. – 10:00 p.m.  KICKOFF MEETING/LIGHT DINNER BUFFET  (1.5 CEs)

Convened by
Dick Kilburg, PhD,
Associate Professor, Carey Business School,
Director, MBOD Program, Johns Hopkins University

CONFERENCE PRESENTATIONS

FRIDAY, February 25

7:00 a.m. – 8:00 a.m.  BREAKFAST
8:00 a.m. – 9:30 a.m.  WELCOME  (1.5 CEs)

Billie Blair, PhD,
President/CEO, Change Strategists, Inc.
John Langhorne, PhD,
Principal & Owner, Langhorne Associates

DPIM AWARD

The Distinguished Psychologist in Management Award recognizes outstanding contributions to the practice of management by a psychologist. It was created to recognize individual accomplishments in fulfilling the purpose of the Society of Psychologists in Management (SPIM), which is to facilitate the growth, development, and interaction of psychologists who work as managers, or who otherwise contribute to the application of psychology to management.

The award is presented to an individual who has developed, refined, and implemented practices, procedures, and methods that have a major impact on people in organizational settings and/or on the professions of management.

The award includes an honorarium, a plaque, and an invited address at SPIM's Midwinter Conference.

The recipient must be a psychologist and manager (or one who has made major contributions to psychology and management). Membership in the American Psychological Association or the American Psychological Society is highly desirable as evidence of commitment to the science and practice of psychology.

Presented by Roger Cooper, PsyD,
Clinical Psychologist, Retired

DPIM RECIPIENT AND PRESENTATION

Dale Thompson, PhD,
Founder & CEO, Leadership Worth Following, LLC
MANAGING STUDENT OUTCOMES: A Gallup Study of Student Hope, Engagement and Wellbeing  

Gallup scientists have been exploring the demands of a life well-lived life through the Gallup World Poll. Gallup research on engagement in the workplace has also informed psychologist leaders of the state of mind of adult workers and challenges for the future. Early attention to young people can set the stage for more productive lives.

In 2009-2010, the Gallup Student Poll gave nearly a million of America’s young people a voice to convey their daily experiences and aspirations for the future. The online measure, administered in participating schools, tracks the hope, engagement, and wellbeing of students. To date, research has shown that hope, engagement, and wellbeing are positioned as actionable targets and indicators of future success, with links to attendance, grades, achievement scores, retention, and employment.

One-third of American students surveyed are ready for the future. Students who are ready for the future are also hopeful for the future, engaged at school, and thriving in life (i.e., high wellbeing). These students possess high levels of motivation and describe their lives in very positive terms. Furthermore, these students report that the conditions at their school promote involvement and enthusiasm.

The 34% of students who are ready for the future are more likely to succeed academically and maintain good health over time. For example, high school freshmen judged to be ready at the beginning of an academic year, go on to complete 20% more credits and have GPAs that are one-letter grade higher than peers who are not ready. Students ready for the future report they have fewer health concerns that interfere with daily functioning and get better daily rest than do their peers.

Shane J. Lopez, PhD,  
Senior Scientist in Residence, Gallup University

Connie Rath, PhD,  
President, Gallup University

Sponsored by UMBC

FRONT SEAT ON A ROLLER COASTER: One Psychologist/Manager’s Experiences With Company Success and Failure  

Ken Ball, Ph.D. will explore issues of entrepreneurship, leadership, managing and organizational culture as they relate to his hands-on experiences as President of an international manufacturing company and consultant to business organizations. The ways in which these concepts may impact company success and failure will be considered. Attendees will be engaged to participate, offering related decisions and second guesses to each of three real scenarios. Decisions that impacted the concepts and company results will be reviewed.

Ken Ball, PhD,  
Consultant

Sponsored by ABPP
12:00 p.m. – 1:30 p.m.  LUNCHEON AND PRESIDENTIAL ADDRESS  (.5 CE)

John Langhorne, PhD,
Principal & Owner, Langhorne Associates

PRESIDENTIAL ADDRESS
Roger Cooper, PsyD,
Clinical Psychologist, Retired

1:30 p.m. – 6:30 p.m.  SPIM MANAGEMENT IN THE VINEYARDS
Sponsored by LWF

1:30 p.m. – 2:00 p.m.  TRAVEL TO VINEYARD

2:00 p.m. – 3:00 p.m.  THE NIH-AARP DIET AND HEALTH STUDY:
Tales of Life, Work, Science and Cults  (1 CE)

I will weave together the themes of life, work, and cults and their
interplay with science — my 20+ years with the NIH-AARP Diet and
Health Study. The roles of timing and serendipity on these themes
will be discussed and how these elements converge to form what
Erik Erikson has described as the tapestry of one’s life.

Historical antecedents will be traced across the major themes, although
the primary focus of the presentation will be on the past 25 years.
Future directions for research will be explored and linked backwards
to the major themes.

Throughout the presentation reference will be made to the key learning
objectives so that participants can walk away with an appreciation for a
different research area — epidemiology and the role psychologists can
play in interdisciplinary research.

Al Hollenbeck, PhD,
Senior Research Advisor, AARP Research & Strategic Analysis

3:00 p.m. – 3:30 p.m.  BREAK

3:30 p.m. – 4:30 p.m.  THE LAWYER PERSONALITY  (1 CE)

Lawyers are the largest professional group in the world. Chances are
you know one, employ one, live next to one, or have one in your family.
Who becomes a lawyer? In this presentation, Larry Richard and Lisa
Rohrer, from Hildebrandt Baker Robbins, will report on research they
conducted using the Hogan Personality Inventory to identify the
prevailing traits of lawyers in large law firms around the world.
The results may surprise you.

Larry Richard, PhD,
Vice President, Chair of Leadership & Organization Development Practice
Hildebrandt Baker Robbins, a Thomson Reuters Business

4:30 p.m. – 5:00 p.m.  WINERY MANAGER SPEAKS  (.5 CE)

5:00 p.m. – 6:00 p.m.  WALKING/TASTING TOUR

6:00 p.m. – 6:30 p.m.  TRAVEL TO HOTEL

7:25 p.m.  MEET IN THE HOTEL LOBBY FOR DINNER IN LOCAL RESTAURANTS
Sign-up sheets will be available at registration desk for a variety of restaurants
SATURDAY, February 26

7:00 a.m. – 8:00 a.m.   BREAKFAST

8:00 a.m. – 9:00 a.m.   GOING GLOBAL WITH I-O PSYCHOLOGY: Opportunities in the New and Old Economies (1 CE)

With an expected annual growth rate of 9%, the third highest number of billionaires in the world, a growing list of India-based multinationals, and soon to be the most populated country – India is poised to be a major economic force. Paradoxically, India is plagued with the world’s most formidable challenges poverty, malnutrition, low skills, low productivity, and lack of infrastructure. India offers a host of opportunities for Psychologist-Leaders. Matt and Shreya Sarkar-Barney are two I-O Psychologists who uprooted their lives from northern California for exciting opportunities in India. They will describe their experience in growing leaders, working in an iconic multinational headquartered in India, running a business and living and working in India. This session will be useful for anyone working in cross border collaborations or intending to do work in India.

