

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
INSTITUTIONAL
CHANGE IN
TURBULENT
TIMES**

FEBRUARY 24-28, 2016
THE WESTIN BUCKHEAD ATLANTA
ATLANTA, GA

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

Over the past year, SPIM has continued to develop and solidify its role as a key organization for leaders in Psychology. Our combination of skills and knowledge in understanding the people side of organizations and the role of leadership based on psychological principles brings a uniqueness and strategic focus for our members. As we move forward, SPIM is now more than ever considering not only how we can develop our own expertise in these dimensions, but also how we can share our expertise with others.

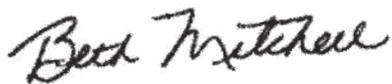
I want to offer my sincere thanks to the SPIM Board of Directors, who have worked tirelessly on your behalf and supported me over the past year. Our focus has been on sustainability for SPIM through a variety of means, such as targeted recruitment, social media, and longer term planning. Our SPIM website has been redesigned and significantly improved due to the hard work and guidance of Al Hollenbach, who regularly monitors the activity and provides feedback on the website's use. In addition, our relationship with APA in terms of joint education, publication, and membership initiatives grows ever-stronger, through the leadership of Past-President Marlene Thorn. Our *Psychologist-Manager Journal* has exceeded expectations in terms of profitability, thanks to George Yancey, the editor, and the stewardship of APA's expert staff. It has indeed been a rewarding year for SPIM!

The 2015 conference in Austin, **Leading in a Changing World**, highlighted the impact of various factors, such as growing diversity, globalization, inter-generational work issues, to name a few. We discussed how these factors affected the practice of psychologists-managers and also how we could leverage them and lead change.

This year's conference, **Leading Institutional Change in Turbulent Times**, continues the theme of leadership and the important role psychologist-managers play in facilitating change, stabilizing organizations, and advancing performance, even when times are tough. Many thanks to President-Elect and Program Chair, Allan Parchem, as well as to Jill Draime, Vice-President, who assisted him, for their many contributions this year. They have created an exciting and dynamic program of outstanding speakers with expertise in business, consulting, human rights, and professional practice. Many of them hail from Atlanta, our host city, and reflect its growth, diversity, and industry leadership.

Welcome to this year's SPIM conference – we are glad to have you here!

All the best in 2016,



Beth Mitchell, PhD
SPIM President

A G E N D A



AGENDA

WEDNESDAY, February 24

TRAINING INSTITUTE – 1¹/₂ DAYS

2:00pm – 6:00pm

SPIM FOUNDATION BOARD MEETING

2:00pm – 6:00pm

TRANSITIONING FROM PSYCHOLOGIST

Continued on Thursday

TO PSYCHOLOGIST-MANAGER: Leadership and Management Skills for Success

8:00am – 6:00pm

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 S. Grahek, PhD,

Vice President & General Manager, Leadership Worth Following, LLC

Joe P. 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,

Director of Graduate Program in Clinical Mental Health Counseling, 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,
Department of Veterans Affairs, Veterans Health Administration,
Associate Professor, Department of Psychiatry and Behavioral Sciences,
Medical College of Wisconsin*

THURSDAY, February 25

8:00am – Noon

VALUES AND CHARACTER: A Leadership Call

4 CEs

This workshop will focus on leadership as a values and character driven role within an organization. Extending “The Worthy Leadership Model” (Thompson et al, 2008), and other relevant research on the relationship between the Capacity, Commitment, and Character to lead, this interactive workshop will engage participants in a reflective exploration of the potentially positive and negative impacts of values and character on individuals, organizations, and society; and provide practical skills for leading, managing, and consulting.

Aaron Friedman, PhD,

A. Dale Thompson Fellow, Executive Assessment & Coaching, Leadership Worth Following, LLC

Richard Ponton, PhD,

Director of Graduate Program in Clinical Mental Health Counseling, Georgian Court University

A. Dale Thompson, PhD,

Founder & CEO, Leadership Worth Following, LLC

8:00am – Noon

PERSONAL LEADERSHIP JOURNEY: What 3 Veterans Affairs Executives Learned during the VA Crisis

4 CEs

The Department of Veterans Affairs (VA) was created to fulfill President Lincoln’s promise “To care for him who shall have borne the battle, and for his widow, and his orphan” by serving and honoring the men and women who are America’s Veterans. Beginning in the Spring, 2014, VA experienced the biggest crisis in its history. The focus of this institute will be on the leadership response following this crisis, the personal journey of some of those leaders, and the personal and organizational lessons learned from this crisis. Audience participation will be optimized by frequent discussions.

Jill Draime, PsyD,

Associate Director, Employee Engagement, VHA Office of Patient Centered Care and Cultural Transformation, Department of Veterans Affairs Veterans Health Administration

Dee Ramsel, PhD, MBA,

*Executive Director, VHA National Center for Organization Development,
Department of Veterans Affairs, Veterans Health Administration,
Associate Professor, Department of Psychiatry and Behavioral Sciences,
Medical College of Wisconsin*

James Tuchschildt, MD, MM

*Chief Executive for Clinical Services and Strategy;
Executive Director, Providence Health and Services*

