

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

**LEADING** IN A CHANGING

**WORLD**



FEBRUARY 25-MARCH 1, 2015  
COURTYARD AUSTIN DOWNTOWN  
AUSTIN, TX

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



## SOCIETY OF PSYCHOLOGISTS IN MANAGEMENT

### Welcome SPIM Members and Attendees to the 2015 SPIM Annual Conference.

It is so wonderful to be able to celebrate the 30th Anniversary of the Society for Psychologists in Management (SPIM) in Austin, Texas; the "Live Music Capital of the World". As many of you know, anniversaries are a great time to reflect on the past and envision where the future may lead. They are also a time to celebrate all that has been achieved, together, and as individual members.

SPIM's legacy is rich: It has evolved out of the passions, devotion, and expertise of a few into a unique network of many psychologists working in various arenas of administration, management, and leadership within psychology and business. SPIM is about sharing knowledge and experience to further develop this specialty within psychology while developing friendships along the way. As we look back, we can see that we have come a long way... and along this journey maintained our integrity of the Core Principles and Values set forth by our founders.

In 2014, our conference theme was **Building Resilience for a Stronger Future**. It was held in New Orleans LA, a city known for its ability to be resilient. This year, the SPIM Board took those concepts to heart in finding ways to strengthen our organization and prepare for the future. We have completed our new Website at [www.spim.org](http://www.spim.org), thanks to the generous time and wise oversight of Board Member Al Hollenbeck; we have developed our Social Media networks, such as the SPIM Listserv and LinkedIn Group; and today, we have over 650 members around the world. In addition, former SPIM president, Marlene Thorn, has worked with a task force team to develop a strong and strategic partnership with APA to align SPIM more closely with other psychologist leaders and to find new ways to enhance leadership and management education for psychologists, etc.

My presidential address this year will review the history of psychology, and SPIM, as an organization. We will also take a closer look at one woman's journey and career development as a case highlighting what makes SPIM so special and use this to explore what SPIM needs to do to preserve its unique place in psychology, while helping others achieve success in psychology, and as psychologist leaders.

Our theme this year, **Leading in a Changing World**, speaks to the upcoming challenges and opportunities that will face psychologists in management in the future. The program committee, chaired by Beth Mitchell, who worked tirelessly with Al Parchem and Rick Day, has organized a group of top-notch speakers who will present on a multitude of changes from diversity in the workplace to global business and discuss how psychology, and SPIM members, can make a difference. We look forward to lively, thought-provoking discussions as we look onto the new horizon, prepare for an exciting future, and develop the next generation of SPIM members.

On behalf of all the SPIM Board and SPIM Foundation, I invite you to have fun and enjoy a great conference. Best wishes for a wonderful year.

A handwritten signature in cursive script that reads "Diane McKay, PsyD.".

*Happy Anniversary,*  
**Diane A. McKay, PsyD**  
SPIM 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 25**

1:00pm – 6:00pm

SPIM FOUNDATION BOARD MEETING

## TRAINING 1<sup>1</sup>/<sub>2</sub> DAY INSTITUTE

2:00pm – 6:00pm

*Continued on Thursday*

8:00am – 6:00pm

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,**

*Senior 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*





## 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,**

*Executive Director, VHA National Center for Organization Development*



## Thursday, February 26

### 1/2 DAY INSTITUTES

8:00am – Noon

INSTITUTE A – UNDERSTANDING AND MANAGING PRESENCE  
IN EXECUTIVE POSITIONS

4 CEs

Leaders and their various stakeholders constantly use their interpersonal presence at work. The literature on presence is very scattered and little conceptual work has been done to date on this topic, yet it is a constant focus for executives in their daily activities. This workshop will assist participants in exploring their understanding and approaches to this issue and use a variety of methods to help develop new techniques to better manage presence in their roles.

**Dick Kilburg, PhD,**

*CEO, RRK Coaching and Executive Development*

8:00am – 11:00am

INSTITUTE B – CREATING AN INNOVATION ECOSYSTEM

3 CEs

This presentation introduces the attendees to the types of relationships that people engage in and uses that knowledge to explore why companies and communities form silos that limit the flow of information. To fix these silos, it is crucial to create an ecosystem akin to a coral reef that supports communication across groups. This ecosystem is illustrated with an analysis of the entrepreneurial structure of Austin, TX. The students then conduct exercises to explore ways that an innovation ecosystem of this type can be created within their own organization.

**Art Markman, PhD,**

*Professor and Director of the Program in the Human Dimensions of Organizations,  
University of Texas*

1:00pm – 5:00pm

INSTITUTE C – PERFORMANCE CHALLENGES  
IN THE MULTI-CULTURE WORKPLACE

4 CEs

When a corporation headquartered and majority-owned outside the US acquires a US-headquartered and majority-owned company (or vice-versa), there are special challenges in genuinely integrating executives of various differing cultures to build and maintain high productivity and morale. In addition to making effective use of continuously new and advancing technologies in the workplace, there is an even greater challenge – identifying, respecting and capitalizing on the culturally based expectations and behavioral norms of a blended workforce. Traditional approaches to aligning teams and building productivity simply do not deliver necessary results. This workshop is designed for highlighting and otherwise discussing the practical application of effective approaches, drawing from decades of global leadership experience in, for example, successfully merging and acquiring large organizations of various cultures. The workshop format is lively, inclusive and participative. The goal is to help attendees develop new perspectives to 1) assess organizational demands and 2) develop and apply effective solutions to realistic, complex and increasingly prevalent management and leadership challenges found in global organizations.

**Ranvir Biki Mohindra,**

*Advisory Director, Multicultural Integration, Quinn Reed Associates LLC*

**John Reed, PhD, MBA, PCC,**

*Managing Principal, Quinn Reed Associates LLC*

1:00pm – 4:30pm

INSTITUTE D – CONSULTING IN A GLOBAL ENVIRONMENT:  
Exploring Opportunities and Challenges as We Work with Group  
and Organizational Complexities

3.5 CEs

Consulting with (or coaching) individuals, teams and organizations across the globe requires a depth and mixture of personal experiences as well as a wide range of models, methods and approaches to engage diverse (and often heterogenous) audiences. Recognizing your frameworks and assumptions, which informs your degrees of freedom is essential as you interact with clientele and colleagues around the world.

How are preferences/ habits in steering toward the familiar or known evidenced as one works globally? How do these preferences influence one in terms of openness to novelty and new experiences as you work across the world? We will engage you as well as share our success stories and “other lessons learned” as we discuss our decades of experience working globally.