Matt Barney, PhD,
Vice President and Head – Leadership Development, Infosys Leadership Institute

Shreya Sarkar-Barney, PhD,
President and Founder, Human Capital Growth, Inc.

Sponsored by PAR

9:00 a.m. – 10:00 a.m.   DESIGN OR ACCIDENT: Creating a New Generation of Psychologists in Management (1 CE)

The road to becoming a psychologist in management often begins without a clear map or destination. Few students or early-career psychologists, except those in the I-O stream, choose management as an ultimate goal. Most psychologists in health care or academic management have basically learned by doing, with mentors or self-directed learning along the way – not through organized training. Using management in Canadian health care as an example, this presentation will demonstrate the relevance of Psychology in an environment engaged in transformational change, accountability, and political pressures. It will further examine the need to build and apply psychological expertise within organizations through leadership positions filled by psychologists, as well as the ways in which we can prepare future psychologists for these roles.

Beth Mitchell, PhD,
Director of Mental Health, London Health Sciences Centre

Sponsored by Alliant

10:00 a.m. – 10:30 a.m.   BREAK
PERFECT PRACTICE MAKES PERFECT: But Then, What is Perfect?…On Becoming an Accomplished Quitter

With apologies to Conrad Lorenz (imprinting) and Edwin Guthrie (one-trial learning), getting it “perfect” or even “right” the first time is more exception than rule. In this brief presentation, we will examine the perils of perfection, the benefits of inherent laziness, and then the development of mastery of the art of quitting. Whether “quitting” companies or clients; whether “quitting” voluntarily or involuntarily, there are lessons to learn to make the quitting effective – key is knowing when and why to quit. This presentation will look at a handful of true life quitting episodes – driven either by ethical, economic business model, or organizational cultural differences. The circumstances and key variables leading up to the “quit” situation, the response options and choices, and the subsequent consequences and outcomes will be presented. The continuing educational value and objective of this presentation will be to enable one to appreciate the quitter, recognize we are all quitters, and become more skilled and comfortable should “quit” opportunities present themselves.

David Brandt, PhD,
Consultant and Corporate Psychologist, Retired

Sponsored by Dr. George Watts & Associates

NUCLEAR POWER: Improving Plant Performance and Cultural Transformation

The commercial nuclear power industry is poised for a potential renaissance in the next few years. Nuclear energy is often referred to as a “green” alternative and more cost efficient than most other energy sources. We will offer a brief overview of the nuclear industry over the past 20 years, an international perspective on recent trends in nuclear power, and then focus on a recent transformative effort at the nation’s largest electrical generating power plant, Palo Verde Nuclear Generating Station, outside of Phoenix Arizona. Participants will be invited to engage the panel with questions and discuss implications within the nuclear industry as well as across diverse industries.

Rick Day, PhD,
President and Managing Principal, JRD Associates, Inc.

Dwight Mims,
Vice President, Nuclear Regulatory Affairs/Plant Improvement,
Palo Verde Nuclear Generating Station
1:30 p.m. – 2:30 p.m.  A CLOSER LOOK AT CHARACTER IN LEADERSHIP  
(1 CE)

The presentation will share findings from a study, *The Character to Lead: A Closer Look at Character in Leadership*, recently published in the Consulting Psychology Journal. The Character to Lead construct will be presented, including its three factors (Personal Integrity and Ethics; Organizational Integrity and Courage; and Humility, Gratitude, and Forgiveness). Important questions addressed include: Can character in leadership be measured?; Is what is being measured character in leadership?; Is character in leadership viewed as important?; Do colleagues (i.e., leaders, direct reports, peers) perceive character in leadership as likely to contribute to future success and failure?; and, What important outcomes might be related to character in leadership? A case study of a coaching client will be shared to illustrate the importance and relevance of The Character to Lead in a real-world application.

*Myranda Grahek, PhD,*
Senior Consultant and General Manager, Leadership Worth Following, LLC (LWF)

*John Reed, PhD, MBA,*
Executive Consultant, Leadership Worth Following, LLC (LWF)

*A. Dale Thompson, PhD,*
Founder and CEO, Leadership Worth Following, LLC (LWF)

2:30 p.m. – 3:00 p.m.  BREAK

3:00 p.m. – 4:30 p.m.  THE CULTURE-STRATEGY WARS: Undermining Change in Higher Education  
(1.5 CEs)

Three higher education leaders will provide examples of significant challenges they have faced in their roles, explain the development of strategy for accomplishing the institutional changes required, and describe obstacles that have emerged in response to those strategies. Two reactors will offer analyses and recommendations from the perspective of corporate consulting models, and a third will provide additional perspectives from experience in higher education. The moderator will facilitate panel discussion aimed at understanding the role of culture in higher education and how its ultimate power is sustained by academic values and structure. Comparisons with corporate perspectives will be discussed, and potentially useful approaches will be generated and explored.

*Judith Albino, PhD,*
President Emerita and Professor, Interim Dean, Colorado School for Public Health, University of Colorado Denver, Senior Consultant, Academy for Academic Leadership

*Peter Cohen, PhD,*
Professor & Dean, Wichita State University

*Robert J. Lee, PhD,*
Director, iCoachNewYork, Adjunct Faculty at New School University and with Baruch College, CUNY

*Rodney Lowman, PhD,*
Distinguished Professor, California School of Professional Psychology, Alliant International University, Lowman, Richardson & Associates, San Diego, CA

*George Watts, EdD,*
Managing Partner, Dr. George Watts and Associates

6:30 p.m. – 7:30 p.m.  RECEPTION

7:30 p.m. – 10:00 p.m.  AWARDS DINNER  
ENTERTAINMENT: George Watts – A SPIM Skit
POST-CONFERENCE INSTITUTES

SUNDAY, February 27

8:00 a.m. – 12:00 p.m.  INSTITUTE F – ETHICAL PRACTICE OF PSYCHOLOGY IN ORGANIZATIONS (4 CEs)

Participants will better understand their approaches to moral and ethical challenges in the application of ethics to the practice of management and leadership roles as psychologists. Building on case material provided by participants and on exercises designed to help participants think through moral and ethical challenges, participants will consider how the APA Code and other guides to ethical behavior apply to managerial and consultative roles they undertake when functioning's psychologist-managers.

