



Leadership as **SCIENCE** and **ART**



SOCIETY OF PSYCHOLOGISTS IN MANAGEMENT

TO SPIM MEMBERS AND CONFERENCE ATTENDEES:

This year has been extraordinary. We have had tremendous support from all of you, an excellent and dedicated Board of Directors, terrific people in positions that have made a difference, and superior support from LRA and Liz Woodward.

This year, at the conference in Charleston, the President's Address is scheduled as the opening event. We will be breaking with past protocol for this presentation. Thus, instead of centering our remarks on our personal careers, we will, instead, turn the focus to a presentation about SPIM, the organization.

Our remarks will include a small segment about the history of SPIM as well as a slightly larger devotion of time to the future of SPIM as a truly fine organization. We look forward to telling you about the wonderful things that have transpired this year, talking about SPIM's promising future, and acknowledging the people who have helped us achieve these results.

Our best wishes to you for 2012 — We look forward to seeing everyone in Charleston and to the anticipation of a tremendous conference!

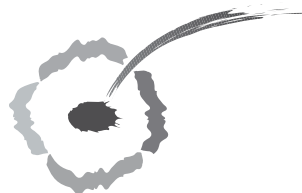
A handwritten signature in black ink, appearing to read 'B. Blair'.

Billie Blair, PhD
CoPresident

A handwritten signature in black ink, appearing to read 'J. Langhorne'.

John Langhorne, PhD
CoPresident

February, 2012





AGENDA

WEDNESDAY, February 22

8:30 a.m – 5:00 p.m. SPIM FOUNDATION BOARD MEETING

TRAINING INSTITUTE – 11½ DAYS

WEDNESDAY, February 22

2:00 p.m. – 6:00 p.m. TRANSITIONING FROM PSYCHOLOGIST
TO PSYCHOLOGIST-MANAGER:
Leadership and Management Skills for Success

Total 13 CEs

Continued on Thursday 8:00 a.m – 6:00 p.m.

Trained as psychologist? Now managing people and services? Experienced psychologist-managers draw on many skills that psychologists know from their training. But it can take a while to learn how to use those skills in leadership and management. Expedite the process. Learn from veteran psychologist-managers how to boost leadership and management success.

During this 11½ day program you will learn knowledge and skills necessary to shift from psychologist to psychologist-manager. You will become more effective in leadership roles and management responsibilities. The program includes modules presented by four experienced psychologist-managers. Bonus: Because follow-up increases learning, presenters will provide each participant three personal coaching sessions focused on implementing institute material into your real world.

Managing Self will help you understand how who you are influences how you lead and manage others. It will use assessments of occupational interests and personality variables, as well as an assessment center simulation exercise. Assessments will be applied to the prototypical job duties associated with management and supervision. A review of profiles of those who enter management will be provided, with discussion of ways in which one's characteristics can be applied to be effective in the supervisory role.

Rodney Lowman, PhD,

*Distinguished Professor, CSPP/Alliant International University and
President, Lowman, Richardson & Associates, San Diego, CA*

Managing Others will focus on how to work with subordinates. You will learn a performance management framework, a model for analyzing performance, and ways to manage performance problems. Policies, programs, resources and tools for managing performance difficulties will be provided, as well as case studies.

I. Marlene Thorn, PhD,

*President, IMT Consulting Associates, LLC, and
Professor, University of Maryland University College*

Managing Resources will focus on strategies of effective resource management. Participants will be introduced to a comprehensive model of program management skills designed for psychologist-managers that includes: Budgeting and fiscal management, outcome evaluation, consumer satisfaction, and program improvement planning. Practical tools for ensuring program quality will be provided.

Rich Ponton, PhD,

Director of Human Services, Township of Ocean Human Services

Strategic Management will focus on the basics of creating and managing strategy for your organization. Topics include thinking strategically about your management position, how to align your plans with those of the organization, and tenets of political savvy/managing up to improve your chances of implementing your plan. Case studies will be introduced and discussed in-depth.

Dee Ramsel, PhD,

Director of Training, VHA National Center for Organization Development

THURSDAY, February 23

1/2 DAY INSTITUTES

8:00 a.m. – 12:00 p.m. INSTITUTE A – EMOTIONAL AND SOCIAL COMPETENCY INVENTORY (ESCI): Applications for Leadership Development and Coaching

4 CEs

Can leaders in government bureaucracies create truly innovative work environments? This presentation will summarize the intensive work conducted by Hay Group and the Partnership for Public Service on the nine attributes of innovation leaders who have overcome multiple barriers to achieve great results through driving innovative environments. The presenters will also discuss the implications of this research for training and development, selection, performance management, and succession planning. They will also discuss how leaders can assess and develop these characteristics in themselves.

Institute Leader:

Connie Schroyer, PhD,

Vice President, Hay Group

8:00 a.m. – 12:00 p.m. INSTITUTE B – SELF-SUPERVISION FOR EXPERIENCED COACHES

4 CEs

This workshop is intended for coaches who would like to explore the challenges and pleasures of learning from their own coaching experiences. We will explore the theory and practice of self-managing ourselves as we work as coaches.

Self-supervision refers to intentional reflection that leads to awareness and improvement of performance. We know a great deal about helping clients be reflective. We know less about how we do it ourselves, or how effective we are at it. Some of the relevant topics are doubt, attention, professional growth, and learning from successes and glitches. We expect this workshop to be highly interactive.

Institute Leader:

Robert Lee, PhD,

Management Consultant

1:00 p.m. – 5:00 p.m. INSTITUTE C – EXECUTIVE COACHING FOR
EMOTIONAL INTELLIGENCE: Building Leadership Success 4 CEs

Emotional intelligence (EQ) is a powerful model to use when coaching executives. The language is understandable, and the concepts appeal to business leaders. Hundreds of studies demonstrate that leader success is highly related to EQ skill development. This workshop will help participants integrate a research-based model of EQ and sustainable behavior change into their approach to coaching. They will have a practical tool to use with clients.

Institute Leader:

Dana Ackley, PhD,
President, EQ Leader Inc.

1:00 p.m. – 5:00 p.m. INSTITUTE D – THE PRACTICE IMPLICATIONS OF
PERSONALITY DIVERSITY 4 CEs

Many HR consultants and trainers have built businesses dedicated to the broad subject of understanding diversity. Psychologists and managers also develop their own views about diversity through firsthand experience. This Institute complements both perspectives by bringing data to the dialog. We outline IPAT's large-scale research into 16PF personality patterns by gender, race and age cohort (studying samples of 10,000 to 150,000+ people) and raise practical questions about how best to apply this knowledge along with an understanding of one's own personality profile.

Institute Leader:

Ralph Mortensen, PhD,
Chief Psychologist, IPAT, Inc.

