

S P I M C O N F E R E N C E A N D I N S T I T U T E S

BUILDING

R E S I L I E N C E

FOR A

**STRONGER
FUTURE**



FEBRUARY 19-23, 2014
ASTOR CROWNE PLAZA
NEW ORLEANS, LA

S O C I E T Y O F P S Y C H O L O G I S T S I N M A N A G E M E N T

SPIM

SOCIETY OF PSYCHOLOGISTS
IN MANAGEMENT

TO SPIM MEMBERS AND CONFERENCE ATTENDEES

Clearly SPIM is in as exciting and game-changing a period as I've witnessed in the past decade in our organization. We are in this advantageous position for many reasons. First, thanks to each of you for giving once again so consistently of your energy, expertise, strategic thinking, problem solving and creativity. Our collective knowledge and experience in organizational development translates increasingly into SPIM reaping unprecedented benefits. In other words "The cobbler's son does indeed have (nice) shoes."

This is illustrated by the dedication, persistence, insight and experience of the SPIM Board of Directors. In keeping with our culture, these colleagues have identified and pursued strategic opportunities, confronted tough issues and otherwise moved us closer to SPIM's vision as an undisputed center of excellence in promoting and training psychologist colleagues in best management and leadership practices. While listening to and advancing your interests, the Board benefits from your ideas to make noticeable improvements in our strategic direction. Finally, each annual SPIM conference reinforces how very fortunate we are to have the exceptional professional support of Liz Woodward of Woodward Planning.

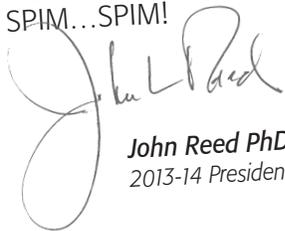
The 2013 Conference theme in Scottsdale was ***Enjoy a Look Ahead: Thriving in the Future.*** Many people worked to attract an exceptional cadre of presenters and other participants and the result evidently was one of our strongest events in years. However the proof is in the pudding, so to speak. Our community has used the 'takeaways' from Scottsdale to improve our circumstances as individuals and organizations and, most importantly, to move strategically and proactively into positions not just for coping with but for capitalizing on what we see on the horizon. It is terrific to observe this happening for so many in our community in and outside of work. I hope this positive trend builds each year.

My President's address will touch on our recent collective accomplishments and their practical implications. It will also highlight and suggest opportunities in which we are fortunately in good positions to *seize the day* and – in keeping with our 2013 Conference theme – *thrive*.

Our President-Elect, Diane McKay, has worked effectively with many SPIM colleagues to create this year's 2014 Conference in New Orleans – ***Building Resilience for a Stronger Future.*** Congratulations to Diane on her accomplishments and this year's Vice President, Beth Mitchell, deserves special thanks. In a year when she officially was only expected to be apprenticing to organize the annual SPIM Conference, Beth was unexpectedly asked to join fully with Diane to play a major role and, with no advanced training, she came through beautifully.

A key focus of the New Orleans conference will be preparing us to persist and drive forward, leveraging our strengths to capitalize on opportunities which have meaning and value for us. I confess to feeling 'pumped' already!

My family and I send each of you best wishes for a great 2014. It will be great to see you in New Orleans so we can all enjoy the special culture and wonderful people who clearly make SPIM...SPIM!



John Reed PhD, MBA
2013-14 President

S P I M C O N F E R E N C E
A N D I N S T I T U T E S



A G E N D A

S O C I E T Y O F P S Y C H O L O G I S T S I N M A N A G E M E N T

AGENDA

WEDNESDAY, February 19

TRAINING INSTITUTE – 1¹/₂ DAYS

2:00pm – 6:00pm

St. Ann Room

Continued on Thursday

8:00am – 6:00pm

St. Ann Room

TRANSITIONING FROM PSYCHOLOGIST
TO PSYCHOLOGIST-MANAGER: Leadership and
Management Skills for Success

Total 13 CEs

Leading Self

The careers of psychologists can and often do provide them opportunities to take on supervisory, managerial, and even senior executive roles. However, the skills to become effective managers and leaders are rarely taught as a part of advanced degree programs in psychology. In this workshop, participants will have the opportunity to consider, first, what the best research suggests are essential skills for effectively leading and managing others. It will then lead participants on a process of self-discovery to examine to what extent they are naturally inclined to have, or to easily develop, those skills, and whether others see them as currently having those skills. Finally, participants will be taught principles of leadership development to enable them to leverage their strengths and address any skills gaps they discover in themselves, as they emerge into people leadership roles.

Myranda Grahek, PhD,

Vice President & General Manager, Leadership Worth Following, LLC

Joe Mosher, PhD,

Vice President & Executive Consultant, Leadership Worth Following, LLC

Leading and Managing Others

The purpose of this second module is to illustrate the basics of leading managing others. Topics to be discussed include: supervisor-subordinate roles in effective performance management, learn a performance management process, how to set work and developmental objectives, the use of positive psychology for motivating performance, analyzing performance problems and problem performance management, and identifying policies, programs, resources and tools for managing performance. At least one and perhaps two case studies will be introduced and discussed in-depth. Participation by members of the group will be encouraged and small-group discussions will be utilized.

I. Marlene Thorn, PhD,

*Founder and CEO/Consultant, IMT Consulting Associates, LLC and
Center for Creative Leadership Adjunct Feedback Assessor and Executive Coach*

OPPORTUNITY TO EARN CE CREDITS
TRAINING = 13 CEs
INSTITUTES = 14 CEs
CONFERENCE = 17 CEs
SPIM



Mindful Resource Management: What's Below the Bottom Line?

The third module of the Transition Institute will focus on strategies of effective resource management. From budgeting and fiscal management to outcome evaluation, consumer satisfaction, and program improvement planning, participants will be introduced to a comprehensive and integrated model of program management designed for psychologist-managers. The workshop will focus on management skills applied in clinical or educational environments and highlight the issues of ethics and professional identity in the role of psychologist-manager. By means of interactive presentation, participant discussion, a practice exercise, and a case presentation this module offers both a conceptual framework and practical tools for insuring program quality.

Richard Ponton, PhD,

Assistant Professor, Georgian Court University

Strategic Management

The purpose of this fourth module is to illustrate the basics of strategic management. Topics to be discussed include thinking strategically about what you wish to accomplish in your management position, how to manage the change associated with implementing your strategic plan, and the basic tenets of political savvy/managing up to improve your chances of realizing your plan. At least one and perhaps two case studies will be introduced and discussed in-depth. Participation by members of the group will be encouraged and small-group discussions will be utilized.

Dee Ramsel, PhD, MBA,

Director, VHA National Center for Organization Development

THURSDAY, February 20

8:30am – Noon

Royal Board Room

SPIM FOUNDATION BOARD MEETING

1/2 DAY INSTITUTES

8:00am – Noon

St. Louis Room

INSTITUTE A – CREATING A HEALTHY WORKPLACE
AND EMPOWERING YOUR EMPLOYEES

4 CEs

This organizational training integrates evidence-based concepts and skills which translate to a healthy workplace environment. This institutional seminar combines both a top-down and a bottom-up approach. Corporate Executives and Senior Management develop more productive methods of fostering top performance and leadership from their teams and employees. In addition, the foundation of all successful businesses is the workforce. We provide skills training to foster the development of resilience in your employees. The long-term benefits of increasing work productivity, teamwork, stronger bonding to the corporate vision, decreasing absenteeism, or costs for HR interventions. Drs. Shinitzky and Cortman use a highly interactive and dynamically engaging approach to communicate the material which keeps attendees entertained and increases recall of information.

Harold Shinitzky, PsyD,

Licensed Psychologist

Christopher Cortman, PsyD,

Licensed Psychologist





1:00pm – 4:00pm
St. Louis Room

INSTITUTE B – RESILIENT LEADERSHIP: Progress In Creating Organizational and Community Cultures of Resilience

3 CEs

The Academy of Sciences' Institute of Medicine has recommended the creation of a resilient workplace. To that end, it has recommended resilient leadership training, among a host of tactics. IOM has recognized that traditional leadership training has proven insufficient to create the desired outcome. In this presentation, attendees will be provided an update on current research and tactical implementations of a seminal program to train resilient leaders as a means of creating the organizational culture of resilience. The presentation will take the next logical step and review proposed guidelines for creating resilient communities, as well.