Institute Leaders:

Dick Kilburg, PhD,
Associate Professor, Carey Business School,
Director, MBOD Program, Johns Hopkins University

Rodney Lowman, PhD,
Distinguished Professor, California School of Professional Psychology,
Alliant International University, Lowman, Richardson & Associates, San Diego, CA

8:00 a.m. – 12:00 p.m.  INSTITUTE G – AGING ISN’T THE POINT. QUALITY OF LIFE IS. Exploring Practical Implications and Actions for Ourselves and Our Clients. (4 CEs)

George H. Schofield, Ph.D., well known for his research and his book AFTER 50 IT’S UP TO US, DEVELOPING THE SKILLS AND AGILITY WE’LL NEED takes the position that we remain stuck in the language and assumptions of the previous generation.

In the face of these changes, the institute will examine strategies that are appropriate for developing new and practical actions that directly benefit well-being and quality of life for participants as well as their clients.

Institute Leader:

George Schofield, PhD,
CEO, The Clarity Group, LLC

8:00 a.m. – 12:00 p.m.  INCOMING SPIM BOARD MEETING

SPIM is approved by the American Psychological Association to sponsor continuing education for psychologists. SPIM maintains responsibility for this program and its content. CE chair person: Gilbert Reyes greyes@fielding.edu
Judith E. Albino, PhD

Judith E. Albino, PhD is a Senior Consultant and Executive Coach with the Academy for Academic Leadership. Her special areas of emphasis have included organization and team development, conflict management, change management, and the assessment of individual leadership strengths, as well as board development. Dr. Albino has served as president of both the University of Colorado and Alliant International University and currently is President Emerita, Professor, and Associate Dean for the Colorado School of Public Health, University of Colorado Denver. She is a Fellow and Past-Treasurer of the American Psychological Association, a Past Chair of the Presidents’ Commission of the NCAA, a Past-President of SPIM, and a Past-President of the Behavioral Scientists in Dental Research. Dr. Albino also has served on corporate and civic boards, as well as on the boards of non-profit organizations focused on community service and the arts. She has worked with a variety of health science associations, universities, and other non-profit organizations in strategic planning and problem resolution, as well as in the areas of leadership and organizational development described above. These groups have included academic departments and school-level units, as well as senior scientists and directors of training in the health professions. As an executive coach, she has worked with leaders at the highest levels in both the corporate and non-profit sectors. Her own leadership experience, her advanced training in psychology, and her coaching training lend depth to a coaching approach that is solidly grounded in the evidence base of the cognitive and behavioral sciences.

Kenneth L. Ball, PhD

Ken Ball’s background combines the hands on experiences of a business executive and the profession of an Organizational Psychologist. In recent years Ken has been consulting to a variety of organizations. Prior to consulting, Ken was president of a privately held, international manufacturing company for over 10 years and for five years as President/General Manager of a group of companies for a Fortune 500 company. Other positions held include VP Operations and VP Human Resources.

Ken received his Ph.D. in Psychology from Washington University in St. Louis, and his BA from Antioch College. He is a Past-President of SPIM.

Matt Barney, PhD

Matt Barney, Ph.D. is Head – Leadership Development for Infosys Leadership Institute globally. In this role, he is the senior-most Infosys leader responsible for the selection, development, research and succession of senior and high-potential leaders. Previously, he has held similar roles at Intel, AT&T, Lucent Technologies, Motorola, Sutter Health and Merck. He has published and presented papers and books in areas including Lean Six Sigma, Leadership Development, Psychometrics, Human Capital, Risk Management, and Simulations. His next edited book, “Leadership at Infosys” will be released in late 2010. He holds a B.S. in Psychology from the University of Wisconsin-Madison; and an M.A. and Ph.D. in Industrial-Organizational Psychology from the University of Tulsa. He is a Motorola Master Black Belt and a Certified Risk Manager by the Institute for Professional Education. In 2007, he was named “Future Leader” by Human Capital Magazine. An American Citizen and Person of Indian Origin by marriage, he moved his family to Mysore in 2009 to work for Infosys.

Billie G. Blair, PhD

Dr. Billie Blair is an organizational psychologist and President/CEO of the international management consulting firm, Change Strategists, Inc., based in Los Angeles, CA and Austin, TX. She has served in numerous leadership positions in corporations, universities and health care settings and is heavily involved in current efforts to provide 21st Century change strategies for corporate executives, staffs and boards. Dr. Blair is a frequent national and international speaker and commentator; serves on corporate and nonprofit boards of directors; and has authored over 500 articles, monographs and reports and four books. Her two most recent books are: “All the Moving Parts: Organizational Change Management” (2007) and “Value + Employees As Valuers” (2009).

Professional memberships include American Psychological Association (APA), British Columbia College of Psychologists (BCCP), APA Divisions 13 and 14, and the Society of Psychologists in Management (SPIM) as well as Health Finance Management Association (HFMA), Association of California Water Agencies (ACWA), and Association of Water Works Association (AWWA) with service on the AWWA Strategic Management Committee.

Dr. Blair is Co-Chair for the 2011 SPIM annual conference and Co-President elect for SPIM.
David M. Brandt, PhD

David M. Brandt is the former V.P. of Organizational Effectiveness, Training, and Corporate Quality for Freeport McMoRan Copper and Gold Corporation. Prior to that, he enjoyed a twenty year career in consulting, beginning with the firm Crosby and Associates, and concluding with his own practice. He earned his Ph.D. in Educational Psychology at Arizona State University. He has been a member of SPIM for over 20 years. He is currently retired.

Peter A. Cohen, PhD

Peter Cohen earned an AB in Psychology from the University of California, Berkeley; an MA in Psychology from San Diego State University; and a PhD in Education and Psychology from The University of Michigan. 2011 marks his 39th year as a college teacher. He has held faculty and administrative appointments at Dartmouth College, The University of Texas Health Science Center at San Antonio, the Medical College of Georgia, and the Texas A & M University System Health Sciences Center. In a past life, Dr. Cohen was internationally recognized for his research in the area of faculty evaluation and development. He is a Fellow of the American Psychological Association and the American Educational Research Association. In 1998, he came to Wichita State University as Dean of the College of Health Professions and Professor in the Departments of Psychology (Fairmount College of Liberal Arts and Sciences), Educational Psychology (College of Education), and Public Health Sciences (College of Health Professions). Dr. Cohen is on the faculty of the Kansas Leadership Center. He has taught in the honors program at Wichita State University since 1999. His academic interests include leadership development and organizational change. He is married and has four children (three daughters 31, 28, 19 and a son 14). Besides his family, his passion is facilitating leadership capacity in others.