5:30 p.m. – 7:30 p.m. INSTITUTE E – LEADING INTER-GENERATIONAL TEAMS 2 CEs

Builders, Boomers, Gen Xers, and Millennials. It makes a difference. Individuals from these generations are motivated differently, have different expectations, and different views on life. Yet in our institutions and organizations, they are all working together – or trying to. What are the issues, the problems, the challenges as we strive to achieve organizational goals through work teams comprising such different sensibilities, drives, and perspectives? This workshop will clarify generational differences and provide guidance for creating high performance environments that maximize the potential of those differences and the synergies they can create.

Institute Leader:

Judith Albino, PhD,
*President Emerita and
Interim Dean, Colorado School of Public Health, University of Colorado Denver*

CONFERENCE KICKOFF

THURSDAY, February 23

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,
CEO, RRK Coaching and Executive Development

CONFERENCE PRESENTATIONS

FRIDAY, February 24

7:00 a.m. – 8:00 a.m. BREAKFAST

8:00 a.m. – 9:00 a.m. WELCOME

1 CE

I. Marlene Thorn, PhD,
*President, IMT Consulting Associates, LLC, and
Professor, University of Maryland University College*

PRESIDENT'S ADDRESS

Billie Blair, PhD,
President/CEO, Change Strategists, Inc.

John Langhorne, PhD,
Principal & Owner, Langhorne Associates

9:00 a.m. – 10:00 a.m. RESILIENT LEADERSHIP: How to Lead
When Everyone Else is Retreating

1 CE

One of the most popular topics in the behavioral sciences is human resilience. As an extension, the term "Resilient Leadership" was coined to capture the type of leadership that serves as a catalyst that engenders resilience in others. Based upon research that employed structural equation modeling, as well as, qualitative methods, the tenets of "resilient leadership" were originally conceptualized in preparation for the Beijing Olympics and the Shanghai Cooperation Organization meetings. In this presentation, the core elements of "resilient leadership" will be discussed, as well as the means by which those elements may be fostered.

George Everly, PhD,
*Professor of Psychology,
Associate Professor of Psychiatry, Resiliency Science Institutes at UMBC Training Centers;
Loyola University Maryland, and The Johns Hopkins University School of Medicine*

Sponsored by **UMBC**, an Honors University in Maryland

10:00 a.m. – 10:30 a.m. BREAK

10:30 a.m. – 11:30 a.m. LEADING INNOVATION IN GOVERNMENT:
Attributes of Successful Leaders

1 CE

Can leaders in government bureaucracies create truly innovative work environments? This presentation will summarize the intensive work conducted by Hay Group and the Partnership for Public Service on the nine attributes of innovation leaders who have overcome multiple barriers to achieve great results through driving innovative environments. The presenters will also discuss the implications of this research for training and development, selection, performance management, and succession planning. They will also discuss how leaders can assess and develop these characteristics in themselves.

Connie Schroyer, PhD,
Vice President, Hay Group

Sponsored by **HayGroup**

11:30 a.m. – 12:30 p.m.	LUNCH – LEADERSHIP CHALLENGES AND OPPORTUNITIES	1 CE
	<i>Joseph P. Riley, Jr.</i> <i>Charleston's Mayor</i>	
12:30 p.m. – 1:30 p.m.	DPIM AWARD AND PRESENTATION	1 CE
	I will present a model for coherence and well-being that describes the 8 essential anchors to which individuals seem to need to feel they are firmly attached. I will present a test to determine the strength and resilience of one's attachments to each anchor. I will propose and solicit from the audience those life changing events or circumstances that threaten to sever or loosen one's attachments to these anchors and describe the potential consequences of such threats. I will then propose and solicit from the audience actions that individuals might take to preserve or compensate for the loss of any of their attachments.	
	<i>Arthur M. Freedman, MBA, PhD,</i> <i>Consulting Organizational Psychologist,</i> <i>World Institute for Action Learning, Carey Business School, Johns Hopkins University</i>	
1:30 p.m. – 2:30 p.m.	VIRTUOUS LEADERS: Strategy, Character, and Influence in the 21st Century	1 CE
	As humanity races into this Century, it is clear that it faces unprecedented ecological, geopolitical, demographic, and technological challenges. Despite enormous advances in science, telecommunications, and its ability to solve problems, it is clear that homo sapiens will depend even more on effective leadership in every type of organization for survival. This presentation will focus on several of the major challenges facing the world community, making the case that solutions to these problems will arise from a global network of virtuous leaders prepared to work collaboratively across a variety of traditional boundaries. It will be argued that the philosophical and leadership traditions of Greece and China when combined with contemporary approaches to the development and execution of organizational strategy and the science and arts of human influence offer the best possible way forward in what will surely be a confusing, anxiety ridden, sometimes desperate, and yet very interesting Century.	
	<i>Dick Kilburg, PhD,</i> <i>CEO, RRK Coaching and Executive Development</i>	
	Sponsored by Leadership Worth Following, Inc.	
2:30 p.m. – 3:00 p.m.	BREAK	
3:00 p.m. – 4:00 p.m.	SOCIAL MEDIA AND ITS IMPACT ON ORGANIZATIONS AND LEADING	1 CE
	This session will address the impact of social media/networking on the democratization of organizations and their leadership challenges when faced with open communication forums like Twitter and FaceBook. We will explore changes required in leaders to adapt to increase transparency of organizations and how as psychologists and managers we can help leaders to capitalize on this sweeping cultural change.	
	<i>Carl Greenberg, PhD,</i> <i>President, Pragmatic HR Consulting</i>	

- 4:00 p.m. – 5:00 p.m. **HUMAN CAPITAL RISK MANAGEMENT:**
Evidence Based Strategies for Organizations and Executives **1 CE**
- Globally strained economies, cyber-threats, disgruntled workforces, and unethical leaders illustrate how organizations now face a variety of risks that can threaten their profit, reputation, and stock price more easily and more rapidly than ever before. Additionally, many personnel assessment programs (and competency models) primarily address the recruitment, selection, and development needs of the Human Resources department (i.e., “softer” work style requirements such as productivity and service orientation), but not the complete needs of other strategically important HCRM departments like Risk Management, Asset Protection and Corporate Safety. Additionally, ethics coaching to continuously reinforce recognition of risk and adherence to ethical behaviors that can mitigate risk is needed.
- While this session will explore the variety of ways that human capital risks can affect organizations, a special emphasis will be placed on the need for ethics coaching among higher-level personnel. Attendees will learn a variety of assessment-based strategies for preventing unethical and possibly fraudulent behavior.
- John (Jack) W. Jones, PhD,**
*Vice President and Chief Scientist,
Human Capital Sciences, Vangent Risk & Talent Management*
- Sponsored by **Vangent Risk & Talent Management**
- 5:00 p.m. – 7:00 p.m. **BREAK**
- 7:00 p.m. **MEET IN THE HOTEL LOBBY FOR DINNER IN LOCAL RESTAURANTS**
Sign-up sheets will be available for a variety of restaurants