While consulting/coaching in a global environment requires many of the same skills and approaches as working “locally”; it also places many more demands on us, the consultant. Working globally requires a depth and mixture of personal experiences as well as a range of models, methods and approaches to best engage diverse audiences.

Recognizing our practices, habits, and frameworks that may have served us with prior clients, may not be as useful to us as we interact with clientele and colleagues around the world. Challenging our strong biases and assumptions inherent in our consulting approach may help us avoid some potentially unproductive if not embarrassing outcomes!

We will engage you as well as share our success stories and “other lessons learned” as we discuss our decades of experience working globally.

**J. Rick Day, PhD, PsyD, MBA,**

*President and Managing Principal, JRDA, Inc.*

**Jim Tebbe,**

*Principal, Tebbe Consulting*



1:00pm – 4:00pm

## INSTITUTE E – PSYCHOLOGY'S CRITICAL ROLE IN CREATING HEALTHY WORKPLACES

3 CEs

In the evolving world of work, successful businesses understand that employee well-being and organizational performance are inextricably linked. Beyond remediating problems and addressing dysfunction, psychology can also inform efforts to promote positive behavior and effectiveness. This session will explore APA's Psychologically Healthy Workplace Model as a comprehensive framework for creating work environments where both employees and organizations can thrive. Through didactic components, interactive discussion and examples from award-winning organizations, participants will learn about the types of practices that contribute to a healthy, high-performing organization and discuss ways that leaders and psychologists who work with them can apply the model in the workplace.

**David W. Ballard, PsyD, MBA,**

*Assistant Executive Director for Organizational Excellence,  
American Psychological Association*

## CONFERENCE KICKOFF

5:00pm – 7:00pm

OUTGOING SPIM BOARD MEETING

7:00pm – 8:00pm

WELCOME RECEPTION

8:00pm – 10:00pm

KICKOFF MEETING

1.5 CEs

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

Convened by

**Dick Kilburg, PhD,**

*CEO, RRK Coaching and Executive Development*

## Friday, February 27

7:00am – 8:00am

BREAKFAST

Networking and Buddy Pairing

8:00am – 9:00am

WELCOME

1 CE

**Beth Mitchell, PhD,**

*Director, Cultural Transformation, London Health Sciences Centre*

PRESIDENT'S ADDRESS

**Diane McKay, PsyD,**

*Psychologist-Human Resources Division,  
Pinellas County Sheriff's Office*



9:00am – 10:00am

ORGANIZATIONAL PERMANENCE IN AN IMPERMANENT WORLD 1 CE

This presentation will explore the nature of permanence and longevity of commercial organizations from the perspective of having been CEO and Chairman of the first management consulting firm whose consultants were/are all psychologists. The firm was over fifty years old when he became CEO. The presenter will discuss clients to whom he consulted over a 30 year career and share his observations as to what distinguished those that were successful and those that failed. Finally, the presenter will engage the audience in a discussion of current examples of commercial longevity and how that longevity compares to the criteria mentioned in the first two sections of the presentation.

**Allen L. Parchem, PhD,**

*ALP Endeavors LLC*

10:00am – 10:30am

BREAK

10:30am – Noon

OPPORTUNITIES FOR MULTICULTURAL INTEGRATION  
IN THE EMERGING WORKPLACE

1.5 CEs

Obviously, demographic change in the American workplace is rapid and increasing. Several factors contribute. One is the escalating pace of technological advancement and the resulting dissolution of traditional barriers of time and geography. Another is the dramatic shift in the composition of executives and other professionals. The days of predominantly homogeneous corporate communities have given way to a norm of wide and increasing diversity of gender, nationality, cultural heritage, language and related characteristics. Increasingly, organizational and team leaders have noticeably different operating assumptions and interpersonal preferences from team members. Variation among US workers will continue growing for the foreseeable future – as will the requirement for skilled multicultural leadership. The demand for building and refining these skills provides dramatic new opportunities which management psychologists are particularly well positioned to capitalize on. This in effect provides a new dimension for executive coaches and psychologists to grow their practices. The focus of this presentation and follow on Q&A discussion will be helping attendees 1) recognize the symptoms and substance of emerging multicultural challenges and 2) develop pragmatic, actionable and successful responses to these challenges.

**Ranvir Biki Mohindra,**

*Advisory Director, Multicultural Integration, Quinn Reed Associates LLC*

Sponsored by **Quinn Reed Associates LCC**

Noon – 1:30pm

LUNCH

HISTORIC AUSTIN: A Landmark Tour

1 CE

This presentation is a brief overview of Austin's history as told by its landmark buildings. Using historic photographs, anecdotes of early Austin history (including the story of the Archives and Pig Wars), and architectural and social history, Historic Austin helps paint a picture of Austin's past and how it is influencing the present built environment. Attendees, visitors and longtime Austinites, should leave the presentation with a little more knowledge of important Austin landmarks and historic districts and the stories behind them.

**Mike Miller,**

*City Archivist/Manager, Austin History Center*



1:30pm – 3:00pm

IMPACT OF US DIVERSITY ON GLOBALIZATION:  
A Personal Reflection

1.5 CEs

In 1991, Shell Oil Company, the US member of Royal Dutch Shell, revenues were significantly below expectations for the entire US. To address this poor performance, six strategic initiatives were developed and implemented. One of these six was a strategic initiative on Diversity. The question posed was, "Are we tapping into ALL of our employees to improve our competitive position in the market and increase net income?"

A team of Shell senior leaders in the US studied diversity programs in consumer products companies. The result was the creation a position for a diversity director in the US in 1995. By 1998, the drive toward globalization within Royal Dutch Shell, included diversity programs, which began in the US. We will examine the impact of US diversity programs on a multinational business.

**Francene Young,**

*Retired Vice President Diversity and Inclusion, Shell Oil Company*

Sponsored by **JRDA, Inc.**

3:00pm – 4:00pm

INFLUENCE IS BEHAVIOR CHANGE

1 CE

This presentation examines a new way of thinking about influence. Traditionally, management has focused on ways to craft messages that will influence the behavior of employees and customers. On this view, failure of a group to work together must reflect that management has not adequately expressed a shared vision. Research on habit change makes clear that messaging alone is almost never effective at creating lasting change in people's behavior. Thus, it is crucial to reconceptualize influence as a type of behavior change. With this reframing, managers can make use of decades of research on methods for creating new habits to affect other people's behavior. This presentation explores five core tools for influencing behavior that can be used to develop new habits in employees.