Roger F. Cooper, PsyD

Dr. Cooper is a retired clinical psychologist. He spent the last ten years of full time employment in the Veterans Administration Medical Center in Dayton, Ohio. At that Medical Center he was a clinical psychologist and an internal organizational development consultant. As a staff member in the Education Office, he trained supervisors, did mentoring and taught quality improvement strategies. He became a sex therapist certified by the American Association of Sex Educators and Therapists (AASECT) and maintained a private practice in Dayton.

After retiring from the VA, Dr. Cooper and his wife moved to rural northern Minnesota where they lived on a lake (Roger Lake) for seven years. There he became involved in local environmental and political activities, serving on a number of Crow Wing County boards and commissions. He and his wife, Julie, moved to The Villages, Florida, in March, 2003. He became an active member of The Villages of Marion Democrats Club where he now serves as its President. He is a precinct committeeman and a member of the Marion County Democratic Executive Committee.

Dr. Cooper’s professional experiences include serving as an ordained Lutheran minister, a seminary professor, a staff member of a Pastoral Counseling Center in Dayton, Ohio before becoming a clinical psychologist. He went to Wittenberg College in Springfield, Ohio, attended Hamma School of Theology on that same campus, studied Roman Catholic theology at the University of Tübingen, Germany, studied at the Divinity School of the University of Chicago (M.A. 1966). He received his Doctor of Psychology degree (Psy.D.) in 1985 from Wright State University in Dayton, Ohio.

Dr. Cooper has published a number of articles on poetry and organizational development issues. In 2002, he and John Erickson published IMPRESSIONS, a prize winning volume that combined his poetry with John’s photography. He recently completed transcribing a series of interviews with Harry Levinson that are being prepared for publication.

Dr. Cooper is a member of the Friedrich Hölderlin Society, an international assembly of scholars and interested persons who meet biennially to share research and publish articles on the life and times of Friedrich Hölderlin, an early 19th century German poet.

Dr. Cooper has been a member of the Society of Psychologists in Management (SPIM) since 1994. In 2008, he was elected President-Elect of SPIM.
J. Rick Day, PhD

President and Managing Principal of JRD Associates, Inc., an international consulting firm which specializes in organization and leadership development services. Rick consults with senior leaders across various industries throughout the world, many of which are global 500 companies. Previously, he was Vice President, Organization and Management Development at Honeywell Aerospace. Rick has taught at various institutions including The Gestalt Institute of Cleveland, Pepperdine University, Wharton Business School and Purdue University. He has also spoken at various national and international conferences, most often on the topics of executive development and organizational change.

Trent DeVore, PsyD

Dr. Trent DeVore is currently a Post Doctoral Fellow with the VHA National Center for Organization Development, providing organizational consultation to VHA facilities nationwide. Dr. DeVore earned his bachelor’s degree from The College of William and Mary in Williamsburg, Virginia and earned his doctorate in Clinical Psychology from Florida Institute of Technology in Melbourne, Florida. As part of his doctoral requirements, he completed a clinical internship at the Washington, DC VA Medical Center. He also completed a one-year fellowship at the Washington, DC VA Medical Center in Clinical Psychology and PTSD. He also participates in a variety of work place interventions including organizational assessments, work group facilitations, executive coaching, and leadership and employee development. Dr. DeVore has personal interests in workforce assessment, program evaluation, executive coaching, and leadership development.

Sarah R. Early, PsyD

Dr. Early is originally from Rochester, New York. She received her Bachelors degree in Psychology from the State University of New York at Geneseo in 1993. Her masters degree in Clinical Psychology was completed in 1996 and her doctoral degree in Clinical Psychology was completed in 1999. Dr. Early’s graduate work was conducted at Spalding University in Louisville, Kentucky.

Prior to coming to CPHP as Executive Director on July 1, 2002, Dr. Early practiced as a generalist psychologist providing clinical services to a variety of clientele including healthcare professionals at Sullivan County Office of Hamilton Center (a behavioral healthcare system serving western central Indiana). In addition to direct care, Dr. Early’s responsibilities also included administrative oversight. She is a member of the Federation of State Physician Health Programs, American Psychological Association, Employee Assistance Professionals Associations, and the Society of Psychologist in Management.

Myranda Grahek, PhD

Myranda Grahek is a Senior Consultant and General Manager at Leadership Worth Following, LLC. Prior to joining LWF, Myranda worked in the public sector where she perfected her skills in the areas of competency modeling, employee opinion surveys, and performance management systems.

Since joining LWF in 2006, Dr. Grahek has worked with client organizations to determine their leadership needs, develop solutions to address those needs, and implement solutions. Her work at LWF involves aligning business strategies with people strategies while developing trusting one-on-one relationships throughout the development and implementation process.

Over the last five years, Dr. Grahek has designed selection processes for recruiters and hiring managers; lead countless of development and selection assessments at the director and executive level; provided career guidance and developmental coaching for organizational leaders; developed competency models for organizational leadership or specific positions; and trained and advised other consultants in personality and aptitude test use and interpretation.

Dr. Grahek’s research interests include leadership (development and assessment) and multi-rater processes. Dr. Grahek is a co-author of the landmark article *The Search for Worthy Leadership* published in December of 2008 and the following article *The Character to Lead: A Closer Look at Character in Leadership* published in January of 2011.

Dr. Grahek earned her Ph.D. and M.S. in Industrial/Organizational Psychology from the University of North Texas. Her undergraduate degree in Business and Psychology is from University of Wisconsin – Green Bay.
Albert R. Hollenbeck, PhD
Albert R. Hollenbeck, Ph.D. is an AARP Senior Research Advisor in Washington, D.C. His Ph.D. (1976), is from the University of Washington, Seattle and BS (1970) from the University of California, Davis. Dr. Hollenbeck is a Fellow of the American Association for Applied and Preventive Psychology (AAPPP), the American Orthopsychiatric Association (AOA), the American Psychological Society (APS – Charter) and the Society of Psychologists in Management. He has presented over 75 papers at scientific meetings, authored or co-authored over 300 publications including book chapters and internal proprietary reports and monographs. Recent publications include, “Overweight, obesity, and mortality in a large prospective cohort of 50 to 71 year olds,” The New England Journal of Medicine (2006); “Adapting new technologies to solve business problems: A case study using Microsoft SharePoint to hold an Anytime/Anywhere Meeting,” The Psychologist-Manager Journal (2005); and, “Genome-wide association study reveals substantive genetic risk for Parkinson’s disease,” Nature Genetics, (2009).