SATURDAY, February 25

- 7:00 a.m. – 8:00 a.m. **BREAKFAST**
- 8:00 a.m. – 9:30 a.m. **INSPIRING LEADERSHIP DEVELOPMENT IN OURSELVES
AND OTHERS THROUGH RENEWAL** **1.5 CEs**
- Great leaders inspire us to be at our best. They establish a deep emotional connection with others called resonance. They use their Emotional Intelligence to develop resonance through mindfulness, hope, compassion, and playfulness. These resonant relationships are key to the effectiveness of the teacher-student, professor-student, doctor-patient, nurse-patient, coach-coachee, or manager-subordinate relationships.
- The experiences of mindfulness, hope, compassion, and playfulness are essential to renewal of the human organism at the neurological, hormonal, emotional, and behavioral levels. Based on decades of research into emotional intelligence competencies and longitudinal studies in their development, Professor Richard Boyatzis will lead the audience through examples of how coaching with compassion is key to leadership development and more resonant relationships. He will describe recent fMRI studies on resonant leadership and coaching to the Positive Emotional Attractor (PEA) versus the Negative Emotional Attractor (NEA).
- Richard Boyatzis, PhD,**
Distinguished University Professor, Case Western University
- Sponsored by **Dr. George Watts & Associates**

9:30 a.m. – 10:30 a.m.	LEADERSHIP: Positivity, Authenticity and Edge <p>Today we'll take a look at leadership and what the fields of positive psychology and authentic transformational leadership offer us to help leaders and teams reach and sustain peak performance at the cutting edge of their capabilities.</p> <p>Building on research supported by the Institute of Coaching and the classic work of Losada on top performing teams, we'll examine possible applications to leadership coaching and organizational change.</p> <p>What does it take to enrich team dynamics? What are some of the signs we can identify and potentially measure that indicate that individual or team relationships foster growth, creativity and solid business performance?</p> <p>We'll step back and examine some applications of relational-cultural theory and the "five signs of an optimal relationship". Then look at the research on how positivity, authenticity (aligning with purpose) and a coaching culture are part of what makes a team thrive and reach "connectivity," a necessity to navigate today's complex challenges.</p> <p>Carol Kauffman, PhD, ABPP, <i>Director Institute of Coaching, Assistant Clinical Professor, Harvard Medical School</i></p>	1 CE
10:30 a.m. – 11:00 a.m.	BREAK	
11:00 a.m. – 12:00 p.m.	DOES EXECUTIVE COACHING HELP ASPIRING LEADERS?: A Randomized Outcome Study <p>Executive coaching has exploded in popularity over the last couple decades, yet there is little outcome research. That's not particularly surprising, given the difficulty of engaging in that type of research; thus, much research in this area focuses on client satisfaction and uses existing clients. Department of Veteran Affairs National Center for Organization Development has undertaken a study of individual and organization outcomes following the provision of executive coaching. The study methodology utilizes a randomized sample within an existing leadership development program. Measures to be researched include client satisfaction, goal attainment, change in 360 ratings, and change in the client's employees' ratings of job satisfaction as well as measures of promotions, awards, and bonuses.</p> <p>Dee Ramsel, PhD <i>Director of Training, VHA National Center for Organization Development</i></p>	1 CE
12:00 p.m. – 1:00 p.m.	LUNCHEON AND SPIM BUSINESS MEETING	.5 CE
1:00 p.m. – 2:00 p.m.	DISCONTINUITIES: Creating and Coping with Radical Change <p>Although all organizations face major changes, few are equipped to survive and thrive with these changes. This talk will show how leadership can apply modern principles of Neuroscience to better prepare their workforce for lurching changes ahead.</p> <p>Eric Haseltine, PhD, <i>President, Haseltine Partners, LLC</i></p>	1 CE

2:00 p.m. – 3:00 p.m.	<p>LEADING IN A COMPLEX, GLOBAL WORLD</p> <p>To say that “leading in today’s complex, global economy is challenging” is an understatement. Managers and executives must work more collaboratively and across more boundaries than ever before in our history. Globalization and the requirement for individuals, groups, organizations, and societies to work together interdependently has resulted in rapid improvements in some aspects of our global community, yet it also makes even more obvious some of our most central differences that keep us apart. In this context, not only must individual leaders be more collaborative, but organizations, governments, and even societies are challenged to find common ground and create new futures together.</p> <p>This interactive session will highlight what CCL has learned from its recent research about effective leadership in today’s world, with special attention to working across multiple boundaries and in contexts where culture and identity present both challenges and opportunities.</p> <p>Jennifer Martineau, PhD, <i>Director, Organizational Leadership Solutions, Center for Creative Leadership</i></p> <p>Sponsored by IMT Consulting Associates, LLC</p>	1 CE
3:00 p.m. – 3:15 p.m.	BREAK	
3:15 p.m. – 4:15 p.m.	<p>GENERATION Y: Creating A Networked Workforce</p> <p>Creating a “networked” workforce adept at solving problems that require information-sharing, resource-sharing and collaboration; and effectively integrating the next generation with a unique set of skills and capabilities. These two challenges can help solve each other: by integrating Generation Y into the workforce will result in a more networked organization; and by becoming more networked, the organizations can more effectively attract, retain, and employ members of Generation Y Networked employees.</p> <p>Michael Gelles, PhD, <i>Director, Deloitte Consulting, LLP</i></p> <p>Katherine Ryan, PhD, <i>Senior Human Capital Consultant, Deloitte Consulting, LLP</i></p>	1 CE
6:30 p.m. – 7:30 p.m.	RECEPTION	
7:30 p.m. – 10:00 p.m.	AWARDS / DINNER	

CONFERENCE INSTITUTES

SUNDAY, February 26

1/2 DAY INSTITUTE

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,

CEO, RRK Coaching and Executive Development

Rodney Lowman, PhD,

*Distinguished Professor, CSPP/Alliant International University and
President, Lowman, Richardson & Associates, San Diego, CA*

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

Go to <http://www.surveymonkey.com/s/SPIM12> to complete the online conference evaluation. You must complete by March 9th to obtain CE credits. The evaluation can be completed all at one time or in several sessions throughout the conference. The SPIM coordinator will email your certificate within a few weeks of completion. Evaluations do guide future programming, so your input helps! If you have any questions, see the SPIM registration desk or call Liz Woodward at 773-331-0457.