George Everly, PhD,

Professor of Psychology; Associate Professor of Psychiatry; Executive Director, Loyola University Maryland; Johns Hopkins; Resiliency Science Institutes at UMBC Training Centers

1:00pm – 5:00pm
Burgundy Room

INSTITUTE C – ETHICAL DECISION-MAKING IN AN ORGANIZATIONAL FRAMEWORK

4 CEs

Many psychologists find themselves in management positions at some point in their careers. This Institute will focus on the ethical issues confronted by program directors, administrators, and other psychologist-managers. The Institute will include a case study and the Bolman and Deal Four Frames Model for Organizational Leadership, which can be used to analyze ethical issues in management and organizations.

Judith Albino, PhD,

Associate Dean at the University of Colorado's School of Public Health, University President Emerita, and Professor

I. Marlene Thorn, PhD,

Founder and CEO/ Consultant, IMT Consulting Associates, LLC and Center for Creative Leadership Adjunct Feedback Assessor and Executive Coach

5:00pm – 7:00pm
St. Louis Room

INSTITUTE D – COACHING FROM AND FOR STRENGTH

2 CEs

This workshop examines executive coaching from a "strengths" perspective. The premise of the workshop is that when a coach feels strong and creates a robust coaching engagement then it is likely the client will achieve the full value of the coaching.

What does strength look like and feel like for an executive coach? What is a strong coaching engagement? How does this show up in your approaches to contracting, feedback, and action planning? How do you leave your client with a sense of greater strength?

Are there clients or topics that tend to add to or drain your strength? What happens to your coaching when you don't feel strong? If there's a drain happening, what do you do about it? How do you 'supervise' yourself?

Robert Lee, PhD,

Executive Coach and Management Consultant, iCoachNewYork

CONFERENCE KICKOFF

5:00pm – 7:00pm
Bourbon Room

OUTGOING SPIM BOARD MEETING

7:00pm – 10:00pm
Toulouse Room

WELCOME RECEPTION/
KICKOFF MEETING

1.5 CEs

Convened by

Dick Kilburg, PhD,

CEO, RRK Coaching and Executive Development

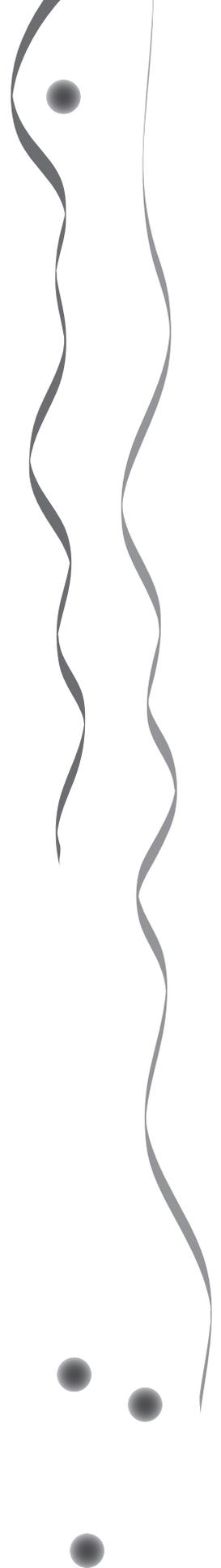
FRIDAY, February 21

Meals Held in Toulouse Room (Second Floor Mezzanine)

Conference Presentations Held in St. Charles Ballroom (First Floor Lobby)

7:00am – 8:00am	BREAKFAST FAPIM Update/Networking and Buddy Pairing	
8:00am – 9:00am	WELCOME <i>Diane A. McKay, PsyD,</i> <i>Licensed Psychologist, Embedded Behavioral Health at Fort Benning</i> <i>President, Leading Advantage</i> PRESIDENT'S ADDRESS <i>John Reed, PhD, MBA,</i> <i>Managing Principal, QRA</i>	1 CE
9:00am – 10:00am	NEW ORLEANS: Resilient by Necessity Founded almost 300 years ago on spongy silt deposited by the Mississippi River, New Orleans sits in a precarious position between the largest brackish lake in North America and the continent's primary river system. New Orleans is surrounded by swamps and bayous. It is 60 miles from the Gulf of Mexico. It has always been "an easy place to die." Professor Molthrop will discuss the challenges that faced colonial New Orleans: hurricanes, sometimes-hostile Native Americans, reptile attacks, disease, piracy, hazardous sea voyages, corruption, early slavery and slave rebellions, fire and isolation. Left to its own devices – a kind of 'wild west' with a French accent – the city created a unique, blended, exotic culture that helped it survive and thrive. <i>Morgan Molthrop</i> <i>Tourism, SEC Law, Public Disclosure, American History, Louisiana History,</i> <i>Founder, Tailored Tours New Orleans</i>	1 CE
10:00am – 10:30am	BREAK	
10:30am – Noon	7 CHARACTERISTICS OF HIGHLY RESILIENT PEOPLE It seems clear that some individuals possess the ability to be "immune" in the face of adversity and resilient in the wake of crisis. What are the characteristics that seem to bestow such desirable conditions? This presentation shall review the key characteristics that are proposed to be essential factors predicting such outcome. Results of interviews with US Navy SEALs and members of the "Greatest Generation" shall be presented. Suggestions on how to promote the acquisition of these characteristics shall be discussed. <i>George Everly, PhD,</i> <i>Professor of Psychology; Associate Professor of Psychiatry; Executive Director, Loyola University Maryland; Johns Hopkins; Resiliency Science Institutes at UMBC Training Centers</i>	1.5 CEs

Sponsored by **Leadership Worth Following, LLC**



Noon – 1:00pm

LUNCH

1 CE

REBUILDING NEW ORLEANS' TOURISM INDUSTRY
FOLLOWING HURRICANE KATRINA AND THE OIL SPILL

When Hurricane Katrina struck eight years ago, it destroyed lives, homes and businesses, and New Orleans' recovery became one of the biggest news stories of our time. Tourism officials faced an unprecedented challenge: restore New Orleans' largest industry and lure visitors back despite daily international headlines about destroyed neighborhoods, federal government failures, slow recovery, political corruption, questions about future flood protection and the great recession!

Just as New Orleans was recovering and celebrating a Super Bowl victory, crisis hit again with the BP oil spill, the largest environmental disaster in United States history.

During both crises, the New Orleans Convention and Visitors Bureau played a major role in the recovery of New Orleans' perception-driven tourism industry, which employs 80,000 people and drives the state's economy.

Kelly Schulz,

*Vice President of Public Relations and Communications,
New Orleans Convention and Visitors Bureau*

1:00pm – 2:00pm

DPIM AWARD AND PRESENTATION

1 CE

PRACTICING TALENT PRINCIPLES

Gallup's studies of talent for particular professions are a starting point to develop people to high contribution levels. This session will review the effect of talent in jobs and organizations. It will highlight the principles and conditions which create better schools and organizations and encourage individuals to grow and lead. How do psychologists help people build on their strengths and also have awareness of the relativity of their talents to performance of others? How do we identify earlier what people do well and help them make better life and career choices?

Connie Rath, EdD,

Vice Chair, Gallup and Dean, Gallup Education

2:00pm – 2:15pm

BREAK

2:15pm – 3:15pm

OVERCOMING THE UNEXPECTED: Leadership in the SARS Crisis,
Toronto, Canada

1 CE

In 2003, SARS, an unknown lethal virus, struck Toronto, Canada, attacking patients, family members, hospital staff, and physicians. In the first phase, North York General Hospital was one of several hospitals with SARS patients; in the second phase, NYGH was the epicenter. Lives were lost, and staff members were deeply affected; after five months of caring for SARS patients, the organization was totally devastated. As the CEO, Bonnie Adamson needed to rebuild the organization, co-creating with leaders, staff, and physicians the safest environment and the highest quality of care. This presentation will describe the journey of dealing with the SARS crisis and the aftermath and leveraging the opportunity for strategy-drive change and new organizational capabilities for leadership and learning.