Richard R. Kilburg, PhD
Dick Kilburg received his Ph.D. in clinical psychology from the University of Pittsburgh in 1972. He attended a post graduate program in mental health administration at the Community Psychiatry Laboratory at Harvard University and obtained a masters degree in professional writing from Towson University in 1992. He has held positions in the Department of Psychiatry of the University of Pittsburgh as an Assistant Professor, as the Director of the Champlain Valley Mental Health Council, a community mental health center in Burlington Vermont, the American Psychological Associations offices of Professional Affairs and Public Affairs, the Human Resources Department of the Johns Hopkins University where he directed the human resources development programs, and been in private practice as a clinician and consultant. Recently, he retired as an Associate Professor, Director of the Masters in Business Administration/Organization Development Program in the Carey Business School at the Johns Hopkins University located in Baltimore, Maryland. He has published widely in the fields of management, professional impairment, and executive coaching. His four previous books, with the American Psychological Association, were Professionals in Distress: Issues, Syndromes, and Solutions in Psychology, How to Manage Your Career in Psychology, Executive Coaching: Developing Managerial Wisdom in a World of Chaos, and Executive Wisdom: Coaching and the Emergence of Virtuous Leaders. His most recent book, The Wisdom of Coaching, co-edited with Dr. Richard Dietrich, was published by the American Psychological Association in May of 2007. He was the founding President of the Society of Psychologists in Management, and he is a Fellow of Division 13, the Consulting Psychology Division of the American Psychological Association. He is the recipient of the 2002 Distinguished Contribution to Psychology in Management Award given by the Society of Psychologists in Management and the 2005 Harry and Miriam Levinson Award for Outstanding Contributions to Consulting Organizational Psychology given by the American Psychological Foundation. He has one son, Benjamin, and currently lives in Towson, Maryland with his wife, Joy Moore.

Thomas J. Kramer, PhD
Dr. Kramer received his Ph.D. from Michigan State University in 1970. He is currently a Professor in the Department of Professional and Community Leadership at the University of West Florida. He served as Chair of this department from 2005-2010 and as Associate Dean of the College of Professional Studies from 20007-2010. Prior to this he was a Professor of Psychology at Saint Louis University and held a Joint Appointment in the Public Policy Studies Department. He was also Director of the Center for Organizational Learning and Renewal (COLR) housed in the College of Public Service.

In his role as a faculty member, Dr. Kramer specializes in Organizational Psychology. He teaches courses in small group behavior, organizational psychology, group facilitation, assessment and consultation skills. Dr. Kramer has published over 40 articles in research and professional journals and authored numerous book chapters. He has consulted to a wide variety of organizations across North America including manufacturing, health care, education, chemicals and government. He specializes in organizational change efforts, joint labor/management partnering, facilitation and team development.

John Langhorne, PhD
Leadership that fosters and supports excellence in management is the key to high performance companies. John works with key people in companies, bringing his knowledge and experience of leadership and management to help them identify opportunities and enact strategies for improving productivity. The result is a competitive organization that’s a great place to work.

John Langhorne started Langhorne Associates in 1984. Since then he has worked with leaders and managers in over 300 private sector companies as well as many not-for-profits and public sector organizations. He has experience in a wide variety of companies and 25+ years of knowledge of effective practices.

John has been a member of SPIM since the late 1980s, was Treasurer (1991-1995) and did a term on the Board (2004-2007). He is co-president elect with Billie Blair and has presented papers and Institutes from time-to-time. John has always admired the informality and collegiality of SPIM. For more on John go to www.langhorneassociates.com
Robert J. Lee, PhD

Bob Lee is a management consultant in private practice in New York City. He is the Director of iCoachNewYork, which provides coach training programs and supervision for both internal and external coaches. For the past 10 years he has served as a coach to senior executives regarding leadership and management issues, transitions and team effectiveness.

Bob is on the adjunct faculty at the Milano Graduate School of New School University, and is a Senior Fellow with the Zicklin School of Business, Baruch College, CUNY. In conjunction with his iCoachNewYork colleagues he teaches introductory and advanced courses on executive coaching; the program at Baruch leads to a Certificate in Professional Coaching. He is co-author of Discovering the Leader in You [Jossey-Bass, 2001], and co-author of Executive Coaching: A Guide for the HR Professional [Pfeiffer/Wiley, 2005].

From 1994 to 1997 he was President and CEO of the Center for Creative Leadership, the world’s largest leadership development and research organization. For the prior 20 years he was founder and president of Lee Hecht Harrison, a worldwide career services firm.

Bob is a Fellow of the Society for Industrial and Organizational Psychology, he received the Distinguished Psychologist in Management award in 2008 from the Society of Psychologists in Management. Bob is also a member of New York Metropolitan Association for Applied Psychology and the NTL Institute. He serves on the Advisory Board for the New York Human Resources Planning Society. His PhD is in Industrial/Organizational Psychology from Case Western Reserve University, 1965.

Katie Licastro, PhD

Dr. Katie Licastro is currently a Post Doctoral Fellow with the VHA National Center for Organization Development, providing organizational consultation to VHA facilities nationwide. Dr. Licastro earned her Ph.D. in Clinical Psychology from Miami University in Oxford, Ohio. As part of her doctoral requirements, she completed a clinical internship at the John D. Dingell Veterans Affairs Medical Center in Detroit, Michigan. She participates in a variety of work place interventions including organizational assessments, work group facilitations, executive coaching, and leadership and employee development. Dr. Licastro has personal interests in leadership development, anxiety and stress management, team building, group facilitation, healthy workforce initiatives, and interpersonal effectiveness.

Shane J. Lopez, PhD

Shane J. Lopez, Ph.D., Senior Scientist in Residence, is an architect of the Gallup Student Poll. A measure of hope, engagement, and wellbeing, the Student Poll taps into the hearts and minds of American students to determine what drives achievement. Dr. Lopez is the director of the annual Gallup Wellbeing Forum, which convenes scholars, leaders, and decision makers to discuss healthcare and global wellbeing. He also serves as the Research Director for the Clifton Strengths School.

Dr. Lopez leads research on the links between hope, strengths development, academic success, and overall wellbeing and collaborates with scholars around the world on these issues. He specializes in hope and strengths enhancement for students from preschool through college graduation, advocating a whole-school strengths model that also builds the strengths expertise of educators, parents, and youth development organizations. Dr. Lopez has provided strengths mentoring to thousands of college students, including academic, career, and life planning, and he advises schools, colleges, and universities on these issues. He is the coauthor of the statistical reports for the Clifton StrengthsFinder and the Clifton Youth StrengthsExplorer.