Evaluation Site: <http://www.surveymonkey.com/s/SPIM12>

Speakers





Dana C. Ackley, PhD

Dana C. Ackley, Ph.D. is a business psychologist and CEO of EQ Leader, Inc., located in Roanoke, Virginia. His *EQ Leader Program Manual* (MHS, 2006) is used by executive coaches and consultants throughout the world. He has spoken and consulted in London, Australia, Canada and across the US. His clients include Fortune 500 corporations, Federal agencies, leading healthcare organizations, and small businesses.



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 an active health researcher and heads the NIH-funded Center for Native Oral Health Disparities Research. Dr. Albino received her PhD from the University of Texas at Austin. She holds a graduate-level certificate in Executive Coaching from the Zicklin School of Business at Baruch College in New York City. 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.



Billie G. Blair, PhD

Dr. Blair has served in executive management capacities in the corporate, health services, and university settings. She currently heads the international management consulting firm, Change Strategists, Inc., whose 45 professionals provide global services to Fortune 500/1000 clients in the areas of strategy systems building, organizational change management, leadership development and assessment, succession planning, board governance orientation and preparation.

Blair receives frequent requests from journalists to respond to issues of national import and speaks regularly at international events. She has written over 1,000 articles, reports, monographs, and books. Her most recent book is *How to Build a Fire: Three Easy Take-aways for Getting Your Company Going!* published in December, 2011 as the 3rd-in-a-series of organizational change management texts. Others in the series include: *All the Moving Parts: Organizational Change Management* (2007) and *Value Plus: Employees as Valuers* (2009). The texts were written for the company's corporate clients but serve as useful sources of information to a general audience.

For fifteen years, Dr. Blair and her colleagues have conducted research studies focused on the relationship between chaos theory and organizational change management. Findings from this work have been presented to both national and international audiences.

She credits her endeavors in early career formation and career progress to her mentor and professor, Dr. Peter Drucker, whose many perceptive thoughts on management have been adopted and integrated throughout the course of her work with organizations and corporations.

Dr. Blair serves on national boards as well as holds local, regional and state board affiliations. She is a member of a number of professional organizations, including APA, SPIM and SIOP in the psychology field. She has been a member of SPIM for nine years, has served on its board of directors for five years, as conference co-chairperson and co-president elect and is currently serving as Co-President of the organization. Dr. Blair values her years spent with SPIM as the high point of her professional affiliations, having found the delightful place where psychological background and training, professionalism and collegiality come together in the most successful of ways.

Richard Boyatzis, PhD

Richard Boyatzis is Distinguished University Professor, as well as Professor in the Departments of Organizational Behavior, Psychology, and Cognitive Science at Case Western Reserve University and Adjunct Professor at ESADE. He is the author of more than 150 articles and books on leadership, competencies, EI, coaching, and change from a complexity perspective, including: *The Competent Manager*; *Primal Leadership* with Daniel Goleman and Annie McKee, in 28 languages; *Resonant Leadership*, with Annie McKee; and *Transforming Qualitative Information*.



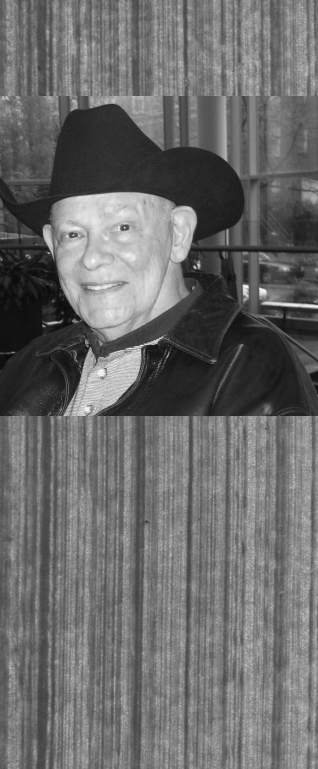
George S. Everly, Jr., PhD, ABPP, FAPM

George S. Everly, Jr., PhD, ABPP is an award-winning author and researcher. He holds appointments as Associate Professor (part time) in Psychiatry at the Johns Hopkins School of Medicine, Professor of Psychology at Loyola University in Maryland (core faculty), and Associate in Public Health at the Johns Hopkins Bloomberg School of Public Health, and is a member of the Johns Hopkins Center for Public Health Preparedness. He is Executive Director of Resiliency Science Institutes at the University of Maryland, Baltimore County Training Centers, a research and training consortium. In addition, he has served on the adjunct faculty of the Federal Emergency Management Agency and the FBI's National Academy at Quantico, Virginia. He was a member of the CDC Mental Health Collaboration Committee (having chaired the mental health competency development sub-committee), the Infrastructure Expert Team within the US Department of Homeland Security, and the NVOAD Emotional & Spiritual Care Committee, as well as the NVOAD Early Psychological Intervention sub-committee. He is an advisor to the Hospital Authority of Hong Kong. Dr. Everly is co-founder of, and serves as a non-governmental representative to the United Nations for, the International Critical Incident Stress Foundation, a non-profit United Nations-affiliated public health and safety organization. He was formerly Distinguished Visiting Professor, Universidad de Flores (Argentina), and was Senior Research Advisor, Social Development Office, Office of His Highness, the Amir of Kuwait, State of Kuwait. Prior to these appointments, Dr. Everly was a Harvard Scholar, visiting in psychology, Harvard University; a Visiting Lecturer in Medicine, Harvard Medical School; and Chief Psychologist and Director of Behavioral Medicine for the Johns Hopkins' Homewood Hospital Center.



Dr. Everly is a Fellow of the American Psychological Association and a Fellow of the American Institute of Stress, in addition, he has been awarded the Fellow's Medal of the Academy of Psychosomatic Medicine and the Professor's Medal of the Universidad de Weiner (Peru). He is the author, co-author, or editor of 20 textbooks and over 100 professional papers. Among his texts are *The Resilient Leader* (DiaMedica, 2010), *The Resilient Child* (DiaMedica, 2009, Gold Medal Winner), *Integrative Crisis Intervention and Disaster Mental Health* (Chevron, 2008), *Pastoral Crisis Intervention* (Chevron, 2007), *Mental Health Aspects of Disasters: Public Health Preparedness and Response* (Johns Hopkins, 2005), *Personality Guided Therapy of Posttraumatic Stress Disorder* (APA, 2004), *Critical Incident Stress Management, 2nd Edition* (Chevron, 1999), *Psychotraumatology* (Plenum, 1995), *A Clinical Guide to the Treatment of the Human Stress Response, 2nd Edition* (Plenum, 2002), *Controlling Stress and Tension, 8th Edition* (Pearson, 2009), and *Personality and Its Disorders*, with Theodore Millon (Wiley, 1985). Dr. Everly served on the editorial board of *Stress Medicine* and was a past contributing editor for the *American Journal of Health Promotion*. He was editor of the monograph on a shielding response to pandemic influenza.