Bonnie Adamson,

President and CEO, London Health Sciences Centre

Sponsored by IMT Consulting Associates, LLC



3:15pm – 3:30pm

BREAK

3:30pm – 5:00pm

DISASTER RESILIENCE LEADERSHIP:
Theory, Research, and Development

1.5 CE

This paper will define the interdisciplinary field of disaster resilience leadership and how Tulane University has developed an educational and research program around this new field. The paper will first describe the history, purpose, and achievements of the Tulane University Disaster Resilience Leadership Academy that includes projects funded by the Gates Foundation, US AID, the UN Food and Agriculture Organization, and the World Bank. The middle part of the paper will define the key concepts of disaster resilience leadership and describe the 50 key competencies that together form the basis of the Academy's Master of Science degree program in Disaster Resilience Leadership Studies at Tulane University. The final section of the paper will outline the implications of the Academy's approach to disaster management that promotes community and individual resilience by simultaneously focusing on disaster operations, leadership analytics, psychosocial and behavioral sciences (human factors), and environmental and hazards studies.

Charles Figley, PhD,

*MD Chair in Disaster Mental Health,
Tulane University Disaster Resilience Leadership Academy*

Nancy Mock, PhD,

*Associate Academy Director for Research,
Tulane University Disaster Resilience Leadership Academy*

Sponsored by **CEO effectiveness**

5:00pm – 7:00pm

BREAK

7:00pm

MEET IN THE HOTEL LOBBY FOR DINNER IN LOCAL RESTAURANTS
Sign-up sheets will be available for a variety of restaurants

SATURDAY, February 22

Meals Held in Toulouse Room (Second Floor Mezzanine)

Conference Presentations Held in St. Charles Ballroom (First Floor Lobby)

7:30am – 8:30am

BREAKFAST

8:30am – 10:00am

ANXIETY'S ROLE IN WORK AND LIFE OUTCOMES

1.5 CEs

In his seminal book, *The Meaning of Anxiety*, Rollo May asserts that "Anxiety is essential to the human condition." Yet psychologists have long understood that anxiety above a certain threshold can have many detrimental effects on our work and on our lives.

This presentation briefly describes the nature of anxiety. We then will review what large-scale empirical research tells us about the dimensions of anxiety and examine its general demographic patterns. Next, we will explore how anxiety is tied to various work outcomes such as performance and job satisfaction. Finally, we will address some of anxiety's links to life satisfaction and to relationships. We will conclude with a conversation about the implications of these findings for SPIM members, their employees, and their clients.

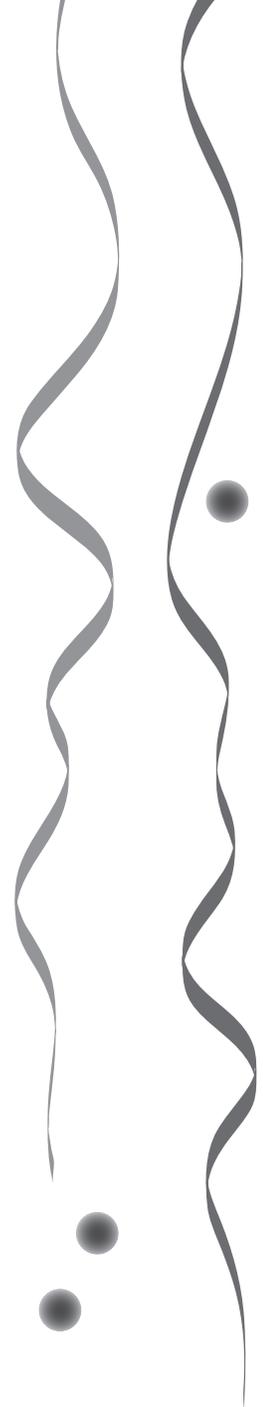
Ralph Mortensen, PhD, ABPP,

Organizational Psychologist

Sponsored by **Leadership Worth Following, LLC**

10:00am – 10:30am

BREAK



10:30am – Noon

PRACTICE WHAT YOU PREACH: Work-Life Balance and Stress Management in the Workplace

1.5 CEs

Many leaders encourage work-life balance and stress management strategies in their organizations but may struggle to model these behaviors themselves. Stress impacts health and cognition through physiological changes, and data show that behavioral management and work-life balance can reverse these effects. Obstacles and solutions for leaders in modeling stress management will be discussed, along with support for the view that personal care and wellness are key components of effective leadership and organizational development.

Mary Coussons-Read, PhD,

*Provost and Executive Vice Chancellor for Academic Affairs;
Professor of Psychology, The University of Colorado Springs*

Sponsored by **Multi Health Systems (MHS)**

Noon – 1:00pm

LUNCHEON AND SPIM BUSINESS MEETING

.5 CE

1:00pm – 1:15pm

BREAK

1:15pm – 2:45pm

THE JOY OF CONFLICT: Embracing Discord to Improve Team Performance

1.5 CEs

In most organizations, conflict in the workplace is seen as “bad” and something to be avoided and/or eliminated. At the Veterans Health Administrative (VHA), we are attempting to create a paradigm shift to perceive conflict as something to embrace and purposefully orchestrate in order to achieve better outcomes for the organization. This is the basis of Constructive Conflict – “Pursuing greater good through respectful disagreement” (our slogan). Although skills in conflict management and resolution are crucial, we want to help executives, supervisors, and all employees of VHA to productively engage in and use conflict in proactive, strategic ways. In the literature there is very little written about the benefits of intentionally engaging in constructive conflict. We intend to change that and help all levels of the VHA organization to harness the power of constructive conflict.

Jeremy Cochran, PsyD,

Postdoctoral Research Fellow, VHA National Center for Organization Development

Jill Draime, PsyD,

Supervisory Psychologist, VHA National Center for Organization Development

J. Rick Day, MBA, PhD, PsyD,

President and Managing Principal, JRDA, Inc.

Marlene Thorn, PhD,

*Founder and CEO/Consultant, IMT Consulting Associates, LLC and
Center for Creative Leadership Adjunct Feedback Assessor and Executive Coach*

Dee Ramsel, PhD, MBA,

Director, VHA National Center for Organization Development

Sponsored by **Quinn Reed Associates**

2:45pm – 3:00pm

BREAK



- 3:00pm – 4:00pm CAREERS AND CALLINGS: Fostering Vocational Perception In the Workplace 1 CE
- Vocation or calling has been described as that place “where one’s deepest desires meets the world’s greatest needs.” Research has demonstrated that meaning matters. People who see themselves as called to their particular role in service of something bigger than themselves are not only happier but also more effective in their work. The good news is that managers can promote the sense of vocation in their employees and thus enhance workforce engagement and organizational success. This session will review the literature supporting vocational perception and a recent study conducted by the presenter, provide an opportunity for participants to engage in a reflective conversation regarding calling in their own lives and develop management strategies for enhancing vocational perception in the workplace.
- Richard Ponton, PhD,**
Assistant Professor, Georgian Court University
- Sponsored by **UMBC**
- 4:00pm – 5:30pm A BOX OFFICE HIT: Entrepreneurship 1.5 CEs
- This presentation is to provide attendees with an overview of lessons learned and practical considerations in entrepreneurship. I have personally started four businesses and sold one to a national educational company. Emphasis will be placed on identifying specific potential roadblocks and way to overcome these obstacles to become a successful entrepreneur. This session is interactive with the intention of participants sharing their experiences.
- Spyros Catechis, EdD,**
Founder & Chief Executive Officer, Houston Educational Consultants
- Sponsored by **JRDA, Inc.**
- 5:30pm – 7:00pm AWARDS WINE AND CHEESE RECEPTION
- Sponsored by **Foundation for the Advancement of Psychology in Management**

CONFERENCE INSTITUTES

SUNDAY, February 23

1/2 DAY INSTITUTE

- 8:00am – Noon
St. Ann Room
- INSTITUTE E – 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. A special emphasis will be placed on the development of participants/Theory of Their Ethical Minds and the regulation of moral affect.
- Dick Kilburg, PhD,**
CEO, RRK Coaching and Executive Development
- 8:00am – Noon
Burgundy Room
- INCOMING SPIM BOARD MEETING

SAVE THE DATE!