Dr. Lopez has published more than 100 articles and chapters and seven books, including Positive Psychology: Exploring the Best in People and The Encyclopedia of Positive Psychology. With C.R. Snyder, he published Positive Psychology: The Scientific and Practical Explorations of Human Strengths, which won the Sage Press Book of the Year Award; Positive Psychological Assessment: A Handbook of Models and Measures; and the Oxford Handbook of Positive Psychology. With Cynthia Pury, he edited the book Courage, which will be released in 2010.

Dr. Lopez is the past associate editor of the Journal of Social and Clinical Psychology, an editorial board member of the Journal of Positive Psychology, and an ad-hoc reviewer for many psychology journals. He is a licensed psychologist, a Fellow of the American Psychological Association and educational advisor for Discovery Television.

Rodney L. Lowman, PhD

Rodney L. Lowman, PhD, Distinguished Professor at Alliant International University and in private practice of consulting psychology, is an internationally recognized authority and consultant on workplace issues, organizations, work dysfunctions and professional ethics. A PhD graduate of Michigan State U. with specializations in Industrial-Organizational & Clinical Psychology, Dr. Lowman is the author of eight books and monographs, has published over 125 publications of a scholarly nature and made hundreds of professional presentations all over the world. His books include Handbook of Organizational Consulting Psychology, The Ethical Practice of Psychology in Organizations (2nd Ed), The Clinical Practice of Career Assessment, Counseling, Psychotherapy of Work Dysfunctions, and Pre-Employment Screening: A Guide to Professional Practice. He has edited two journals: The Psychologist-Manager Journal and currently edits the Consulting Psychology Journal: Practice and Research, the premiere journal in the field of consulting psychology.
Dwight Mims

Dwight Mims was named Vice President-Nuclear Regulatory Affairs and Plant Improvement for APS in March 2007. He is responsible for plant regulatory activities, which includes licensing, compliance and environmental, and coordination of efforts to return the plant to excellence, which includes existing plant improvement functions as well as other initiatives necessary to re-establish plant excellence.

Prior to arriving at APS, Mims served as Prairie Island Site Director.

Dwight’s experience includes 30 years split almost equally between pressurized water and boiling water reactors. He began his nuclear career in the Navy as a nuclear trained officer where he served six years and progressed through completion of the Engineer Officer qualification at Naval Reactors. Mims began his commercial nuclear career at Tennessee Valley Authority. Following his tenure at TVA, Dwight spent 10 years at Arkansas Nuclear One, holding a variety of positions in Engineering. He served as Director of Nuclear Safety and Regulatory Affairs, and then as Steam Generator and Reactor Vessel Closure Head Replacement Project Director. Also while at Entergy, he was the Plant General Manager at River Bend Station for five years. Dwight joined Nuclear Management Corporation in 2005 and spent the first few months on the recovery efforts at Kewaunee and then was Site Director at Palisades and finally Prairie Island Site Director before coming to Palo Verde.

Mims holds a Bachelor of Science degree from Georgia Tech. He obtained a Senior Reactor Operator Certification and completed the General Electric Station Nuclear Engineer Training Program while at Browns Ferry. Dwight also completed licensed operator classroom phase training at ANO. During his time at ANO, he attended the Competing in Energy Services financial training course at the University of Michigan. While at River Bend, Mims completed the INPO Senior Nuclear Plant Management Program.

Beth Mitchell, PhD

Beth Mitchell is the Director of Mental Health at the London Health Sciences Centre in London, Ontario, Canada, a large acute care program serving the lifespan and providing inpatient, outpatient, and outreach services. A graduate of the University of Mississippi and Ohio State University, she also holds appointments as Associate Professor at the University of Western Ontario, in the Departments of Psychology, Psychiatry, and Pediatrics.

A member of numerous regional, provincial, and national advisory and planning bodies, she also conducts research on the impact of system change, knowledge transfer, and health outcomes. She is involved in training and supervision of Psychology students and residents and offers a rotation specifically focused on learning about management.

Thomas M. Muha, PhD

Dr. Tom Muha is an organizational psychologist who works with medical teams to enhance performance by improving teamwork and staff satisfaction. He has over 30 years of experience in delivering evidence-based organizational and individual coaching to leaders who are seeking proven methods for achieving higher levels of success.

As the science of optimal human functioning has emerged over the past decade, Dr. Muha has become a leading practitioner of Positive Organizational Psychology. He has been at the forefront in the study of healthcare leaders and organizations who have achieved the highest levels of success and satisfaction.

By combining his own research with studies of other extraordinarily high functioning organizations, Dr. Muha has developed PROPEL© This six step program for applying positive psychology principles brings all of the stakeholders of success.

Teaching leadership and staff to use the PROPEL positive psychology principles has been shown to significantly enhance engagement, teamwork, and professionalism. For two years following a closely monitored initiative, those units who learned to use PROPEL have continued to demonstrate measurable and sustained improvement on staff satisfaction, patient satisfaction, and quality of care surveys.

Dr. Muha received his Masters and Doctoral degrees in Organizational Systems Psychology from the California School of Professional Psychology in 1977. He has studied Strategic Planning at the Harvard Business School and Physician Communication at Yale University. He has consulted with a wide range of organizations, and now specializes in working with medical systems including R. Adams Cowley Shock Trauma Center and the Johns Hopkins Hospital.

Dr. Muha makes his home in Annapolis, Maryland where he has easy access to sail on the beautiful Chesapeake Bay. He has written a weekly newspaper column on Achieving Happiness for his hometown newspaper, The Capital Gazette, for over 20 years.

Dr. Tom Muha is an organizational psychologist who works with medical teams to enhance performance by improving engagement and satisfaction. As the science of optimal human functioning has emerged, he has become a leading practitioner of Positive Organizational Psychology. By combining his own research with studies of other extraordinarily high functioning organizations, Dr. Muha developed PROPEL© a six step approach for systematically applying positive psychology principles. His studies at a major academic medical center have demonstrated that significant improvements occur on a wide range of performance measures when positivity pervades the workplace.
David C. Munz, PhD

David C. Munz is professor of psychology at Saint Louis University, where he is a member of the psychology department’s doctoral program in industrial-organizational psychology. He received a B.S. in psychology from the University of Cincinnati, and his M.S. and Ph.D. in industrial and organizational psychology from the University of Oklahoma. His research interests include workplace affect at the individual, group, and organizational levels and the design and evaluation of workplace interventions at each of these levels. He has published or presented over 100 scientific articles and chapters on topics such as occupational stress, mood in workgroups, and affectivity’s role in organizational assessment. He is a Fellow of APA and a Charter member of APS.