Dr. Everly has won numerous awards receiving the Certificate of Honor from the Baltimore Police Department, the Honor Award from the American Red Cross, the Leadership Award from the American Red Cross, and the Maryland Psychological Association's Award for Scientific Contributions to Psychology. Dr. Everly was the recipient of the University of Maryland's College of Health and Human Performance's 50th Anniversary Outstanding Alumni Award and was recognized as a "Pioneer in Clinical Traumatology" by the Traumatology Institute of the Florida State University. He served as the Mental Health Chairperson for the Central Maryland Chapter of the American Red Cross, where he was co-founder of the disaster mental health network. In addition, he assisted in the development of the State of Maryland Disaster Mental Health Corps and Maryland's Disaster Spiritual Care Corps. Dr. Everly was the 39th president of the Maryland Psychological Association. He has given invited lectures in 22 countries on 6 continents. His works have been translated into Russian, Arabic, Swedish, Polish, Portuguese, Japanese, Chinese, German, Korean, and Spanish. His biography appears in *Who's Who in America* and *Who's Who in the World*.



Arthur M. Freedman, MBA, PhD

Arthur M. Freedman, MBA, Ph.D. is a consulting organizational psychologist and organization development and change scholar-practitioner. He is a Founder and Board Member of the *World Institute of Action Learning*. He has consulted throughout the world to public and private sector organizations (e.g., USA, Dubai, Lithuania, Vietnam, Singapore, USSR/Russia, Sweden, Zimbabwe, South Africa, and Germany). He is an adjunct Professor in the MBA/OD Program in the *Carey Business School at Johns Hopkins University* and a Visiting Scholar at the *Center for Organizational Behavior at the University of Pennsylvania*. He received the *1994 RHR International Award for Excellence in Consulting Psychology* and the *2007 Harry and Miriam Levinson Award for Exceptional Contributions to Organizational Consulting Psychology*. He will receive the *2012 Distinguished Psychologist in Management* award from the Society of Psychologists in Management. He spoken at more than 115 conferences and has over 110 publications including books, book chapters, and journal articles. He received the *Elliott Jacques Award* for most outstanding article of 1997 (i.e., "Pathways and Crossroads to Institutional Leadership" in *Consulting Psychology Journal*). His recent publications include: *Action Learning for developing leaders and organizations*, co-authored with Michael Marquardt, Skipton Leonard, and Cori Hill (2009, American Psychological Association); *Consulting Psychology: Selected papers of Harry Levinson*, co-edited with Ken Bradt (2008, American Psychological Association); "Swimming upstream: The challenge of managing promotions" (2005) in *Filling the leadership pipeline*, Rob Kaiser, editor (2005, Center for Creative Leadership); "Action research: Origins and applications for OD&C practitioners" (2006) in *The NTL handbook of organization development and change*; "The role of psychologists in the U.S. Intelligence Community," (2008) *Consulting Psychology Journal*; "Executive Consultation under Pressure: A Case Study," (2010) *Consulting Psychology Journal*; "Action learning in multicultural contexts," (2011) *Intercultural Management Quarterly*; "Using action learning for organization development and change" (2011). *OD Practitioner*; and "Some implications of validation of the leadership pipeline concept: Guidelines for assisting managers-in-transition," (2011) *The Psychologist-Manager Journal*.



Michael G. Gelles, PhD

Dr. Michael Gelles is currently a Director with Deloitte Consulting, LLP Federal practice in Washington, D.C., consulting in the areas of human capital management, strategic planning, organizational design and business process transformation. Dr. Gelles is a thought leader in critical mission areas. He also leads projects in the areas of organizational design, strategic planning, workforce planning and deployment and leadership development that directly support mission related programs in multiple federal law enforcement agencies.

Previously, he was the chief psychologist for the Naval Criminal Investigative Service (NCIS) for more than 16 years. In that capacity, he assisted the NCIS and a multitude of other federal, state and local law enforcement agencies with criminal, counterintelligence and counterterrorism investigations and operations. He was the lead psychologist for the behavioral consultation team for the Criminal Investigations Task Force, and was a leader of numerous other task forces in the areas of workplace violence, insider threat and ethics in consultation to national security. Prior to joining the NCIS in 1990, Dr. Gelles served as a clinical psychologist for the U.S. Navy.

He is active in a number of professional organizations, including the American Psychological Association Division of Police Psychology, the International Association of Chiefs of Police, the Psychology Services Section, the Society of Police and Criminal Psychology, and the Association of Threat Assessment Professionals. Dr. Gelles is also a frequent lecturer and has published numerous professional papers on topics related to organizational management in operational settings, forensic psychology, law enforcement, terrorism and counterintelligence.

Dr. Gelles received his Bachelor of Arts from the University of Delaware and his master's and doctorate degrees in psychology from Yeshiva University in New York. He completed his clinical and forensic training at the National Naval Medical Center and his advanced training at the Washington School of Psychiatry. He held academic appointments in psychiatry at the Uniformed Services University of the Health Sciences and at the Washington School of Psychiatry.

Carl Greenberg, PhD

Dr. Carl Greenberg recently founded Pragmatic HR Consulting after over two decades of providing talent management and organizational effectiveness solutions to his clients and employers. Throughout his career he has engaged in translating business strategy into practical HR strategy and tactics.

Carl's diverse HR background has enabled him to bring an innovative, practical and fresh perspective to HR issues. He has consulted with many global companies across a wide variety of industries.

Before opening his own company, he was an executive at Spherion Corporation, a large recruiting and staffing organization. In this role Carl was chief architect for all of Spherion's talent management processes for hiring its 300,000 person workforce. He was also responsible for running Spherion's pre employment assessment practice and establishing a new employee retention services consulting practice.

Carl held several leadership roles for large organizations where he developed talent acquisition and selection, organizational and leadership development, and recruitment process outsourcing solutions. Prior to joining Spherion, he was Senior Vice President for Aon Consulting, where he ran a regional office for their Talent Management Consulting group and led their Recruitment Process Outsourcing sales organization. He previously held HR positions at SBC Communications (now AT&T) and Union Pacific Railroad. His early career was in academia, where he directed the Industrial-Organizational Psychology doctoral program at University of Nebraska at Omaha.

Carl earned a Ph.D. in Social and Organizational Psychology from Wayne State University in Detroit, Michigan. He is active in a number of professional organizations including the American Psychological Association, Society for Industrial and Organizational Psychology, and Society of Human Resources Management. He is also Past President of the Society of Psychologists in Management. Carl continues to share his wealth of knowledge of HR as a frequent speaker at professional human resource and psychology meetings as well through his writings, which have been published in numerous professional journals.