**Art Markman, PhD,**

*Professor and Director of the Program in the Human Dimensions of Organizations,  
University of Texas*

Sponsored by **University of Maryland, Baltimore County**

4:00pm – 4:15pm

BREAK





4:15pm – 5:15pm

THE LIFE WORK OF BOB LEE:  
A Case Study in Training and Mentoring Coaches

1 CE

After building the successful firm of Lee Hecht Harrison and subsequently serving as CEO of the Center for Creative Leadership, Bob Lee turned to the practice of executive coaching and, equally important in terms of his legacy, the training and mentoring of coaches. Bob's influence on both experienced coaches and those new to the field was often profound. This session will examine the methods that he used, particularly within the context of the Professional Coaching Program certificate course he taught with several colleagues in New York, and within the context of interactions at SPIM. Background will be provided on the program, and examples will be given of Bob's extraordinary ability to fuel our successful development as coaches through self-discovery and the development of our unique voices.

**Judith Albino, PhD,**

*President Emerita & Professor/Senior Consultant, University of Colorado/AAL Group*

**George Watts, EdD,**

*Chairman, Top Line Talent*

Sponsored by **Foundation for the Advancement  
of Psychology in Management**

Evening

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

## Saturday, February 28

7:00am – 8:00am

BREAKFAST

8:00am – 9:00am

DPIM ADDRESS

1 CE

This presentation will focus on the factors that have led Dr. Mobley to pursue a career path that includes academic, administrative, and commercial distinction both in the U.S. and abroad. He will assess the rewards and sacrifices involved with each of the roles he has taken. He will reflect on what lessons he has learned from his journey and offer suggestions for psychologists who seek to maintain their identity with the profession of psychology yet pursue positions of leadership outside of the profession.

**William H. Mobley, PhD,**

*Chairman, Mobley Group Pacific Ltd.*



9:00am – 10:30am

**CHINA IS COMING: Sea Change, Mindset Change  
and Other Opportunities for SPIM**

1.5 CEs

As China emerges as one of the leading global economic forces, management and organizational psychologists face unprecedented opportunities and challenges associated with the rapid movement of China toward a capitalist market economy as well as the influx of Chinese investment and organizations into the US and other Western countries. Drawing on his almost 20 years of living and working in China, Mobley will engage participants in challenging some of the conventional Western wisdom regarding the economic, political, cultural and organizational context for operating in China. He also will facilitate participants identifying ways to effectively engage in the China market as well as to tap the increasing tide of Chinese investment and organizations coming to the U.S. Management and organizational psychologists can make an even more significant contribution to organizations and societies on both sides of the Pacific as China takes a significant place in the global economy. This contribution should not be left to the strategy consultants, efficiency consultants, dealmakers, investment bankers, and lawyers.

**William H. Mobley, PhD,**

*Chairman, Mobley Group Pacific Ltd.*

Sponsored by **Leadership Worth Following, LLC**

10:30am – 10:45am

BREAK

10:45am – Noon

**MILLENNIALS, MINDFULNESS AND MANAGEMENT**

1.25 CEs

By 2025, Millennials will comprise 75% of the working population in this country. A majority of them (56%) will not work at a company that bans social media access and 69% believe that office attendance is unnecessary on a regular basis. Millennials represent one of the greatest opportunities and challenges for organizations in the twenty-first century. It's time for the emotional contract between employee and employer to be re-examined in light of current trends. Mindfulness is one such trend that is proving valuable in bridging the generational divide and focusing employee energies on what is most critical. Our presentation will offer practical strategies and tools for leaders consultants to help organizations embrace this up-and-coming and diverse workforce and successfully leverage them as strategic assets.

**Dora Summers-Ewing, PhD, MBA,**

*Managing Partner, EXIDEO Consulting*

**Elizabeth Gibson, PhD,**

*Principal, Elizabeth Gibson Consulting*

Sponsored by **Houston Educational Consultants**

Noon – 1:30pm

**LUNCHEON AND BUSINESS MEETING**

.5 CE







1:30pm – 2:30pm

THE CHANGING US HEALTHCARE SYSTEM  
AND THE INCREASING POTENTIAL FOR CONTRIBUTIONS  
BY MENTAL HEALTH PROFESSIONALS

1 CE

Healthcare systems all over the world are evolving to cope with increased demands of an aging population living longer with lifestyle related diseases and with new technologies that are expanding diagnostic and therapeutic options. The US has codified much of its direction into the Accountable Care Act. While some changes to the Act are possible, the core principles of the Act are likely to survive and influence how citizens receive healthcare for decades to come. The speaker will outline predictions for the most important changes that will evolve and the significant increased role that is likely to emerge for mental health researchers and practitioners as a result.

**Ben Lytle,**

*Chairman, Univita Health, LLC*

Sponsored by **Leadership Worth Following, LLC**

2:30pm – 2:45pm

BREAK

2:45pm – 3:45pm

HEALTH CARE TRANSFORMATION 2015:  
Implications for Psychologists as Leaders

1 CE

The adoption of the Affordable Care Act in 2010 introduced potential for radical transformation of health care practice with an emphasis on a patient-centered system characterized by team-based primary care, a shift in payment paradigms, and increased emphasis on provider accountability for improved patient outcomes. Psychologists, the only doctorally trained non-physician behavioral health provider groups, must assume leadership and management roles within the larger pool of diverse behavioral health providers. These changes have significant implications for the education and training of new psychologists and the professional development already established psychologists, regardless of practice setting.

**Katherine C. Nordal, PhD,**

*Executive Director for Professional Practice, American Psychological Association*

3:45pm – 5:00pm

PANEL – IS PSYCHOLOGY READY?  
Preparing for a Changing World

1.25 CEs

The conference theme, “Leading in a Changing World,” acknowledges a number of factors that will have significant effects on Psychology and management. Panel members will discuss their perspectives on what the profession needs to address in preparing for the future, including enhancing psychological literacy within organizations, changing practice and developing psychology leaders, and considering the implications for SPIM. The panel will share their expertise and experience and then invite feedback from conference participants regarding possible next steps in preparing our profession.

Panelists:

**Beth Mitchell, PhD,**

*Director, Cultural Transformation, London Health Sciences Centre*

**Katherine C. Nordal, PhD,**

*Executive Director for Professional Practice, American Psychological Association*

**Martha S. Zlokovich, PhD,**

*Executive Director*

*Psi Chi, The International Honor Society in Psychology*

5:30pm – 7:00pm

AWARDS WINE AND CHEESE RECEPTION

Sponsored by **Foundation for the Advancement  
of Psychology in Management**

Evening

MUSIC LOVERS “CRAWL”

## CONFERENCE INSTITUTES

**Sunday, March 1**

8:00am – 11:00am

INCOMING SPIM BOARD MEETING

### **1/2 DAY INSTITUTE**

8:00am – Noon

INSTITUTE F – MORAL REASONING: Thinking Skills  
and the 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' approaches to moral reasoning and the uses of thinking skills and concepts in managing ethical challenges.