SPIM 2015 CONFERENCE AND INSTITUTES

February 25 – March 1, 2015

Marriott Austin Downtown/Convention Center
Austin, TX

SPIM 2016 CONFERENCE AND INSTITUTES

February 24 – 28, 2016

The Westin Buckhead
Atlanta, GA



The Society of Psychologists in Management (SPIM) is approved by the American Psychological Association to offer continuing education for psychologists. SPIM maintains responsibility for this program and its content. CE chair person: Gilbert Reyes greyes@fielding.edu

Go to www.surveymonkey.com/s/SPIM14 to complete the online conference evaluation. CE credits cannot be given unless the evaluation is completed. 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: www.surveymonkey.com/s/SPIM14

S P I M C O N F E R E N C E
A N D I N S T I T U T E S

S P E A K E R S

S O C I E T Y O F P S Y C H O L O G I S T S I N M A N A G E M E N T



Bonnie Adamson, RN, BScN, MScN (Admin.), CHE, FCCHL, FACHE

With over fifteen years of experience as a CEO in rural, community and academic hospital environments, Bonnie Adamson brings a unique perspective to health care leadership and decision-making. She is currently the President and CEO of London Health Sciences Centre (LHSC), recognized as one of the largest and most comprehensive teaching and research hospitals in Canada.

Bonnie is leading a cultural transformation at LHSC centered upon excellence and innovation in patient care, while also enhancing the academic and research strength of the hospital. Bonnie has a passion for building leadership capacity and an unrelenting focus on improving quality, safety and the patient experience.

Prior to joining LHSC in October 2010, Bonnie spent eight years as President and CEO of North York General Hospital, a multi-site community teaching hospital in Toronto. During her tenure, she returned fiscal stability, led the organization through the SARS epidemic in 2003, and built a sustained culture of continuous quality improvement. From 1998 to 2002, Bonnie was President and CEO of the Huron Perth Hospitals Partnership, an eight hospital network in southwestern Ontario. Bonnie has held numerous governance leadership roles at the national, provincial and local level throughout her career. In addition, she has authored numerous articles.

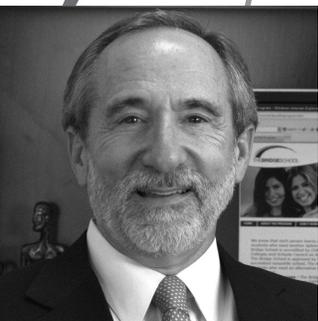
Over her career, Bonnie has been formally recognized with several notable awards, most recently including the Chairman's Award for Distinguished Service from the Canadian College of Health Leaders in 2011, and was named one of the Top 100 Most Powerful Women in Canada by the Women's Executive Network in 2012.

Bonnie holds a Master of Science degree in Nursing Administration from the University of Western Ontario and a Bachelor of Science degree in Nursing from the University of Toronto.



Judith Albino, PhD

Judith Albino, PhD, is Associate Dean for Strategic Planning and Development at the Colorado School of Public Health on the Anschutz Medical Campus of the University of Colorado, where she also directs a year-long training program for senior leadership in the clinical and translational sciences. She is a Senior Consultant with the Academy for Academic Leadership and also maintains an executive coaching practice. Dr. Albino's distinguished career in higher education leadership has included service as president of two universities, the University of Colorado, a four-campus public system, and Alliant International University. She also served higher education institutions as a vice president, associate provost, and four times as a dean (in architecture, graduate education, and public health). Dr. Albino began her eclectic academic career in the School of Dentistry at the State University of New York at Buffalo, where she built a strong program of health research, and she has recently returned to those academic roots in securing NIH funding for a health disparities research center focused on American Indian and Alaska Native populations. She has authored more than a hundred scientific and practice-oriented articles and has received numerous academic honors, including an honorary doctorate from Manhattan College. Dr. Albino served as president of Behavioral Scientists in Dental Research and as treasurer of the American Psychological Association and of the Federation of Behavioral, Psychological, and Cognitive Sciences, as well as president of SPIM in 2006. Dr. Albino has served on the boards of corporate, non-profit, and civic organizations, and earlier this year she was appointed by Colorado Governor John Hickenlooper to the Board of Caring for Colorado, a major foundation meeting health access needs of the state. She received her doctorate at the University of Texas at Austin and trained as an executive coach with Bob Lee and iCoach associates at the Zicklin School of Business at Bernard Baruch College of CUNY.



Spyros Catechis, EdD

Dr. Spyros Catechis with over 25 years of executive leadership experience in public/private education, school psychology and business development has focused on developing educational learning teams to enhance people skills in community based organizations and business enterprises.

Dr. Catechis has founded a variety of schools and programs designed to serve the needs of a wide range of students. From Pre-K through High School age, underachieving students, children with special education needs, students who thrive in a virtual learning environment and kids who just need a smaller, more focused classroom setting. He is the Founder and Chief Executive Officer of Southwest Schools (www.swschools.org), Young Learners Schools (www.younglearners.org), and The Bridge School (www.thebridgeschool.net).

Since 1979, Dr. Catechis has maintained a psychology private practice, Houston Educational Consultants, which provides assessments, counseling, executive coaching, and consultation to community agencies and business organizations.

His doctoral degree was earned at the University of Houston in Educational Psychology. Dr. Catechis holds numerous professional certifications and licensures and is a member of the American Psychological Association, Division 13 Consulting Psychologists; National Association of School Psychologists, American Group Psychotherapy Association, Society of Psychologists in Management and holds Diplomat status in Behavioral Medicine. He is an Adjunct Faculty member of Central Michigan University in the College of Global Learning teaching both psychology and education courses.

Jeremy Cochran, PsyD

Dr. Jeremy Cochran is currently an Postdoctoral Research Fellow at the VHA National Center for Organization Development (NCOD). His research at NCOD focuses on constructive workplace conflict, employee engagement, and survey methodology. Jeremy earned his Doctorate in Clinical Psychology, as well a Master's in Human Resources and Organizational Leadership, from Widener University, where he studied organizational behaviors of older workers and predictive factors of retirement. Jeremy has also presented and published on the impact of organizational policies on older workers. Prior to joining NCOD, Jeremy coordinated forecasting research on new pharmaceutical products for the market research firm Nielsen. Jeremy's research interests include psychologically healthy workplace initiatives, employee satisfaction, survey methodology, and the aging workforce.



Chris Cortman, PsyD

Dr. Chris Cortman has been a Florida Licensed Psychologist for 27 years. He has facilitated over 60,000 hours of psychotherapy, treating clients with issues of trauma, grief, depression, anxiety, and adjustment as well as couples and family matters. He has testified as an expert witness frequently, especially regarding sexual abuse, trauma and child custody.

Dr. Cortman is the co-author of "Your Mind: An Owner's Manual For A Better Life." He has a regular column in Venice Magazine as well as in Living Out East in Lakewood Ranch.

A popular public speaker, Dr. Cortman has appeared on television and radio shows all over the country and has spoken at the Sarasota Opera House alongside Tipper Gore in 2009 and Jane Pauley in 2011. He co-hosted a radio show with Dr. Shinitzky, "Your Mind Matters," and joined Dr. Shinitzky for four appearances on Radio Disney.

Dr. Cortman joined Dr. Shinitzky to create a youth prevention curriculum called "The Social Black Belt," and taught this program to Venice High School freshman in 2010, yielding statistically significant results for improving knowledge, attitude and behavior.

He is the proud father of 2 children.



Mary Coussons-Read, PhD

Mary E. Coussons-Read is the Provost and Executive Vice Chancellor for Academic Affairs at the University of Colorado Colorado Springs (UCCS), a comprehensive regional research university providing exceptional opportunities for innovation, discovery, and life-long learning.