Eric C. Haseltine, PhD

Eric Haseltine is a former intelligence officer and entertainment executive who was formally trained as a Neuroscientist. He has applied new discoveries about the human brain to diverse fields such as Aerospace Technology, Virtual Reality, Special Effects, and most recently, Intelligence and National Security. He is the author of the new book, *Long fuse big bang: Achieving long term success through daily victories*, released in 2010 by Hyperion. Dr. Haseltine is a regular blogger for Psychology Today and Huffington Post and publishes <http://www.longfusebigbang.com>.

He got his PhD studying the sensory neurophysiology of the brains of snakes (Boas and Pythons) that "see in the dark" via heat sensors around their lips.

After completing one year of post-doctoral training in Neuroanatomy at Vanderbilt Medical School, Eric went to work for Hughes Aircraft Company as an Industrial Psychologist, where he used his training to design advanced fighter cockpit displays and flight simulation systems.

Dr. Haseltine's research in military flight simulation gave him a strong foundation in the emerging field of Virtual Reality, so in 1992 he joined Walt Disney Imagineering to help found the Virtual Reality Studio, which he ultimately ran until his departure from Disney in 2002. When he left Disney, Dr Haseltine was Executive Vice President of Imagineering and head of R&D for the entire corporation, including film, television, theme parks, Internet and consumer products.

In the aftermath of 9/11, Eric joined the National Security Agency as its Associate Director, in charge of Research and Development, where he directed a broad range of projects, specializing in counter-terrorism technology.

When Congress created the Office of the Director of National Intelligence, Dr. Haseltine was promoted in 2005 to become its first CTO (Associate Director National Intelligence, reporting to the Director). In his two years there, Eric oversaw all Science and Technology efforts within the United States Intelligence Community as well as fostering development innovative new technologies for counter terrorism.

Through his consulting company Haseltine Partners LLC, Eric now helps intelligence agencies and the Department of Defense find and apply cutting edge technologies to problems such as counter terrorism and collaborative intelligence analysis.

Dr. Haseltine also consults for Fortune 500 companies, helping them develop breakthrough innovations and business practices. He serves on numerous boards, and is an active speaker and writer.





John Jones, PhD

As Vice President and Chief Scientist, John W. Jones, Ph.D., ABPP, leads the assessment and development organization within the Vangent Human Capital Division. In this role, Dr. Jones serves as the principal thought leader in the research, development, and delivery of Vangent's Assessment and Hiring Solutions portfolio. He oversees all psychologists and consultants involved in the design of Vangent's human capital assessment systems and who support client services, sales, and product development. Dr. Jones is responsible for maintaining the quality, effectiveness, reliability, and integrity of these solutions and driving innovation across the business line.

With over 25 years of industry experience, Dr. Jack Jones is highly respected as an author, speaker, practitioner, and business leader. Prior to joining Vangent, he served as the President and Senior I/O Psychologist for IPAT, Inc., a leading international publisher of HR/OD, protective services, clinical, and educational assessments. Previously, he led the Research and Development and Professional Services organizations at Pearson Reid London House, and was the head of Consulting Services at NCS Pearson. He also performed the roles of Chief Industrial Psychologist and Director of the Human Factors Loss Control Program at The St. Paul Fire and Marine Insurance Companies, where he introduced a wide variety of behaviorally oriented risk management programs.

Dr. Jones helped to establish the Association of Test Publishers (ATP) in 1988, where he served as a past Chair of both the ATP's Industrial Division and the Standards Committee that published the *Model Guidelines for Pre-employment Integrity Testing*. Dr. Jones was recently acknowledged by the Association of Test Publishers with a 2009 Professional Contributions and Services to Testing Award, and he is currently an ATP Board member. Dr. Jones is the founder and past editor of the *Journal of Business and Psychology*, and also the senior author of such business publications as *Personnel Testing: A Manager's Guide*, *Applying Psychology in Business: A Handbook for Managers and Organizations*, *Virtual HR*, and *Advances in e-Business and Psychology*.

Dr. Jones received his Ph.D. in applied psychology from DePaul University and his MBA from the Keller Graduate School of Management. He was awarded diplomat status in I/O psychology from the American Board of Professional Psychology, and is a licensed psychologist in both Illinois and Virginia. Dr. Jones is a member of the American Psychological Association and the Society for Industrial-Organizational Psychology, among others, and was awarded fellow status by the Association for Psychological Science.



Carol Kauffman, PhD, ABPP

For over twenty-five years Carol has taught at Harvard Medical School as an Assistant Clinical Professor, where she is also the Founding Director of the Institute of Coaching. In 2009 she received a two million dollar award to create the Institute and its Centers of Education, Research, Leadership, Healthcare and Positive Psychology. The Institute awards \$100,000 a year for coaching research and has created the Institute of Coaching Professional Association to support the educational needs of those interested in coaching.

Dr. Kauffman also began and chairs the annual Harvard Coaching Conference, not in its fourth year. The Coaching in Leadership and Healthcare will be held October 21 – 22, 2011. Each year Carol also hosts the International Coaching Research Forum where the Institute invites the top coaching researchers, practitioners and representatives from corporations from around the world to discuss latest developments in coaching. Currently co-hosted by the European School of Management and Technology, the forum has met in Cambridge, London, Berlin and in 2012 will be held in Hong Kong.

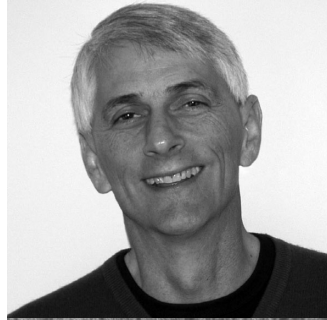
She was also founding Editor in Chief of the first academic peer-reviewed journal of coaching published by a major publishing house – *Coaching: An International Journal of Theory, Research & Practice*. She directed and authored Harvard Business Review's first research project on executive coaching.

Carol has an active executive coaching practice with over thirty years experience helping leaders raise the bar on their performance and managing their success. She has worked with multi-national organizations and delivered training programs throughout the Americas, Europe and Asia. She has recently completed a leadership development program with the top 100 leaders of a Fortune 50 company, and is now rolling out the program to the next 500 leaders. To facilitate the shift to a coaching culture she created a coach training program for the original 100 leaders to become co-facilitators and coaches of the second and third wave of leaders in the organization.

In the United Kingdom and Europe, Carol is Chief Supervisor for Meyler Campbell Ltd, a business coaching program and a Founder of ATTAIN Partners, an international executive performance and leadership company. She also loves to watch movies, garden, travel and lives in Lincoln where she enjoys hanging out with her husband, 2 teenagers, 2 large fluffy dogs and friends.