*Dick Kilburg, PhD,*

*CEO, RRK Coaching and Executive Development*

*APA Ethics Approved. Revised course material for 2015.*



# SAVE THE DATE!

**S P I M   2 0 1 6   C O N F E R E N C E**  
**A N D   I N S T I T U T E S**

**February 24 – 28, 2016**

**The Westin Buckhead**

**Atlanta, GA**



## **CE INFORMATION**

*The Society of Psychologists in Management (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: Allen L. Parchem, PhD [aparchem@alpendeavors.com](mailto:aparchem@alpendeavors.com)*

*Go to [www.surveymonkey.com/s/SPIM15](http://www.surveymonkey.com/s/SPIM15) to complete the online conference evaluation. CE credits cannot be given unless the evaluation is completed. You must complete by March 11th 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/SPIM15](http://www.surveymonkey.com/s/SPIM15)*

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

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### **Judith Albino, PhD**

Judith Albino, PhD, is Associate Dean for 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 and teaches leadership topics to public health and other graduate student and postdoctoral groups. She is a Senior Consultant and Executive Coach with the AAL Group. 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, a private institution. 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 publications and has received numerous academic honors. 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. She was the first woman chair of the Presidents' Commission of the National Collegiate Athletics Association and twice was identified by College Sports Magazine as one of the five most influential people in college sports. 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. In 2013, she was honored by SPIM with the Distinguished Psychologist in Management Award.

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### **David W. Ballard, PsyD, MBA**

Dr. Ballard currently serves as assistant executive director for organizational excellence at the American Psychological Association (APA), where he is responsible for providing leadership, direction, evaluation, and management for all activities related to APA's Center for Organizational Excellence, which works to enhance the functioning of individuals, groups, organizations, and communities through the application of psychology to a broad range of workplace issues.

The Center houses APA's Psychologically Healthy Workplace Program (PHWP), a public education initiative designed to engage the employer community, raise public awareness about the value psychology brings to the workplace, and promote programs and policies that enhance employee well-being and organizational performance. The PHWP includes APA's Psychologically Healthy Workplace Awards, support of local programs currently implemented by 56 state, provincial and territorial psychological associations, and a variety of resources for employers and the psychologists who work with them.

Internally, the Center bridges APA's business units and provides an overarching strategy for promoting the health and well-being of the association's own workforce, thereby supporting APA's functioning and effectiveness. The Center works to assess employee and organizational needs, collaborates with other APA departments on the design, implementation and evaluation of workplace practices including employee involvement, health and wellness, training and development, work-life balance, and employee recognition, and provides consultation to the association's executive management group regarding workplace programs and policies.

Dr. Ballard has provided research, consultation, and training services to government agencies, corporations, medical schools, and universities in the areas of workplace health and productivity, public health, prevention, and health care finance and has experience in management, marketing, and consumer research. He is currently on the Board of Directors of The Health Project / C. Everett Koop National Health Awards and is a member of the external advisory board for the Mayo Clinic Center for Social Media. He previously served on the Board of Directors for the Health Enhancement Research Organization, as well as on workplace advisory bodies for the National Business Group on Health and Partnership for Prevention.

A frequently requested speaker, Dr. Ballard regularly addresses professional audiences throughout the U.S. and Canada. He has been interviewed for print, radio and television by sources including *The Wall Street Journal*, *The New York Times*, *The Washington Post*, *Newsweek*, *FORTUNE* and *Forbes* on topics including work stress, employee health promotion and wellness, work-life balance and flexible work arrangements, employee benefits, leadership, and other business issues.

Dr. Ballard received his doctorate in Clinical Psychology and his MBA in Health and Medical Services Administration from Widener University, where he completed concentrations in organizational and forensic psychology.





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### ***J. Rick Day, PhD, PsyD, MBA***

Dr. 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, Lockheed Martin, Howard Hughes Corporation 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 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 10 year old daughters, Jada and Aliyah. They reside in Scottsdale, Arizona.

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### ***Elizabeth L. Gibson, PhD***

Dr. Gibson's expertise in consulting to senior executives has been highlighted in *Fast Company Magazine* and her success with Best Buy has been written about in *Fortune*, *CIO*, *American Way* and *PM (Project Manager) Magazine*, as well as the *Journal of Business Strategy*.

As a nationally recognized executive coach, organizational change and effectiveness consultant, and best-selling author, Elizabeth has demonstrated successfully her skill in assessing and developing individual executives, executive teams, and organizations. She has applied her skill and experience to companies in the private and public sectors, providing consultation to clients in retail, financial services, energy, international marketing and trading, advertising, entertainment, manufacturing, health care, municipal governments and non-profits.

In the late 1990's, Dr. Gibson led the consulting team that partnered with Best Buy Co., Inc., in a transformational change that turned the company around. Best Buy's stock price increased over 1400% in five years, at a time when the high-tech sector was suffering. Specifically, the change impacted same-store profitability and reduced employee turnover. This successful partnership is described in *Big Change at Best Buy: Working Through Hyper Growth to Sustained Excellence* (Davies-Black, April 2003) written by Elizabeth Gibson and Andy Billings. Brad Anderson, then the CEO of Best Buy, generously contributed the Foreword and gives credit to Dr. Gibson and her team for their contribution to this stunning success.

Subsequent to the very successful change implementation at Best Buy, Elizabeth worked with Brad Anderson, to design and execute an architecture for improving organizational learning, known as the TLO (*The Learning Organization*) program. The TLO was a learning-oriented Talent Management System before that name was coined. Removing obstacles to learning and discovering ways to accelerate informal learning in complex systems remains a life-long passion for her.

She was a senior executive consultant with RHR International (fifteen years), CLG (the Continuous Learning Group), and the firm, *Leadership Worth Following, LLC*. She is now in private practice.

Prior to becoming a consulting psychologist, Dr. Gibson worked in the high-tech world of Silicon Valley, building and enhancing organizational capability to drive positive bottom line results. While working in high-tech, she co-authored *A Practical Guide to Knowledge Acquisition*, recognized as a trusted standard in building Expert Systems, and initiated the development of an object-oriented systems analysis methodology called *Object Behavior Analysis*.