Prior to joining UCCS, Dr. Coussons-Read was part of the University of Colorado Denver where she served as Associate Vice Chancellor for Research and Creative Activities, Associate Dean in the College of Liberal Arts and Sciences, Director of the Master of Integrated Science Program, and Interim Chair of the Departments of Psychology and Physics. She was a leader among the faculty as well, serving as both the Chair of the CU Denver Faculty Assembly and Vice-Chair of the CU System Faculty Council.

Dr. Coussons-Read holds academic appointments as a Professor of Psychology at UCCS and as a Professor of Community and Behavioral Health in the Colorado School of Public Health. She has an extensive record in teaching, research, and service, with a special emphasis on supporting female and underrepresented faculty in academia and providing opportunities in science and research to underrepresented students. She is the recipient of numerous awards for her faculty work including campus-level awards for service and teaching, recognition of excellence in research, the CU Denver College of Liberal Arts and Sciences Outstanding Faculty Achievement Award, and the CU System Elizabeth Gee Memorial Lectureship.

Dr. Coussons-Read is an active scientist and serves as regular grant reviewer for the National Institutes of Health. Her research focus is understanding the biological consequences of stress in pregnancy and how these changes affect maternal and infant health. She is active in her profession and in the community, serving in leadership roles for the American Psychosomatic Society and the PsychoNeuroimmunology Research Society, and on the Board of Directors for Smart-Girl, Inc., a Colorado non-profit providing leadership training to middle-school girls.

Dr. Coussons-Read has also served as a mentor and executive/leadership coach in higher education and the corporate sector for over 15 years with a special emphasis on effective organizational communication.

Dr. Coussons-Read holds a BS in Psychology from the University of Oklahoma and PhD in Psychology and Neurobiology from the University of North Carolina at Chapel Hill. She completed postdoctoral training in Psychiatry and Pediatrics at the University of Colorado School of Medicine.





J. Rick Day, MBA, PhD, PsyD

J. Rick Day is President and Managing Principal of JRDA, Inc. an international consulting firm that specializes in organizational and leadership development services. JRDA works across diverse industries and with numerous global companies.

An organization and leadership development consultant and clinical psychologist, he consults with senior leaders and their teams in companies of all sizes, including many of the global 500, such as GE, Rio Tinto, Proctor & Gamble, AlliedSignal/Honeywell, Reed Elsevier, Royal Dutch Shell, Nortel, Halliburton, and General Signal.

His areas of emphasis include executive assessment and coaching, leadership development, organizational redesign, merger and acquisition integration, team building, strategic planning and large scale change management projects.

He has held executive positions in health care and Fortune 500 companies. Most recently, while at Honeywell Aerospace, he was Vice President of Organization and Management Development. He has taught at various graduate and postgraduate institutions such as Wharton Business School's Executive Education Program and Pepperdine's Organizational Change doctoral program. A frequent presenter with various business and professional organizations, he also has spoken at numerous regional, national and international conferences. Rick has also served on and consulted to numerous Boards of Directors in the public, private, and not for profit sectors.

Rick's relevant academic background includes a PhD in Human and Organizational Systems (Organizational Development), a PsyD in Clinical Psychology from Fielding Graduate University, and a MBA (Management and Business) from the Kellogg School of Management at Northwestern University. He was also awarded the ABPP (American Board of Professional Psychology) Specialty Board Certification in Organizational and Business Consulting Psychology.

He and his wife, Darra have twin 9 year old daughters, Jada and Aliyah and reside in Scottsdale, Arizona.



Jill Draime, PsyD

Dr. Jill Draime serves as the Director for Organization Development (OD) practitioners for the Veterans Health Administration (VHA) National Center for Organization Development (NCOD). In that role she directs all Organization Development fieldwork and practice for the Department of Veterans Affairs (DVA) and serves as the expert advisor on the practice of Organization Development and psychology theory and practice. She is one of the original three founding members of NCOD when the organization began in 1998. There are now 57 employees in the organization.

Dr. Draime has several publications discussing various aspects of the workplace and organizations, including co-authoring a book chapter on Organization Development in the Department of Veterans Affairs in Thomas Miller's *The Praeger Handbook on Veterans' Health: History, Challenges, Issues, and Developments*.

Dr. Draime is a member of the Society for Psychologists in Management (SPIM), American Psychological Association (APA) Division 13 where she serves on the membership committee, and the Greater Cincinnati chapter of the American Society for Training and Development (ASTD). In her leisure time, she is an active volunteer for Golden Retriever Rescue and Adoption of Needy Dogs (GRRAND).

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

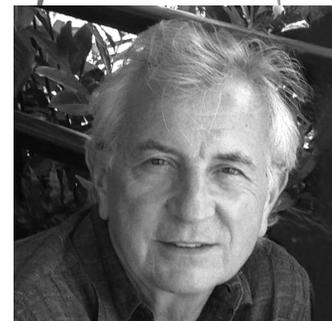
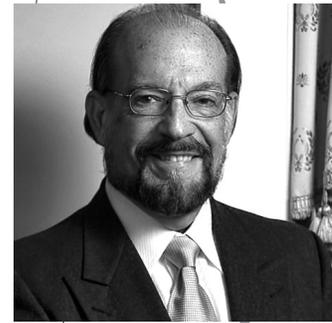
George S. Everly, Jr., PhD, ABPP is an award-winning author and researcher. He holds appointments as Associate Professor (part time) in Psychiatry at the Johns Hopkins School of Medicine, Professor of Psychology at Loyola University in Maryland (core faculty), and Associate in Public Health at the Johns 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. Dr. Everly holds Honorary Professorships at the Universidad de Flores, Buenos Aires, Argentina and Universidad de Weiner, Lima, Peru. 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 *Fostering Human Resilience* (Chevron, 2011), *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*.

Charles Figley, PhD

Professor Figley has published more than 200 works including 22 books and 140 refereed journal articles that reported on more than 35 research projects focusing primarily on stress and resiliency of individuals, families, and communities. He has been editor of a number of journals (Journal of Psychotherapy and the Family, Journal of Traumatic Stress and the international journal, Traumatology) and book series: Psychosocial Stress Book Series by Routledge, Innovations in Psychology book series with Taylor & Francis, and Death & Trauma by Routledge). Since coming to Tulane in 2008, Dr. Figley has published five books: (1) *Families under Fire* (Routledge, 2010); (2) *The Encyclopedia of Trauma* (Sage Publications); (3) *Helping Traumatized Families* (Routledge, 2013); (4) *Treating Traumatic Stress Injuries in Military Personnel* (Routledge, 2013), and; (5) *First Do No Self-Harm: Understanding and Promoting Physician Stress Resilience* (Oxford University Press). Dr. Figley has received many significant awards that include Paul Henry Kurzweg Distinguished Chair in Disaster Mental Health; Pioneer in Trauma Award by the International Society for Traumatic Stress Studies; Lifetime Achievement Award by the American Psychological Association's Trauma Psychology Division (Division 56); Lifetime Achievement Award in Traumatology by the International Critical Incident Stress Foundation; Fellow in the 5 Professional Organizations Related to Scholarship and Professional Excellence; American Family Therapy Award for distinguished Contribution to Family therapy Theory and Practice; Senior Fulbright Research Fellowship to conduct research in Kuwait; Alumni Fellow the highest award for alumni of the Pennsylvania State University.





Myranda Grahek, PhD (WE/SPIM Awardee)

Myranda Grahek is Vice President and General Manager at Leadership Worth Following, LLC. She is a senior leader of LWF, and has applied her skills and experience to client companies in the financial services, retail, manufacturing, and transportation sectors. She specializes in leadership assessment, development, and providing coaching to individuals transitioning into new or larger leadership roles.

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 seven years, she has led development and selection assessments at the director and executive levels; provided career guidance and developmental coaching for organizational leaders; and trained and advised other consultants in assessment tools and processes, coaching, and personality and aptitude test use and interpretation.

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. Prior to HR consulting, she worked in the finance division of a nation-wide provider of transportation and logistics services.

Dr. Grahek's research interests include leadership (development and assessment) and multi-rater feedback tools and processes. Dr. Grahek is a co-author of the landmark article *The Search for Worthy Leadership*, published in December of 2008, and was the lead author on the follow-up article *A Closer Look at Character in Leadership*, published in January of 2011.