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. He was 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 from 2007-2010. He is the CEO of RRK Coaching and Executive Development, a consulting firm based in Baltimore. He has published widely in the fields of management, professional impairment, and executive coaching. His five 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*, and *The Wisdom of Coaching*, co-edited with Dr. Richard Dietrich. His next book, also to be published by the American Psychological Association in the Fall of 2011 is titled, *Virtuous Leaders: Strategy, Character, and Influence in the 21st Century*. 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.



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 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



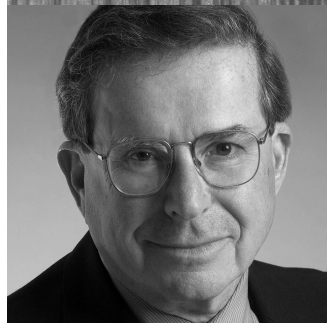
Robert J. Lee, PhD

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. He serves as a coach to senior executives regarding leadership and managerial effectiveness, performance management and transition coaching. He has worked with coaching clients in a diverse range of industries including financial services, technology, consumer products, and media organizations.

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 cooperation 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* [2nd ed., Jossey-Bass, 2011], *Executive Coaching: A Guide for the HR Professional* [Pfeiffer/Wiley, 2005], and *Becoming An Exceptional Executive Coach* [AMACOM, 2011].

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, and a member of the Society of Psychologists in Management, from which he received in 2008 the Distinguished Psychologist in Management Award. He serves on the Advisory Board for the New York Human Resources Planning Society. His Ph.D. is in Industrial/Organizational Psychology from Case Western Reserve University, 1965.





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.



Jennifer W. Martineau, PhD

Experience

Jennifer has over 20 years experience in the leadership development field with a focus on impact evaluation, high impact design, delivery of programs, and research. Jennifer led the Center's efforts to establish an evaluation practice through the creation of a 360-degree evaluation assessment (*REFLECTIONS®*), designing and launching an evaluation framework used to guide evaluation studies, and serving as lead evaluator on many leadership development evaluation projects. Through leadership of CCL's evaluation practice, Jennifer played a key role in integrating evaluation with instructional design to maximize the extent to which leadership development creates impact for our clients. She has served a broad variety of clients globally from multiple sectors including healthcare, government, military, educational, community leadership, pharmaceuticals, and energy.

Jennifer is a lead facilitator for CCL's Maximizing Your Leadership Potential program, which targets first time managers, as well as the Assessment Certification Workshop, for HR managers, executive coaches, and consultants for certification to administer all of CCL's 360 degree assessments.

Current Role

Jennifer serves as Group Director of Global Research at the Center for Creative Leadership, a not-for-profit research and educational institution with headquarters in Greensboro, NC. In this role, she leads the Center in setting the strategy for global research, innovation, and evaluation to both align with and anticipate clients' needs regarding leadership and leadership development; identifies priorities for the Center's portfolio and aligns resources and projects to accomplish those priorities; and ensures that results of our research, innovation, and evaluation are disseminated widely to inform leaders and organizations around the world.

Educational Background

Jennifer earned a doctoral degree in industrial and organizational psychology from the Pennsylvania State University.

Publications and Professional Affiliations

Jennifer is a member of the American Evaluation Association, the American Society for Training and Development, and the Society for Industrial and Organizational Psychology, and serves on committees and task forces in these organizations. Jennifer is a regular presenter at national and international professional conferences, is published in both peer-reviewed and other publications, and has recently co-edited CCL's *The Handbook of Leadership Development Evaluation* and the second edition of CCL's *Evaluating the Impact of Leadership Development*.

Ralph A. Mortensen, PhD, ABPP

Ralph consults with decision makers facing strategic talent, organizational and leadership issues. Clients say that he is thoughtful, good-natured and appreciates life's twists and turns. He has over thirty years of diverse consulting, human resources and teaching experience. He has specialized in senior talent assessment and executive coaching for much of his career.

Ralph has more than twenty years' experience as an executive coach. He also has screened dozens of senior executive candidates for both CEO and other C-suite roles. In addition, he has assessed thousands of executive, middle manager and professional job and promotion candidates. Ralph has designed and delivered workshops on individual assessment, coaching, employment interviewing, internal consulting skills and performance management, among other subjects. He led a national talent management best practices study in 2001 and has provided regular support for several clients' annual talent review processes.

Ralph joined IPAT as Chief Psychologist for HR/OD after more than 20 years of consulting work with his own firm, Aon Consulting, YSC Ltd., and RHR International. His clients have included more than 90 organizations across a range of industries. Assignments have taken him to most parts of North America and to the Caribbean, Europe and Australia. He also has worked as both a university professor of business and psychology and as an academic administrator. He began his career in the human resources units of a bank and a public utility.

Ralph is board-certified in Organizational and Business Consulting Psychology by the American Board of Professional Psychology. He is a licensed psychologist in the state of Ohio. His doctorate is in Industrial and Organizational Psychology from Wayne State University in Detroit. He belongs to the board of the Chicago Industrial-Organizational Psychologists association. In addition, he is a member of the societies for Industrial-Organizational and Consulting Psychology of the American Psychological Association as well as the Society of Psychologists in Management and the Human Resources Management Association of Chicago. He is an experienced speaker and trainer for local, national and international audiences.

Richard Ponton, PhD

Dr. Richard Ponton is a counseling psychologist licensed as a Professional Counselor in New Jersey and New York. Currently an assistant professor in the Psychology Department at Georgian Court University, he has been the Director of Human Services in the Township of Ocean, NJ since 1985. In that role he manages a multi-service agency with a professional and support staff of over 150 people. The department has been recognized as a model by the National League of Cities and the U.S. Department of Education. Dr. Ponton has provided professional management consultation services and training to municipal governments, the NJ State Judiciary, over twenty school districts, and private industry. He has published several articles on managing mental health agencies and is frequent speaker at national conferences including the American Psychological Association, American Counseling Association, and the American Mental Health Counselor Association.