Dr. Gibson earned her Ph.D. in counseling psychology at Stanford University. She received her M.A. degree in experimental psychology at San Francisco State University, and her B.A. degree from Macalester College in St. Paul, Minnesota. She is a licensed psychologist and a member of the American Psychological Association and the Society for Consulting Psychology.



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### **Myranda Grahek, PhD**

Myranda Grahek is Senior 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.

Since joining LWF in 2006, Myranda 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 eight 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.

Myranda's research interests include leadership (development and assessment) and multi-rater feedback tools and processes. Myranda 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.

Myranda 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.

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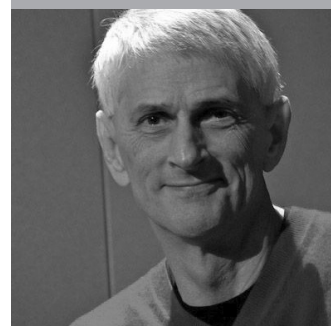
### **Melissa A. Jents, PsyD, LP (WE/SPIM Awardee)**

Melissa Jents earned her doctorate and master's degree in Clinical Psychology from the Minnesota School of Professional Psychology in Minneapolis, Minnesota. As part of her doctoral requirements, she completed a clinical internship at Casa Pacifica, a residential treatment center and crisis care shelter for children and adolescents in the Los Angeles area. Dr. Jents completed a 2- year Postdoctoral Fellowship with the VHA National Center for Organizational Development (NCOD) and is currently a Staff Psychologist with NCOD providing organizational consultation to VHA facilities and VA offices nationwide. Dr. Jents has personal interests in organizational health and diversity issues in the workplace, executive and leadership coaching, system dynamics, and emotional intelligence in the workplace.

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### **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.





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### ***Ben Lytle***

Ben Lytle is a health care entrepreneur whose career spans over 45 years. He is currently Chairman of Univita, the fourth major company that he has created, the last two with his partner and son Hugh. Prior to Univita, Ben and Hugh built Axia Health Management, the nation's largest provider of wellness and prevention services, which was sold to Healthways, Inc. in 2006. Ben is best known as founder, Chairman and CEO of Anthem, Inc. which acquired WellPoint, Inc. (NYSE) in 2004 and assumed the WellPoint name, becoming the nation's largest health plan based on membership. Starting with Blue Cross Blue Shield of Indiana as his base, Ben led a series of mergers and acquisitions to form Anthem, a \$16B revenue Fortune 500 company. During this same period, he founded, took public, and sold Acordia, Inc., which became the world's 7th largest insurance broker. Ben retired as CEO of Anthem in 1999, continued as Chairman until 2003; and chaired the Strategic Planning Committee until he retired from the Anthem/WellPoint Board in 2006.

Ben's entrepreneurial leadership and innovative strategies have been cited in numerous articles and books. Ben has been active throughout his career as a speaker on entrepreneurship, health care policy and strategic planning. He has authored numerous articles and provided testimony to Congress and state legislatures, chaired Indiana's Health Care Commission and served on President Clinton's Commission on Consumer Protection and Healthcare Quality.

Ben has served on numerous not for profit and investor-owned Boards of Directors, including 11 public companies, frequently as Chairman or Lead Director. He currently serves on Univita's board and the advisory boards of Genstar Private Equity Group and the University Of Arizona Eller College of Management. Ben is the recipient of numerous awards for civic and entrepreneurial leadership.



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### ***Art Markman, PhD***

Art Markman, PhD is a professor of Psychology and Marketing at the University of Texas at Austin and Founding Director of the Program in the Human Dimensions of Organizations (HDO). The HDO program brings the humanities and the social and behavioral sciences to people in business. Art has written over 150 scholarly works on topics including reasoning, decision making, and motivation. In addition, Art brings insights from cognitive science to a broader audience through his blogs at Psychology Today, Fast Company and YouBeauty and his radio show Two Guys on Your Head on KUT radio in Austin. Art is the author of several books including Smart Thinking, Habits of Leadership, and Smart Change. When Art isn't working or spending time with his family, he can be found playing the sax in a blues band.



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### ***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 of all ages. She also is President of 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 working with the 3rd Brigade Soldiers and Command Teams. In August 2014, she returned to Florida and joined the Pinellas County Sheriffs Office conducting pre- and post-employment psychological evaluations and providing training to sworn and non-sworn officers and staff in Behavioral Health and Crisis Intervention (CIT) and assisting with the redesign of a leadership and promotional process.

Dr. McKay currently serves as the President of the Society of Psychologists in Management and as "Member-At-Large" on the American Psychological Association's Committee of State Leaders (2011-2015). She is a Past-President of the Florida Psychological Association (2011-2013). 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. In July of 2014, she was awarded the US Army Civilian Achievement Award for her service with the 3rd Brigade and 2-69 Battalion.

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 dog. She also loves to travel and, when not working, you can bet that she is planning where her next adventure will be.



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### **Mike Miller**

Mike Miller is the Manager of the Austin History Center, Austin Public Library, where he directs all operations of the Center, which basically means he pushes a lot of paper and attends meetings and his staff gets to do all the fun work. The Austin History Center is the local archives division of the public library and is dedicated to preserving and celebrating the history of Austin and Travis County. He has a BA in History from St. Edward's University and Master's degrees in History and Information Science from the University of North Texas. Prior to coming to the History Center, he worked as the Special Collections Librarian in the Texas/Dallas History & Archives Division of the Dallas Public Library where he curated the Historic Maps and Kennedy Assassination collections. His primary research interests are in Texas sports history, and he has published articles on minor league ice hockey in Dallas; he is currently working on a book on ice hockey in Texas. While the hip check may be a lost art on the ice, it can come in handy during a budget meeting. In addition to his work at the History Center, Mike is also active with the Archivists of Central Texas, Society of Southwest Archivists, Texas State Historical Association, and is a Certified Archivist.

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### **Beth Mitchell, PhD**

Originally from Mississippi, Beth has called Canada home for most of her adult life. She completed her undergraduate degree at the University of Mississippi and her M.A. and Ph.D. in Clinical Psychology at Ohio State University, and has had opportunities for further learning through the Rotman Advanced Health Leadership Program at the University of Toronto, and the Ross School of Business at the University of Michigan.

Beth is currently the Director, Cultural Transformation, at London Health Sciences Centre, a large acute care hospital system in London, Ontario. In her role, she is responsible for strategic planning and facilitation of initiatives to integrate engagement and accountability work within the design and implementation of corporate objectives. Working with the senior team, as well as consulting throughout the organization, she facilitates initiatives not only to improve organizational performance, but also to enhance the work environment at LHSC and the health and well-being of the staff and physicians.