Dr. Grahek earned her Ph.D. and M.S. degrees in Industrial/Organizational Psychology from the University of North Texas. Her undergraduate degree in Business and Psychology is from University of Wisconsin – Green Bay.



Dick Kilburg PhD

Dick Kilburg received his Ph.D. in clinical psychology from the University of Pittsburgh in 1972. He attended a postgraduate program in mental health administration at the Community Psychiatry Laboratory at Harvard University in 1976-1977 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 Association's 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 and 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*, *Executive Wisdom: Coaching and the Emergence of Virtuous Leaders*, and *The Wisdom of Coaching*, co-edited with Dr. Richard Dietrich. His latest book, also published by the American Psychological Association in 2012, 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, the 2005 Harry and Miriam Levinson Award for Outstanding Contributions to Consulting Organizational Psychology given by the American Psychological Foundation, the Elliott Jacques Memorial Publication Award for most outstanding article in the Consulting Psychology Journal in 2001, 2008, and 2011, the 2012 Vision of Excellence Award from the Institute of Coaching, and the 2013 RHR International Award for Excellence in Consultation presented by the Society of Consulting Psychology. He has one son, Benjamin, and currently lives in Towson, Maryland with his wife, Joy Moore.



Robert J. Lee, PhD

Bob Lee is a consultant and executive coach in practice in New York City since 1997. Bob is affiliated with New School University and Baruch College, CUNY, and formed iCoachNewYork to create professional training programs for executive coaches. Previously he was CEO of the Center for Creative Leadership, and for the prior 20 years was president of the leadership and career services firm Lee Hecht Harrison. He has co-authored three books on coaching and leadership. Bob is a Fellow of SCP and SIOP and a member of SPIM. Ph.D., I/O Psychology, Case Western Reserve University.

Diane A. McKay, PsyD

Dr. McKay is originally from northern NJ. After receiving her BS in the Health Science Education, she conducted research and worked as a consultant on project management teams in the pharmaceutical industry for about 9 years. She returned to school to begin her graduate work at Villanova University and later transferred to the Forest Institute, where in 1999, she graduated and received her doctorate in Clinical Psychology. Over the past 15 years, she ran a successful psychology practice in Sarasota FL. serving patients ages 8-65. She also runs a consulting business, "The Leading Advantage," where she worked with professionals at all levels including executives, managers, entrepreneurs, and corporations offering workshops for team building, developing effective leaders, strategic planning, increasing performance and productivity levels, and improving employee engagement. In 2013, she closed her clinical practice and took a position with US ARMY at Fort Benning in GA as part of their new program "Embedded Behavioral Health"; their mission in working with the 3rd Brigade Soldiers and Command Teams is to monitor and improve the overall health of individual Soldiers, as well as the Battalion, to assure that all are mission ready.

Dr. McKay currently serves as the Immediate Past-President of the Florida Psychological Association, as well as the President-Elect of the Society of Psychologists in Management, and "Member-At-Large" on the American Psychological Association's Committee of State Leaders (2011-2015). She has been honored with several awards including Early Career Contributions to Psychology in 2004, Outstanding Contributions to FPA (2007), the "Distinguished Psychologist" in 2005 and 2008, and in 2010, a Presidential Citation and the "What a Woman" Award for her work in developing the Psychologically Healthy Workplace Award Program in FL.

Dr. McKay believes very strongly in a healthy work-life balance and when she is not working, volunteering, or sleeping, she enjoys a variety of activities. She is an avid Hockey Fan and has season tickets for the Tampa Bay Lightning. She is also a huge Indy Car and F1 Race Fan. She enjoys sailing, hiking, and kayaking, and loves to cook, watch movies, dance, and listen to music. Mostly, she adores spending time with her family, partner, friends, and pets (Belle and Sigmund). She also loves to travel and, when not working, you can bet that she is planning where her next adventure will be.



Nancy Mock, PhD

Professor Nancy Mock is Co-Director of the Disaster Resilience Leadership Academy at Tulane University and a tenured faculty member in the School of Public Health and Tropical Medicine. She has over 35 years of experience in development and humanitarian response work in more than 70 countries with an emphasis on organizational capacity development. She served as an expert consultant to numerous international initiatives that build organizational capacity in the higher education sector, including the Department of Defense, the United States Agency for International Development, the National Academy of Sciences, the Centers for Disease Control, the Bill and Melinda Gates Foundation, the Food and Agriculture Organization of the United Nations, UNICEF and the World Food Program. She is a member of the Food Security Information Network's Resilience Working Group. She received a Bachelor of Science degree from Yale University and a doctoral degree in Public Health from Tulane University.



Morgan Molthrop

Morgan Molthrop is co-owner of Custom Conventions + Tailored Tours in New Orleans. He attended Washington & Lee University, majored in tourism management, and received a law degree from New York Law School. He worked on Wall Street for over a decade representing entertainment and tourism companies like The Walt Disney Company. He taught the first course in "disclosure practice" at NYU and is an expert in Legal History. A native of New Orleans, where his family has roots for over 150 years, Molthrop moved back after Hurricane Katrina devastated the home he grew up in. He "fell back in love" with the city and became part of a growing movement of "next-generation" New Orleansians "rebuilding" the city. The theme of a book he is writing and many of his lectures revolves around the challenges that the city has faced since colonial times and the community's response to those disasters. He was named as a "Person to Watch" by New Orleans Magazine in October 2013.





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-five years of diverse consulting, human resources and teaching experience. He has specialized in talent assessment and in executive coaching for much of his career.

Ralph has created employee selection systems and managed system development projects for entry-level, professional and managerial roles. In addition, he has assessed thousands of senior executive, middle manager and professional job and promotion candidates. He has more than twenty years' experience as an executive coach. He led the RHR International consultant training program in organizational analysis and development for several years. Ralph also led a national talent management best practices study at Aon Consulting and has provided regular support for several clients' annual talent review processes. He has designed and delivered many client and public workshops on assessment, team development and internal consulting skills, among other subjects.

Ralph was IPAT's 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 broad range of industries. Assignments have taken him to most parts of North America and to the Caribbean, Europe and Australia. He also has been both a university professor of business and psychology and an academic administrator. He began his career in the human resources units of a bank and a public utility.

Ralph is president of the American Board of Organizational and Business Consulting Psychology, which certifies practitioners in his field. He is a licensed psychologist in the states of Ohio and Virginia. His doctorate is in Industrial and Organizational Psychology from Wayne State University in Detroit. He belongs to the societies for Industrial-Organizational and Consulting Psychology of the American Psychological Association and to both the board of Chicago Industrial-Organizational Psychologists and to the Society for Human Resources Management as well as to the Society of Psychologists in Management. He is an experienced group facilitator, trainer and speaker to local, regional and international audiences.



Joe Mosher, PhD

Joe Mosher Joe Mosher is a Vice President and Executive Consultant with Leadership Worth Following, LLC. With LWF, Joe focuses and specializes in the areas of organizational development and effectiveness, leadership development and executive coaching, and talent assessment and management.

Dr. Mosher has over a decade of experience in talent management, assessment for selection and development at all organizational levels, executive coaching, organizational change efforts, succession planning and development and delivery of leadership curriculum. He is also experienced in the development and implementation of competency models, employee surveys and validation of selection systems.

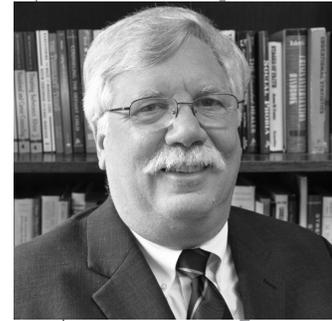
Dr. Mosher has worked in multiple industries such as public and privately held for profit, not-for-profit and family businesses, and has consulted and worked closely with executives in Fortune 250 organizations. Industries served include construction, healthcare, manufacturing, financial, government, retail, consumer products and professional services firms.

Dr. Mosher has partnered extensively with family businesses on generational transition efforts and leadership development. He has significant expertise identifying, developing and facilitating management of the next generation of leaders in family business. He has served as faculty for Enterprise University's family business courses and has developed and delivered specialized curriculum.