Dee Ramsel, PhD

Dee Ramsel has been fortunate to have experience as a clinician, mental health executive, consultant, and medical college instructor over the past twenty years. She was director of a 200-bed mental health rehabilitation program and regional mental health coordinator for the Veterans Health Administration until 2003 when she became director of the Healthcare Analysis & Information Group in the Office of Policy and Planning at VA Central Office. She earned her MBA in 1999 and discovered that she loved applying both her clinical psychology and business degrees in the areas of leadership development, executive coaching, and organizational consulting. In February, 2008, she joined VHA’s National Center for Organization Development as the director of training and has found her true professional home. She recently formed a small private company, Ramsel O.D. Services, LLC, to provide OD services to businesses in the Milwaukee area. Dee maintains an academic appointment with the Medical College of Wisconsin where she has taught for 20 years.

Connie Rath, PhD

Connie Rath is vice chair and dean of Gallup University. Her career with Gallup has focused on research and management of selection and development services. She led the human resources efforts of the company for twenty years. Her leadership with Gallup University included the design and launch of an MBA in Leadership, partnering with public and private institutions around the world. She has led research on women’s leadership and served on the boards of the Asian Pacific American’s Women’s Leadership Institute, Bennett College, The University of Iowa Management Advisory Board and the University of Maryland James MacGregor Burns Leadership Academy. She is currently on the board of the Public Education Network.

Her current responsibility centers on Gallup’s research and education with schools. She has been involved in instrument development and teacher effectiveness research through her Gallup career. The Gallup Student Poll is a newly sponsored measure of hope, engagement and wellbeing which draws from Gallup’s World Poll and employee engagement work. She leads a nonprofit center for strengths research and education. The Clifton Strengths School offers graduate credit and professional development certificates for educators.

She has served on SPIM’s board of directors and is currently on the SPIM Foundation board.

She holds a B.S. and M.A. in educational psychology from the University of Nebraska and a doctorate from the University of Southern California.
**John Reed, PhD, MBA**

John Reed is an Executive Consultant and the Houston Affiliate of Leadership Worth Following, LLC. A licensed psychologist and certified executive coach, he has 25+ years of experience in senior leadership, executive coaching, strategy consulting, executive assessment and organizational development. Previously he held positions in the strategy practice of Accenture and in the public sector practice of CGI.

Educated in both business management and corporate psychology, Dr. Reed works with executives and organizations in the retail, energy, financial services, real estate, manufacturing, health care, information technology, chemical, utility, food and spirits and not-for-profit sectors in the US, Canada, Latin America and Europe. A coach for the past 16 years, he is certified by the International Coach Federation. He works extensively with leaders and their firms in such areas as:

- Directing and Sustaining Organizational Change
- Influencing Skills Above, Below and Across the Organization
- Building Aligned, Productive Teams
- Strengthening Executive Presence and Communications Impact
- Stretching, Supporting and Growing Reports
- Increasing Emotional Intelligence

He has an AB in government from Dartmouth College, an MBA in management from the Tuck School of Business at Dartmouth, an MS in psychology from Georgia State University, and a PhD in psychology from the University of Georgia. He belongs to the Society of Psychologists in Management, the Society for Consulting Psychology, and the American Psychological Association. He teaches organizational behavior courses as an adjunct professor in the Saturday MBA Program of the University of St. Thomas. He has authored numerous articles on leadership and management including *Nurturing a New Manager, Making Stress Work for You*, and *Professional Change: The Not So Obvious Sources of Your Urge*.

He and his wife help in the community. He is on the boards of the Society of Psychologists in Management and the Foundation for the Advancement of Psychology in Management. He belongs to the Houston chapter of CEO Netweavers, a servant leadership organization, and the Center for Houston’s Future Business Leadership Forum, and the Foundation for the Advancement of Psychology in Management. He belongs to the Houston chapter of CEO Netweavers, a servant leadership organization, and the Center for Houston’s Future Business Leadership Forum.

**Larry Richard, PhD**

Dr. Larry R. Richard, a former trial lawyer, is a Vice President with Hildebrandt Baker Robbins specializing in behavioral science consulting, training, and leadership development for the legal profession. He leads Hildebrandt Baker Robbin’s Leadership & Organization Development practice. Dr. Richard earned his J.D. degree from the University of Pennsylvania Law School in 1972 and practiced law for ten years. He earned his Ph.D. degree in psychology (organizational behavior and group dynamics) from Temple University. His doctoral research examined the personality types of U.S. lawyers using the Myers-Briggs Type Indicator (MBTI). Since 1984 he has provided consulting services to the legal profession, using behavioral science principles in the areas of communication, motivation and personality to improve the functioning of law firms and corporate law departments.

He is an expert in applying principles of Emotional Intelligence to help lawyers in leadership roles improve their effectiveness. Other areas of expertise include: Managing internal conflict, sagging morale, high tension or low trust; Implementing “upward evaluation” or other multi-rater feedback systems; Improving associate retention; Guiding “planned change” projects; Leading retreats; Improving communication or teambuilding; Using psychological testing for hiring or internal development; Assessing cultural “fit” in mergers; and Teaching the psychology of business development.

Dr. Richard is an internationally known expert in the Myers-Briggs Type Indicator (MBTI), a widely used personality test that explains variations in personal style among lawyers and others, as well as several other models of personality and values.

Consulting clients have included over two hundred large and mid-size law firms, as well as organizations such as A&T, Pitney Bowes Management Services, Pfizer Pharmaceuticals, H&R Block, the Association of Legal Administrators, the American Bar Association and several large consulting firms. He has worked with law firms, corporate legal departments, bar associations, law schools and individual attorneys.

Dr. Richard has been a frequent guest speaker for the ABA and many state and local bar associations, the Potomac Institute, Pace University, the Wharton School at the University of Pennsylvania, and many law schools and business organizations. He has authored numerous articles, book chapters and course handbooks in the areas of law firm behavior and lawyers’ personalities.