Outside the hospital, Beth has served on a number of professional and planning bodies, locally, provincially and internationally, as well as on boards of community agencies in the London area. She currently holds appointments as Associate Professor at the Western University in the Departments of Pediatrics, and Psychiatry, and an adjunct faculty appointment in Psychology, where she engages in research, as well as teaching and supervision of students, particularly in the area of leadership and management.

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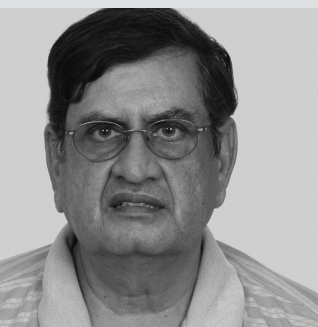
### **William H. Mobley, PhD (DPIM Awardee)**

Dr. William H. Mobley is Chairman of Mobley Group Pacific Ltd. (MGP), a leading Asia Pacific firm focused on senior leadership talent assessment and development. He also serves as Chairman of WGP Investment Ltd with offices in Shanghai and Hong Kong. He has resided in China for the past 18 years. Dr. Mobley previously served as Director of HR Research and Succession Planning for PPG Industries; professor of Management and dean of the College of Business Administration and later president of Texas A&M University and Chancellor of the Texas A & M University System. He subsequently was named President Emeritus at Texas A & M. He also is Professor Emeritus at China Europe International Business School in Shanghai where he taught for eight years and served as academic advisor for executive education overseeing the IBM A/P and L'Oreal North Asia leadership development programs, among others. Currently, he is the Adjunct Chair Professor of Management and co-director of the Asia Pacific Academy of Economics and Management at the University of Macau and designer of the Asia Pacific Global Leadership Program for Hospitality and MICE.

Mobley has been Executive Editor for the past seven volumes of *Advances in Global Leadership* as well as author of *Employee Turnover: Causes, Consequences & Control*; and has published broadly on leadership, talent management, and organizational culture in *Harvard Business Review*, *Journal of Applied Psychology*, *Personnel Psychology*, *Academy of Management Journal*, among others.

Mobley earned his BA degree in psychology and economics from Denison University and his doctorate degree in industrial-organizational psychology from the University of Maryland, College Park. He also has been awarded honorary degrees from the University of the Americas in Pueblo Mexico and the University of Akron, and is an Honorary Professor at the Chinese University of Hong Kong. He has served as a Senior Fulbright Professor at National Taiwan University and Hong Kong University of Science and Technology, and as a visiting fellow at Cornell University. He is a registered organizational psychologist in Hong Kong; a fellow of the Society for Industrial Organizational Psychology and a member of the Academy of Management and the China. He resides in Shanghai with his wife, Dr. Marjorie J. Woo.





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### ***Ranvir 'Biki' Mohindra***

Ranvir 'Biki' Mohindra is currently the Advisory Director for Multicultural Integration with the Houston-based consultancy, Quinn Reed Associates LLC ([www.quinnreedassociates.com](http://www.quinnreedassociates.com)). He is responsible globally for leading the development and execution of support for corporate clients seeking to build and align high-functioning, multicultural executive teams and, more broadly, workforces. He draws from 30+ years of leadership experience in various cultures in Europe, Africa, Australia, Asia and the Americas – developing several joint ventures and partnerships and subsequently heading these organizations as a senior executive or board member. He has designed and executed global strategies in functions including IT, manufacturing, distribution and marketing.

Biki holds a Masters in Engineering from the University of California, Berkeley with an emphasis in Industrial Engineering, Operations Research and Mathematical Modeling. He ranked #1 on the Comprehensive Exam in his graduating class. He holds a Bachelor of Technology in Mechanical Engineering from the Indian Institute of Technology, Delhi, finishing in the top 1% on the national Joint Entrance Exam.

Previously Biki held senior leadership roles over 20 years at Riviana Foods, multiplying the shareholder value of the corporation 25-fold during that period while overseeing R&D, QA/QC, Corporate Engineering, Capital Spending and Major Projects. He was also responsible for developing new technologies and holds several patents in food processing and water treatment.

Biki is in demand globally as a personal advisor, executive coach and speaker. Corporate leaders seek his guidance in, for example, working with engineers and technology experts to improve management effectiveness, building productive multicultural teams, remedying dysfunctional organizations, and designing and implementing successful corporate consolidations, mergers and acquisitions. He has counseled various leaders including, for instance, the Chairman of Satake Corporation in Hiroshima, Japan.

Biki lends time and talent to help others. He chaired the boards of the Houston Food Bank and the Lighthouse for the Blind. He served on the boards of New Kidcare, the Houston International Festival, the American Leadership Forum and the Greater Houston Community Foundation. He is a founding member of various Houston groups including the IndoAmerican Charity Foundation, Club 24 and Share Our Secrets ([www.shareoursecrets.org](http://www.shareoursecrets.org)). He received the Distinguished Service Award from then US Representative Mickey Leland for fighting hunger in Houston and, similarly, was recognized by then President Bill Clinton for fighting hunger in the Texas region. He and his wife have 2 daughters and live in Houston.



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### ***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.



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### ***Katherine C. Nordal, PhD***

Dr. Nordal, APA's Executive Director for Professional Practice since April 2008, was in full time independent practice for 28 years. She is a fellow of the APA and Mississippi Psychological Association and has served in numerous governance positions in her SPTA and the APA, including APA's Board of Directors and the Committee for the Advancement of Professional Practice. She has been a Trustee of the APA Insurance Trust, an APA Congressional Fellow, and served on Mississippi's psychology licensing board. Dr. Nordal is a recipient of APA's *Karl F. Heiser Presidential Award for Advocacy*, and in 2009 she was recognized by APA's Division 31 as the *Outstanding Psychologist in a State, Provincial or Territorial Psychological Association*. She is a Distinguished Psychology Practitioner in the National Academies of Practice. Dr. Nordal has been honored by the MPA with the *Kinlock Gill Outstanding Professional Psychologist Award*, the *Distinguished Practitioner Award*, and the *Distinguished Fellow Award*. Her clinical interests included: learning, behavioral, and emotional disorders in children and adolescents; neuropsychological assessment; brain injury in children and adults; and, civil forensic psychology.