Dr. Mosher received his B.S., M.S. and PhD in Psychology from St. Louis University and is a licensed psychologist in Missouri. Prior to joining LWF he served as a Senior Consultant with CMA in St. Louis, MO. He has served as a Lecturer in the graduate school of business at Southern Illinois University at Edwardsville where he has taught leadership and management of family businesses. He has served as past Treasurer for Gateway Industrial Organizational Psychologists and is a member of the American Psychological Association.

Richard Ponton, PhD

Dr. Richard Ponton is a counseling psychologist licensed as a Professional Counselor in New Jersey and New York. Currently in private practice and an assistant professor in the Psychology Department at Georgian Court University, he served as the Director of Human Services in the Township of Ocean, NJ from 1985-2013. In that role he managed a multi-service agency with a professional and support staff of over 150 people. The department was 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, organization development 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 Veterans Affairs Central Office.

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 2008, she joined VHA's National Center for Organization Development (NCOD) as the director of training. In late 2012 she became the Director of NCOD, the internal consulting group which provides customized data-driven assessments, consultations, and leadership support to all employees of Veterans Affairs.

Dee maintains an academic appointment as an Associate Professor with the Medical College of Wisconsin where she has taught for 20 years. Her current research interest lies in executive coaching outcomes.

Dee is active in professional societies and community organizations. Three recent highlights include her position as Past President of the Society of Psychologists in Management, current role as Continuing Education Co-Chair for the Society of Consulting Psychologists, and immediate past chair of the Board of Directors of Milwaukee's United Lutheran Programs for the Aging.



Connie Rath, EdD

Connie Rath, Ed.D., is Vice Chair of Gallup and Dean of Gallup Education. Dr. Rath leads Gallup's Education Practice, which serves school districts, states, and institutions of higher education. The Education Practice conducts groundbreaking research into the measurements that improve education leadership development and teacher effectiveness and that predict student success. Under her leadership, Gallup helps K-12 school districts to facilitate student success through selection, strengths development, and measurement. Dr. Rath also leads Gallup's services to higher education. Gallup works with campus leaders to bring meaningful change through programs in strengths-based development for students, staff, and faculty and by measuring the engagement and wellbeing of the people who learn and work at colleges and universities.

Prior to assuming her current role, Dr. Rath was responsible for overseeing Gallup's leadership and management education services and forging Gallup's partnerships with graduate schools. She has managed Gallup's selection and development services and led Gallup's human resources efforts for 20 years. Dr. Rath's work has included managing the research of more than 200 job profiles across a wide range of positions; each profile is designed to help organizations identify candidates with the potential for outstanding performance. She has designed many performance and compensation systems and consulted with companies on implementing them.

Dr. Rath's professional and community activities have included many school and business partnerships. She is a board member of the Public Education Network and the Foundation of Society of Psychologists in Management. She has served on the Board of Trustees for the Asian Pacific American Women's Leadership Institute, the Advisory Council for the Department of Management and Organizations at the University of Iowa, and the Board of Advisors for the James MacGregor Burns Academy of Leadership at the University of Maryland.

Dr. Rath earned her bachelor's and master's degrees from the University of Nebraska-Lincoln. She received her doctorate in education and leadership from the University of Southern California.





John Reed PhD, MBA

John has been a Managing Principal since 2005 in the consulting firm Quinn Reed Associates (www.quinnreedassociates.com). A senior executive, licensed corporate psychologist and certified executive coach, he has 30+ years of corporate leadership, executive coaching, strategy consulting, executive assessment and organizational development experience globally in the energy, retail, financial services, real estate, manufacturing, health care, technology, chemical, utility, food and spirits and not-for-profit sectors. Previously he worked in the strategy practice of Andersen Consulting (now Accenture) and the public sector practice of AMS (now CGI). An executive since 1979, a coach since 1994 and a psychologist since 1996, he's licensed by the American Psychological Association and certified by the International Coach Federation (ICF), helping corporate leaders, entrepreneurs and their firms.

John has an AB from Dartmouth College, an MBA from the Tuck School at Dartmouth, an MS from Georgia State University and a PhD from the University of Georgia. He is a founding member of the Institute of Coaching Professional Association. He belongs to the Academy of Management, the Society of Psychologists in Management and the Society for Consulting Psychology. John teaches MBA courses in organizational behavior and leadership as an adjunct professor at a number of Texas-based universities. The first edition of his book *Pinpointing Excellence* (www.pinpointingexcellence.com) was released in 2011 and is popular with executives intent on selecting only top tier coaches.

John helps in the community. He is for instance the 2013-14 President of the Society of Psychologists in Management (www.spim.org). He belongs to the Houston chapter of CEO Netweavers, a servant leadership organization, and to the Center for Houston's Future Business Leadership Forum. A Navy veteran, he serves on the boards of the Nehemiah Center, the Methodist Retirement Communities Foundation and the River Oaks Chamber Orchestra. He volunteers for St. Luke's United Methodist Church, KIPP Schools, Deerfield Academy, Dartmouth College and the Tuck School of Business at Dartmouth. He and his wife have 4 children and live in Houston.



Kelly Schulz ***Vice President, Communications and Public Relations*** ***New Orleans Convention and Visitors Bureau (CVB)***

Kelly Schulz moved back home to New Orleans in April 2006, seven months after Hurricane Katrina, to join the New Orleans CVB and help rebuild the city's tourism industry. She previously worked in Dallas as Communications Director for Meeting Professionals International and as an Account Supervisor for Edelman, a global PR agency.

Schulz serves as a spokesperson for New Orleans' tourism industry and oversees the CVB's strategic communications, media relations, crisis management, social media and advocacy programs. Her team has managed communications for every anniversary of Hurricane Katrina as well as the BP oil spill. Under her leadership, the New Orleans CVB has won 16 international awards of excellence for crisis management and public relations since 2006.

She holds degrees from LSU in mass communications and psychology. Schulz was named one of New Orleans City Business' Women of the Year, Gambit's Top 40 under 40 and the Hospitality Sales and Marketing Association International's Top 25 Sales and Marketing Minds in the country.

Harold Shinitzky, PsyD

Dr. Harold Shinitzky, Psy.D. is in private practice in Clearwater and St. Petersburg, FL.

Dr. Shinitzky was the recipient of the 2011 Florida Psychological Association (FPA) Outstanding Contributions Award, the recipient of the 2009 FPA Distinguished Psychologist Award, and the 2009 FPA Outstanding Contributions to Psychology in the Public Interest. Dr. Shinitzky has co-authored with Dr. Cortman, *Your Mind: An Owner's Manual for a Better Life* (Career Press, November, 2009). They have converted their book into an evidence-based youth prevention curriculum, *The Social Black Belt*. He is the national consultant to the Police Athletic Leagues. Dr. Shinitzky is a co-founder of Able Village, a web-portal for children and adults with disabilities. Dr. Shinitzky was selected as the 2000 Martin Luther King, Jr. Award for Community Service.

Dr. Shinitzky has been the mental health correspondent for Radio Disney, ABC-Baltimore (Fast Forward) and ABC-Tampa (ABC's of Parenting), and FOX-Tampa (Your Turn, Good Day Tampa Bay). He was selected into the *Who's Who in America* in 2003. He is the consulting Sports Psychologist for Athlete Connections, an educational life skills program helping student-athletes transition to life after sports. His specialties include; Sports Psychology and Child Psychology. Dr. Shinitzky has worked with Olympic and professional athletes from every major association (PGA, NFL, NBA, MLB, NHL) as well as nationally ranked junior athletes.

Dr. Shinitzky was the Director of the Assessment/Intervention Team (AIT) Prevention Services at the Johns Hopkins University School of Medicine, Department of Pediatrics. The AIT provides comprehensive evaluations of high-risk youths and their families. While at the Johns Hopkins University School of Medicine he was selected for two three-year Fellowships. Dr. Shinitzky has developed and facilitated after school, positive peer oriented prevention groups for high-risk youth. Dr. Shinitzky was recently appointed to the Medical Advisory Board for the Florida Office of Drug Control. He has been elected by his peers for an eighth consecutive term as President of the Florida Psychological Association, Pinellas Chapter.