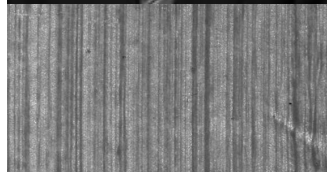
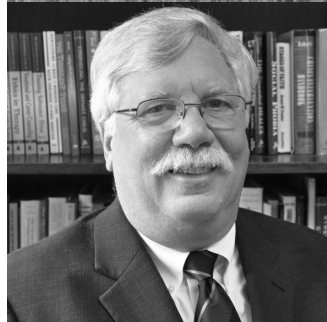
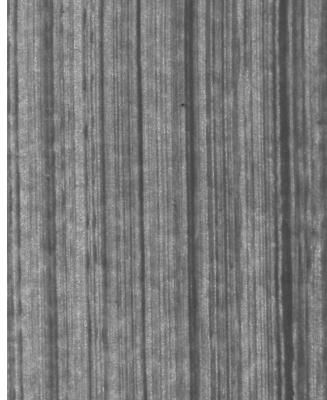
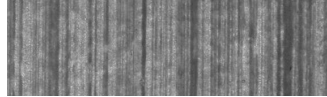
Dee Ramsel, PhD, MBA

Dee Ramsel has been a clinician, mental health executive, consultant, and medical college instructor over the past twenty-five years. She earned her doctorate in clinical psychology in 1985. 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 Headquarters in Washington DC. She received her MBA in 1999 and began applying 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. She is the founder of Ramsel Organization Development Services, LLC, which provides O. D. services to businesses in the Milwaukee area. Dee maintains an academic appointment as an Associate Professor with the Medical College of Wisconsin where she has taught for 20 years.

Dee is active in professional societies and community organizations. Two recent highlights include her position as Past President of the Society of Psychologists in Management and current chair of the Board of Directors of Milwaukee's United Lutheran Programs for the Aging.

Mayor Joseph P. Riley, Jr.

Mayor of the City of Charleston since 1975, Mayor Riley has been instrumental in creating one of America's most livable cities, bringing unprecedented economic growth and innovative solutions to urban problems such as revitalization, crime and education. A national leader in the area of urban design and livability issues, he has put Charleston in the forefront as an example of high quality urban design. A native of the City, Mayor Riley is committed to the youth of Charleston and providing fundamental resources to meet their needs.





Katherine Ryan, PhD

Dr. Katherine Ryan is an Industrial/Organizational Psychologist and Human Capital Consultant with Deloitte's Federal Consulting practice. She is currently an Innovation Fellow in Deloitte's GovLab, a think tank that researches emerging issues and innovative ideas shaping the public sector. Prior to joining GovLab, she directed the redesign of a career development program for an Intelligence Agency client and facilitated leader development workshops on managing a multigenerational workforce. While obtaining her Ph.D. at George Mason University, Dr. Ryan built her expertise in diversity issues and cross-generational challenges at work. Her dissertation, which investigated stereotypes of younger workers and their impact on age-diverse workplace interactions, is currently under review for publication at a top-tier management journal.



Connie Schroyer, PhD

Connie Schroyer, Ph.D. is a Vice President and Managing Director, Federal Sector for Hay Group. She has over 20 years experience in helping organizations implement their strategy through leadership development/coaching, executive assessment, succession planning, talent management, top team development, organizational assessment, and design of competency-based human resource development programs. Dr. Schroyer is a frequent speaker on topics such as leadership effectiveness, emotional intelligence, and organizational culture.

Dr. Schroyer has worked with a mix of private and public sector clients. For example, she has worked with the White House, General Services Administration, Department of Defense, Department of Treasury, Internal Revenue Service, AOL, BAE Systems, SRA International, SAIC, IBM, Marriott, Booz Allen Hamilton, T Rowe Price, Cisco Systems, Verizon, Caterpillar, Federal Deposit Insurance Corporation, and US Postal Service.

Dr. Schroyer has a Ph.D. in Industrial/Organizational Psychology from the George Washington University.



I. Marlene Thorn, PhD

Dr. Thorn is an international leader in organizational development and human capital management in private, public, nonprofit, and international organizations. She has over 35 years of work experience with organizations, executives, and employees to improve effectiveness in the workplace. Her full-time professional experiences include: The International Monetary Fund (IMF), G.E. Information Services, Corporation for Public Broadcasting, U.S. General Accountability Office, Gallaudet University, St. Elizabeth's Mental Health Hospital, and the District of Columbia Rehabilitation Administration.

She is President of IMT Consulting Associates, LLC, consulting in human capital management, organizational development, executive assessment and development consulting, and executive coaching. Her clients have included: President and HR Director of U.N. International Fund for Agricultural Development, Rome, Italy, President, DMS International, President of the University Research Company-Center for Human Services, The World Bank/International Monetary Fund, The Washington Post, National Public Radio, Office of Technology and the Department of Education. She is affiliated with MBO Strategic Partners – Senior Executive Services Talent Management and Shambaugh Leadership, Inc. and a psychological assessor and feedback coach, Center for Creative Leadership, Greensboro, N.C.

As a Business Advisor, International Monetary Fund (IMF), Washington, D.C., she led organizational and human resource policies and programs including risk management, work force planning, leadership and succession planning, management and organization development, career development, and training. She has significant experience in organization redesign for effectiveness and efficiency, and domestic and international HR policy and program development.

Her awards and honors include: IMF Outstanding Achievement Award 2010, and a full salary sabbatical from the IMF to the University of Maryland where she was a Senior Fellow at the James MacGregor Burns Academy of Leadership, and a psychological assessor and executive coach with the National Leadership Institute, a Center for Creative Leadership affiliate. She received a financial award from the U.S. Government Accountability Office for the development of a model Career Development and Counseling Center, and a Distinguished Service Award from the Washington, D.C. Rotary Club.

As a scholar, she has published articles in the area of international leadership, management, and human resource development and numerous policy and Board papers. She is currently an adjunct professor, Business and Executive Programs, Graduate School of Management and Technology at the University of Maryland University College.

She currently holds Board positions with the Society for Psychologist in Management, as President – Elect, KBC International Learning, Inc (Learning Centers in Jamaica), and the Center for Progressive Development. Dr. Thorn is also a Board member of the Washington D.C. Rotary Club and is a Paul Harris Fellow. She is involved in many community and international volunteer efforts and is currently a member of the Embassy Relations Committee, the World Community Service Committee, and was co-chair of the Basra Prosthetics for Life Project, Iraq, with a \$1.7 million dollar grant from the Department of State.

Dr. Thorn received her Ph.D. in Human Development with a specialty in Organizational Management from the University of Maryland, and her M.A. and B.A. degrees, in counseling and psychology, from the University of Florida and holds an Executive Development Certification from ESADE Business School, Barcelona, Spain.

She is SPIM's President-Elect and Program Committee Chair for the 2012 SPIM Conference.

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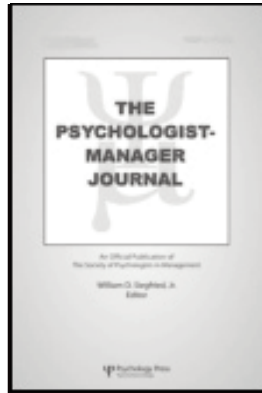
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