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### ***Allen L. Parchem, PhD***

Dr. Allen Parchem is the former Chairman and CEO of RHR International. During his tenure, the firm approximately tripled in revenue and renewed its commitment to serving clients around the world and providing support to the development of consulting psychology. He initiated strategic equity interests in Talent Intelligence (Australia, U.K.) and Mobley Group Pacific (Shanghai, Hong Kong). Previously, as COO of RHR, he oversaw operations in North America (Canada and U.S.) and Europe (London, Brussels, Cologne, and Moscow).

In his 30 year consulting career, he has consulted with senior executives at major national and international corporations. Clients he has served include those in the manufacturing, retail, aerospace, transportation, energy, finance, healthcare, and utility sectors.

Dr. Parchem assisted clients in the following areas: succession planning, executive assessment, senior leader development, high potential identification, new leader integration, and organizational change implementation.

Dr. Parchem received his undergraduate degree from Macalester College and a Ph.D. in Psychology from the University of Vermont. He was an assistant professor of psychology at Denison University and a director of human resources at Reading Industries prior to joining RHR in 1979. He is a Trustee Emeriti of his alma mater, Macalester College. He was awarded the Distinguished Psychologist in Management Award from the Society of Psychologists in Management (SPIM).

Other memberships include the American Psychological Association, The Nineteenth Century Charitable Association, the University Club of Chicago, and the Society of Consulting Psychology (Board of Directors).

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### ***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.

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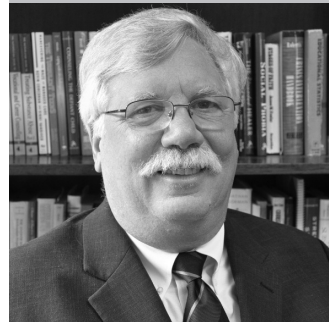
### ***Dee Ramsel, PhD, MBA***

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 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 2008, she joined VHA's National Center for Organization Development as the director of training. In her leadership positions over the years, Dee has been involved in several turn-around situations and many iterations of program development; she is noted for her emphasis on developing staff.

She is the founder of Ramsel Organization Development Services, LLC, which provided 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 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 positions as Continuing Education co-chair for the Society of Consulting Psychologists, Past President of the Society of Psychologists in Management and immediate past chair of the Board of Directors of Milwaukee's United Lutheran Programs for the Aging.







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### ***John Reed PhD, MBA, PCC***

John has been a Managing Principal since 2005 in the management consulting firm Quinn Reed Associates LLC ([www.quinnreedassociates.com](http://www.quinnreedassociates.com)). A senior executive, licensed corporate psychologist and ICF-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, pharmaceuticals, manufacturing, health care, technology, chemical, utility, education, 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 at the PCC level by the International Coach Federation and in Marshall Goldsmith Stakeholder Centered Coaching, helping corporate boards, C-suite executives, entrepreneurs and other high impact professionals.

The following is a partial list of organizations John has worked with: AGCO Corporation, AIG, Aker Solutions, AstraZeneca, BASF, BP, Calpine Corporation, Cameron, CDI Energy Products, CIA, Comfort Systems USA, ConocoPhillips, Dover Industries, EGC Components, Entrust Energy, ExxonMobil, Hines, ION Geophysical, IvyExec, Jones Lang LaSalle, KIPP Schools, Memorial Hermann Health System, Methodist Retirement Communities Foundation, MILE Saudi Arabia, NGP Capital Energy Management, NRG/Reliant, Oil States International, PetroChina, Quantlab Financial Services, Shell, Sigma Cubed, Sunbelt Steel, The CapStreet Group, The March of Dimes, Texas Children's Hospital, Tulcan L.P., United Methodist Church, University of Houston, University of St. Thomas (Houston), University of Texas.

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 U.S. Navy veteran and a founding member of the Institute of Coaching Professional Association. He belongs to the Society of Psychologists in Management and the Society for Consulting Psychology. He teaches MBA courses in organizational behavior and leadership as an adjunct professor at Texas-based universities. His recent book *Pinpointing Excellence* ([www.pinpointingexcellence.com](http://www.pinpointingexcellence.com)) is popular with executives careful to evaluate and select only top tier coaches.

John helps in the community. He was the 2013-14 President of the Society of Psychologists in Management ([www.spim.org](http://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. He serves on the boards of the Nehemiah Center and the Methodist Retirement Communities Foundation. He volunteers for St. Luke's United Methodist Church, KIPP Schools, Deerfield Academy, Dartmouth College and the Tuck School of Business at Dartmouth.

John's current contact information: +1.832.215.4018 (voice & text), [john@quinnreedassociates.com](mailto:john@quinnreedassociates.com), WebEx, Skype ([johnlansingreed](https://www.linkedin.com/in/johnreedphdmbaexecutivecoach)) and LinkedIn [www.linkedin.com/in/johnreedphdmbaexecutivecoach](https://www.linkedin.com/in/johnreedphdmbaexecutivecoach). He and his wife have 4 children and live in Houston.



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### ***Dora Summers-Ewing, PhD, MBA***

Dr. Summers-Ewing is a business psychologist and executive coach who specializes in developing the professional and leadership competencies of individuals and teams. She is currently the Managing Partner of EXIDEO, a consulting firm dedicated to ensuring their clients have the optimum human capital to turn their strategic objectives into results.

With over 20+ years of experience, her industry expertise is broad and diverse and has spanned across four continents. She has worked with clients in Healthcare, High Tech, Retail, Professional/Financial Services, Energy, Manufacturing and Hospitality enterprises.

Dora is a frequent speaker at international conferences on Leadership and High Potential Talent Development, Transformational Change, and Organizational Development. Prior to joining EXIDEO, she was a Corporate Learning Officer for a publicly traded company, where she designed and implemented enterprise-wide programs to support Leadership Development, Succession Planning, Employee Engagement and Talent Management.

In addition, Dora also spent 13+ as a consulting psychologist for two global management consulting firms where she partnered with clients to translate their strategic challenges into desired results, both as a consultant and coach.

Earlier in her career, she was the Director of two academic departments (University Career Center and Women's Leadership Program) and an editorial board member for the *Journal of Career Development*. Today, Dora continues as an adjunct professor teaching Organizational Leadership and Psychology at her local community college.

Locally, she has served on the Board of Directors of Executive Service Corps, the Alzheimer's Association, and two regional Humane Societies. She currently serves on the board of Leadership Kitsap. Time permitting, she also volunteers for 501 Commons, which provides management consulting services to improve the effectiveness of nonprofit organizations.

Dora is a licensed psychologist (WA state) and earned her Ph.D. in Counseling Psychology with an emphasis on Organizational Behavior and Career Development. She also has Master's degrees in Business Administration and Psychology.