Dr. Shinitzky is a highly desired presenter and trainer covering a multitude of topics from Sports Psychology, Asperger's Interventions, Clinical Motivational Interviewing, to High School Dropout Prevention Programs. A few speaking highlights include; presenting to the United Nations 6th Annual International Conference on Substance Abuse in Italy, presenting to the Drug Prevention Networks of the Americas in Buenos Aires, Argentina, and presenting to the National Forum on Native American Dropout Prevention Strategies.

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 organizational reviews, evaluations, and development, human capital management, management consulting, executive assessment and development, and executive coaching. Her clients have included: Director, United Nations Ethics Office, Director, U.N International Fund for Agricultural Development, Rome, Italy, Deputy Director of Budget, General, Personnel, and Management Systems, Asian Development Bank, Manila, Philippines, President, DMS International, President of the University Research Company-Center for Human Services, the World Bank/International Monetary Fund. She is a psychological assessor and executive feedback coach, and facilitator for the Center for Creative Leadership, Greensboro, N.C. and the National Leadership Institute, College Park, Md.

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 is Past President and Past Board Chair of the Society of Psychologist in Management (SPIM), a CCE Board Certified Coach, and currently is on the Board for the Foundation for the Advancement of Psychologists in Management, and the Center for Progressive Development. Dr. Thorn was a Board member of the Washington D.C. Rotary Club and is a Paul Harris Fellow, and a Cosmos Club and a National Press Club member. She is currently Chair of the Communications Committee for SPIM.

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.



S P I M C O N F E R E N C E
A N D I N S T I T U T E S

S P O N S O R S

S O C I E T Y O F P S Y C H O L O G I S T S I N M A N A G E M E N T

Developing *Worthy Leadership* through Great Consulting and Great Science.

- ▶ **Executive Assessment**
Identifying current leadership skills, effectiveness, and potential.
- ▶ **Executive Coaching**
Accelerating leadership development to meet current and future challenges.
- ▶ **Feedback Tools**
Gauging leadership effectiveness and impact.

CAPACITY | COMMITMENT | CHARACTER



**LEADERSHIP
WORTH
FOLLOWING**

5605 N MacArthur Blvd – Ste 760
Irving, Texas 75038
214.260.8001

worthyleadership.com



Foundation for the Advancement
of Psychology in Management

FAPIM is dedicated toward building a sustaining platform for SPIM's success. FAPIM supports the educational purpose of SPIM's Mid-Winter Conference and Institutes.

Just a few accomplishments to date as a result of gifts to the Foundation include support for:

- The continuation of the Institute: Psychologists Transitioning to Psychologist Manager: Leadership and Management Skills for Success.
- Three years of WE/SPIM early career woman psychologist-manager to attend SPIM's Institutes and Conference.
- The attendance of an early career Federal psychologist-manager to the SPIM Conference.
- Advertising the 2013 and 2014 SPIM Mid-winter Conference in the APA Monitor to make other psychologist-managers aware of SPIM.



Dedicated toward building a sustaining platform for SPIM's success

Quinn Reed Associates

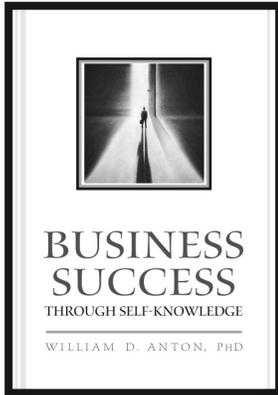
*Executive Assessment • Executive Coaching
Change Management • Corporate Training*

Quinn Reed Associates is a corporate psychology and management consultancy providing executive assessments for promotion and external hiring, executive coaching, change management and leadership training.

We combine MBA-based business knowledge with doctoral depth in psychology for your success.

Visit Our Website
www.quinnreedassociates.com

Check Out Our Book
www.pinpointingexcellence.com



LEADERSHIP EXCELLENCE THROUGH PERSONAL MASTERY

CEO Effectiveness, LLC, believes the most effective and powerful way for responsible organizations to create excellence begins with the transformation of CEOs, top-level leaders, and boards of directors. Changing the heads and hearts of high-level leaders creates powerful fields throughout an organization and its customer base, all of which align to create success as an outcome of leadership self-knowledge rather than a goal in itself. Only when top organizational leaders are willing to first look at themselves are the full advantages of transformational learning achieved. Published in 2013, *Business Success Through Self-Knowledge* offers business leaders and others a pathway for changing limiting mental models and beliefs that influence everything in their work and personal lives. **Visit www.CEOEffectiveness.com and take the next step today!**

CEOeffectiveness

NEW!

GLOBAL LEADERSHIP RESEARCH STUDY NOW AVAILABLE



LEADERSHIP
without
EMOTIONAL
INTELLIGENCE
isn't
LEADERSHIP

 **MHS**
ASSESSMENTS

Read about the impact of leadership development on organizational performance and profitability

Visit <http://info.mhs.com/glstudy>

 **EQ-i**^{2.0}
assess. predict. perform.



UMBC
AN HONORS UNIVERSITY IN MARYLAND

UMBC offers master's and doctoral programs in Psychology, at its main campus near Baltimore. A special **Professional Master's in I/O Psychology** is offered at its campus outside Washington D.C.

UMBC balances a deep commitment to undergraduate education with its rapid development as a distinguished public research university. For the fifth year in a row, UMBC tops the U.S. News ranking of **"Up and Coming Universities"** and ranked #6 for **"Best Undergraduate Teaching."** The Princeton Review named UMBC one of the **"Best Values"** among colleges and universities nationwide. Our 13,000 students from more than 150 countries take full advantage of the educational, business, cultural and recreational resources of Baltimore and Washington, D.C.

*UMBC is a proud sponsor of the Society of Psychologists in Management.
John S. Martello, Ph.D., Vice Provost, UMBC
CEO, UMBC Training Centers, LLC*

410-455-2336 | www.umbc.edu



Foundation for the Advancement
of Psychology in Management

The Annual/Pledge Donor Fund

Yes, I (we) would like to support the Annual Fund of the Foundation for the Advancement of Psychology in Management (FAPIM) with a gift of:

<input type="checkbox"/>	\$5,000	<input type="checkbox"/>	\$2,000	<input type="checkbox"/>	\$1,000	<input type="checkbox"/>	\$500	<input type="checkbox"/>	Other (Amount)
a.	<input type="checkbox"/> Yes I (we) have made or will make a bequest in my Will to FAPIM in the amount of \$ _____ or _____ Percent of my wealth and have completed or will complete the required paperwork.								
b.	<input type="checkbox"/> I (we) would like to speak with a FAPIM Board member about a bequest.								
c.	<input type="checkbox"/> I Authorize payment to be made in monthly installments on my credit card in the amount of _____								

Gifts are tax deductible as the Foundation is a 509(a)(3) charitable organization under the U.S. Internal Revenue Code TAX ID # 26-1841557

Method of Payment (Please do not enclose cash):

Check Payable to the Foundation for the Advancement of Psychology in Management

Credit Card Payment:

Visa **MasterCard**

Print Name as listed on card: _____

Credit Card Number: _____ Security Code: _____ Exp. Date: _____

Billing Address: _____

Fax/email address: _____

Signature: _____

Acknowledgement information:

Please use the following name (s) in all acknowledgements: _____

I (we) wish to have our gift remain anonymous.

Please send this form with your checks, corporate matches, or other gifts, or your credit card commitment to:

Foundation for the Advancement of Psychology in Management
1737 W. 102nd Street
Chicago, IL 60643

PLATINUM



LEADERSHIP
WORTH
FOLLOWING

SILVER



Foundation for the Advancement
of Psychology in Management

Quinn Reed
Associates

BRONZE

CEO effectiveness

IMT Consulting Associates, LLC



FRIENDS OF SPIM

Judith Albino, PhD

Arthur Freedman, PhD

James Johnson, PhD

Christopher Meyers, PhD

Richard Ponton, PhD

John Shustitzky, PhD

Sarah Early, PsyD

David Holmes, EdD

John Martello, PhD

Allen Parchem, PhD

Larry Richard, PhD