He is a Fellow of the College of Law Practice Management, and a member of the American Psychological Association, the Society for Industrial and Organizational Psychology, MENS, the OD Network, the Society of Psychologists in Management, the American Society of Training & Development, the American Psychology-Law Society, the Pennsylvania Bar Association and other professional organizations in the fields of psychology, management consulting and counseling.
Shreya Sarkar-Barney, PhD

Shreya Sarkar-Barney is president and founder of Human Capital Growth Inc., a talent management firm that specializes in leadership development. Shreya currently lives in Mysore, India, and works with clients globally. Shreya has led projects in the areas of leadership assessment, feedback & coaching, competency modeling, succession planning, high volume hiring assessments, sales training, technical training and diversity & inclusion. Some of her recent projects have been with US based multinationals needing to improve leadership in their current teams and groom future leaders in India. Her client list includes diverse industries with organizations such as Carl Zeiss, Cognizant Technologies, Fidelity Investments, Merck and Microsoft. In her last internal role she was responsible for leadership development at Levi Strauss and Company where she led the development and launch of the leadership competency model and the latest evolution of the succession planning process. Shreya has won awards for her work on Global Human Capital Development at Dendrite International where she was responsible for training and development. She has held a tenure track professor position at Illinois Institute of Technology, and is an adjunct faculty at university of Hartford, where she teaches an online course on ‘talent management in a global economy.’ Shreya is the author of the book “Role of National Culture in Transfer of Training” which is based on a 49 country study of training effectiveness. She is a frequent presenter at professional conference and has authored several journal articles & book chapters. Shreya has a B.A in Industrial Psychology from Fergusson College, India and a Ph.D. in Industrial and Organizational Psychology from Bowling Green State University.

George Schofield, PhD

George Schofield is the Founding Principal of The Clarity Group www.clarity-group.com, an innovative Business Consultancy firm focusing on Organizational Effectiveness, Transition Management, Leadership Development, Business Network Assessment, and Improved Financial Performance. Before founding The Clarity Group, George served as Senior Consultant for a multi-national consulting company specializing in organizational development, business transformation, and work force transitions in high tech, manufacturing, service, and finance industries. Earlier in his career he spent line and staff years in corporate banking and finance including as a Vice President at Bank of America in San Francisco.

George is also an Organizational/Developmental Psychologist continuing his longtime interest in discovering and pioneering the best of abilities for each life segment – especially the period between 50 and elderly. He is the author of the successful book, AFTER 50 IT’S UP TO US, DEVELOPING THE SKILLS AND AGILITY WE’LL NEED www.georgeschofield.com. Foreword is by Richard Bolles, the author of the internationally best selling career book WHAT COLOR IS YOUR PARACHUTE. George is a former member of the Advisory Council to the Business School at the University of San Francisco; a past board member of the national organization of SPIM (Society of Psychologists in Management); a past two term President of the Advisory Council to the Commission on Aging and Adult Services for the City and County of San Francisco as well as the past President of the California state association of Advisory Councils (TACC), a communication bridge among the 34 Commissions on Aging and Adult Services throughout the state of California.
A. Dale Thompson, PhD

Dale Thompson is a seasoned business executive, licensed psychologist, and Founder and CEO of Leadership Worth Following, LLC (LWF). Established in January 2004, LWF helps organizations identify and develop talent with the capacity, commitment, and character to become top-performing leaders worthy of followership.

Dr. Thompson’s twenty-eight-plus years of business, consulting, and leadership experience have focused heavily on helping individual leaders, groups, teams, and organizations address critical talent-related issues including top leadership selection, development, succession, Board/management effectiveness, and creating sustainable leadership systems and processes. His most recognizable clients have included prominent global firms such as Boeing, Mattel, Texas Instruments, and Walmart, as well as dynamic domestic companies such as Advance Auto Parts, H-E-B, Neiman-Marcus, PetSmart, USAA, and Valero Energy.

His varied business experiences include co-founding a truckload transportation company that served as a test bed for then cutting edge Global Positioning technology and operations-research driven business algorithms in 1986; directly leading and supporting a leadership consulting-firm’s aggressive global expansion to more than 30 markets in 14 countries and ultimately leading all of its North American operations throughout the 1990’s; and in 2001 co-founding a significant competitor to IBM’s Global Services consulting business. In 2004, he founded LWF.

Beyond consulting, Dr. Thompson has made a number of recognized contributions to the fields of business and psychology. In 1986 he published what has been acknowledged as the very first formal study of executive coaching. His pioneering research focused on evaluating the emerging practice of executive coaching and its effectiveness, and identifying “who changes, how much, and why” among coaching participants. In 2008 he was first author of the landmark article, “The Search for Worthy Leadership,” which has been one of the most downloaded articles in the leadership literature since it was published. Most recently, he was a co-author of “The Character to Lead: A Closer Look at Character in Leadership.” This article reports the results of a critically acclaimed study showing that character in leadership can be reliably defined and measured – and that character in leadership is directly related to important leadership and business outcomes.

Dr. Thompson’s professional contributions were acknowledged when The Society of Consulting Psychology presented him with the prestigious 2004 RHR International Award for Excellence in Consultation. His contributions to leadership theory and practice were recently acknowledged by the Society of Psychologists in Management when he was named The 2011 Distinguished Psychologist in Management.

Dr. Thompson received his Ph.D. from the University of Minnesota. He is a Member and Past-President of The Society of Psychologists in Management, and was a founding member of the Advisory Board of the Goolsby Leadership Academy at the University of Texas-Arlington. He is or has been affiliated with the Cox School of Business at Southern Methodist University, and the I/O Psychology Programs at the University of North Texas and at The University of Texas – Arlington. He is a Licensed Psychologist in the State of Texas, and a member of the American Psychological Association, The Society of Consulting Psychology, and CEO Netweavers.

George Watts, PhD

George Watts is a talent management consultant (www.DrGeorgeWatts.com). The firm focuses on executive assessment, leadership development and organizational development. George mostly works with private equity and venture firms and their portfolio companies. In 2000, he and his partner raised equity, bought an underperforming service firm and successfully turned it around, increasing EBIT by 40% it and selling the company for over a 30% IRR. George is currently raising another 100 Million venture fund in Austin, Texas which will focus on IT. George also rose to become a CEO of a 200 Million dollar professional services firm. He holds his doctoral degree in counseling psychology from William and Mary. This summer, his latest book, Becoming Your Own Business Coach was released. (Praeger Publishing).

Mary C. Zahner, PhD

Mary holds undergraduate degrees in both psychology and history and a Masters and Doctor’s degree in Psychology from St. Louis University.

She has provided a wide variety of professional services to individuals and organizations since 1977, including assessments for selection and development, corporate employee education, long-range cultural change, change management, career assessments, management and leadership development, 360° feedback, coaching and team building, at all levels. She has consulted with family businesses, not-for-profit, privately held, and Fortune 500 organizations operating domestically and internationally in multiple industries.

Mary has been a licensed psychologist in the State of Missouri for over 27 years. She is a past president of Gateway Industrial Organizational Psychologists. She has served as a member of the advisory board for St. Louis University’s “Women in Leadership” program and has taught graduate school courses in the university’s School of Business Administration. She is a contributing author of “Team Leader Training” published by McGraw Hill (1999). Currently a member of the Society for Psychologists in Management, she is the SPIM newsletter editor and on the Board of Directors.
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