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## **Jim Tebbe**

Jim Tebbe is currently a freelance organization effectiveness consultant, recently retired after 33 years with Shell Oil. Jim leverages his years of experience to work with senior leadership teams in various industries, with special focus on leadership and team performance. He began with Shell in 1981 as an exploration geophysicist in Houston Texas. Jim participated in the initial development of land 3D seismic technology in the US as well as overseeing the deployment of the first high end computing workstations in the office environment.

These early stints in "change management" set the stage for what was intended as a one year temporary assignment in the newly formed business improvement group in 1992. Jim's strong passion in personal and team development, dialogue and organizational learning were key drivers in accepting this position and eventually making the decision to pursue a "second career" in organizational consulting.

His early work focused on work process improvement, business direction setting, organizational design, and team dynamics. Jim's current work stresses improving the performance of senior leadership teams via action learning interventions: working with real teams on real issues in real time. Jim also supports leaders in coaching partnerships by exploring how the patterns of the past and an assessment of the current state can be leveraged to influence a productive future.

A move to London in 2001 as manager of learning and talent quickly evolved into supporting the design and rollout of the global Shell Learning organization in 2002. In London, Jim helped create and then led the global Organization Effectiveness practice while consulting to senior management teams across the globe.

In mid-2006 Jim resettled back in Houston as Manager of OD& Change Americas and Owner of Leadership Team Effectiveness intellectual property throughout the Company. Responsibilities included management of OE resources across the Americas, direct consulting with senior management teams such as Alaska Venture, Global Manufacturing and Upstream Exploration Americas. Other roles include building OE capability in OE and HR consultants across Shell and delivering leadership coaching to senior executives.

Jim and his wife Dale married in 1989, and have two children who are contributing to the creation of challenging learning opportunities! Other interests are gardening, dining with friends, scuba diving, skiing, home repair projects and travel.



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## **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.





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### ***George Watts, EdD***

George Watts is Chairman of Top Line Talent. TLT is a totally on-line sales coaching program to train business development professionals in how to deepen relationships and add strategic value to deals. George started his career as a sales trainer and quickly moved into senior management positions. George has been a CEO of a mid-cap publicly traded company, and EVP of two large service companies. He believes that sales drives business and was always on the front line selling and closing deals. He built his behavioral science consulting practice from the ground up, working with a wide variety of companies from Fortune 100 to entrepreneurial ventures. He received his doctoral degree in Counseling Psychology from the College of William and Mary, and is foundation board president for the Society for Psychologists in Management (SPIM). George has published many articles on leadership development and coaching senior executives. He has written two books, *Becoming Your Own Business Coach* (Praeger Publishing) and *Power Vision* (Richard Irwin Publisher).

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### ***Francene Young***

Francene has been a Human Resources professional for over 30 years. The last 22 years were with Shell. While at Shell, she was assigned to every major business and held increasing responsible roles leading her last concurrent assignments as Vice President of Talent and Development for Upstream Americas and Vice President of US Diversity and Inclusion. These combined roles required: 1) identification of successors and succession planning for key leadership roles in the exploration and production (Upstream) business and 2) setting the strategy and implementation plans for all corporate sponsored diversity and inclusion programs for Shell in U.S., ensuring alignment with Shell's global talent, diversity and inclusion programs. She served on Royal Dutch Shell's Global Talent and Diversity Network representing the Americas.

Under the umbrella of diversity, Francene was also responsible for Shell's Supplier Diversity, Diversity Outreach, and Workforce Development Initiative in the US. These programs have a heavy focus on external affairs and outreach, partnering with national organizations that support economic development in predominantly racially and culturally diverse communities.

She retired from Shell in October 2013.

Prior to joining Shell, she spent 13 years as a Human Resources Director in health care. Health care facilities included the University of Texas M.D. Anderson Cancer Center and The Sisters of Charity Health Care System in Houston and Tulane Hospital, Clinic and Tulane Medical School, New Orleans, Louisiana.

Francene has a Master's Degree in Public Health (MPH) from the University Of Pittsburgh Graduate School Of Public Health and a Bachelors of Arts in Social Services from Cleveland State University. Before graduate school and becoming a human resources professional, Francene was a Medical Social Worker in Cleveland, Ohio, her hometown.

In January 2012, Francene was ordained a priest in the Episcopal Church after successfully completing the three-year seminary program in the IONA School of Ministry; a program, sponsored by Episcopal Diocese of Texas to train bi-vocational priests and deacons to serve in underserved areas. She is currently the Rector of St. Luke the Evangelist Episcopal Church in Houston. [www.stlukehouston.org](http://www.stlukehouston.org)

Francene lives in Houston with her husband, Ken Jones, a Business Office Manager and Controller for a mental health practice.

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### ***Martha S. Zlokovich, PhD***

A high school teacher in Pensacola, Florida, inspired Dr. Martha S. Potter Zlokovich to pursue psychology as a career. She attended the University of Hawaii her freshman and sophomore years as a double major in psychology and German, then completed her BA in psychology at UCLA. She earned her MS (studying children's moral development) and PhD (studying late adolescent contraceptive use and beliefs) in developmental psychology at the University of Florida. Before taking a position at Southeast Missouri State University, she taught as an adjunct instructor at Manatee Community College in Bradenton, Florida.

At Southeast, Dr. Zlokovich (or Dr. Z as her students called her) taught Child Development, Adolescent Development, Lifespan Development, Advanced Child Psychology, and Introductory Psychology for Majors. She also served as chair of the department shortly before moving to Psi Chi. Her research interests have focused on student study habits, study beliefs, and persistence to graduation as well as adolescent and young adult contraception and sexuality.

Dr. Z joined Psi Chi in 2008 as its second Executive Director, leaving Southeast Missouri State University after teaching there for 17 years. This move, however, was not her first involvement with Psi Chi. She served as Southeast's chapter advisor since 1993, as Midwestern Region Vice-President (1998-2000), and as National President of Psi Chi (2003-04). In 1996, Southeast's chapter won the Ruth Hubbard Cousin's National Chapter of the Year Award, and several chapter members have won Psi Chi Regional Research Awards at MPA and/or had their research published in the Psi Chi journal. In 2009 she served as Interim Editor of the *Psi Chi Journal of Undergraduate Research* (now the *Psi Chi Journal of Psychological Research*).

She and her husband Neil have two sons, a daughter-in-law Stephanie, and a brand new baby granddaughter Anniston. Aaron graduated from Truman State University (Communications) and Matthew (Civil Engineering) graduated from the University of Alabama.

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