1:00pm - 5:00pm	<p>MANAGING NEGATIVE EMOTIONS IN LEADERSHIP POSITIONS</p> <p>This workshop will emphasize the identification and management of negative emotions as they arise in leaders as they do their work for organizations. Contemporary scientific findings and conceptual models will be presented that provide overarching frameworks to guide assessments and interventions for leaders and those who consult with them. Case studies will be used to examine the phenomena, and an array of tools will be provided to help the participants enhance their approaches to these challenges. An opportunity to use the tools will be provided.</p> <p>Richard R. Kilburg, PhD, <i>CEO, RRK Coaching and Executive Development</i></p>	4 CEs
1:00pm - 5:00pm	<p>EFFECTIVE LEADERSHIP OF DIVERSE TEAMS</p> <p>The workplace is becoming increasingly diverse and creating various management and leadership challenges and opportunities. Psychologists in roles of influence for diverse teams will have the opportunity to explore ways to effectively lead teams by being presented with specific group challenges and learning leadership skills relevant to working with demographically varied teams. Because self-awareness is crucial to effective leadership, participants will increase self-awareness of their implicit biases through testing and experiential exercises in a supportive, respectful and educational environment.</p> <p>Heather Martarella, PsyD, <i>Director, Compass Center for Functional Restoration Program, Sacramento Pain Clinic</i></p> <p>Francene Young, <i>VP Diversity and Inclusion (retired), Shell Oil Company</i></p>	4 CEs
4:00pm – 7:00pm	OUTGOING SPIM BOARD MEETING	
7:00pm – 8:00pm	WELCOME RECEPTION	
8:00pm – 10:00pm	KICK-OFF MEETING	1.5 CEs

FRIDAY, February 26

7:00am – 8:00am	<p>BREAKFAST Networking and Buddy Pairing</p>	
8:00am – 9:00am	<p>PRESIDENT’S ADDRESS: Leading Institutional Change in Turbulent Times</p> <p>Beth Mitchell, PhD, <i>Director, Organizational Effectiveness, London Health Sciences Centre</i></p>	1 CE
9:00am – 10:15am	<p>THE CARTER CENTER: Mission Driven in a Changing World</p> <p>The Carter Center’s programs are aimed at alleviating suffering and promoting human rights, in keeping with the vision and values of its founders, President and Mrs. Carter. The Center’s five operating principles ground its activities in the face of changes and even upheaval and conflict in the nations where we work. Because the Center deliberately avoids duplicating the efforts of others, its work is conducted in challenging circumstances, often “at the end of the road.” One foundation of the Center’s success is trust in and respect for the abilities of the people we work with “at the end of the road.”</p> <p>Ambassador (ret.) Mary Ann Peters, <i>CEO, The Carter Center</i></p>	1.25 CEs
10:15am – 10:30am	BREAK	

10:30am – 11:30am	<p>BUILDING A TALENT ENGINE AT COCA-COLA 1 CE</p> <p>As global companies continue to face the challenges of competing in a war for talent, operating in a fast-moving and dynamic digital age, and maximizing operating effectiveness as well as engagement, the need for the right talent focused on the right things has never been more important. The Coca-Cola Company will share some real-life examples of how they are ensuring their talent and performance strategies are hard-wired to make this great iconic company work.</p> <p>Stacey Valy Panayiotou, <i>Global Head of Talent and Development, The Coca-Cola Company</i></p> <p>Sponsored by Leadership Worth Following</p>
11:30am – 12:30pm	<p>LUNCH AND DPIM AWARD 1 CE</p> <p>Although it is commonly accepted that leaders have an effect on follower well-being, the range and extent of these effects is often under-appreciated. I present a series of studies that implicate leader behavior as a causal factor in employees' psychological and physical health and discuss the implications of these findings for organizationally relevant criteria (e.g., job performance, service quality). The leaders' role in creating a psychologically healthy workplace is also highlighted.</p> <p>E. Kevin Kelloway, PhD, <i>Canada Research Chair, Department of Psychology, Saint Mary's University</i></p>
12:30pm – 1:30pm	<p>INCIVILITY AND POLITICAL DYSFUNCTION: What Can We Do About It? 1 CE</p> <p>The vast majority of Americans are frustrated and concerned about the state of our democracy. Only 9% of Americans approve of Congress; the lowest confidence rating ever recorded. This presentation will explore the systemic and behavioral causes of how we got here and what the leverage points are for doing something about it.</p> <p>At the National Institute for Civil Discourse we work with elected officials, journalists, and the public to strengthen our democratic institutions. The presentation will include programs and impacts.</p> <p>Carolyn J. Lukensmeyer, PhD, <i>Executive Director, National Institute for Civil Discourse</i></p>
1:30pm – 2:30pm	<p>LEADING TRANSFORMATIONAL CHANGE 1 CE</p> <p>This session will recount the narrative of Newell Rubbermaid, a Fortune 500 consumer products goods company headquartered in Atlanta. The CEO Michael Polk will present the rationale, strategy and organizational changes that have propelled the company's transformation and growth over the past several years. Mr. Polk will reflect on the leadership challenges he has confronted and respond to questions from the audience about his and Newell's leadership journey.</p> <p>Michael B. Polk, <i>President and Chief Executive Officer, Newell Rubbermaid</i></p>
2:30pm – 3:00pm	<p>BREAK</p>

3:00pm – 4:15pm	<p>MY CAREER AS A PSYCHOLOGIST: Lessons Learned 1.25 CEs</p> <p>In this presentation, Nadine J. Kaslow, PhD, ABPP (2014 President of APA and Chair of the Special Committee for the Independent Review) will share her personal journey in psychology. She will share the lessons that she has learned along the way. Particular attention will be paid to how her experiences have shaped her as a leader and have resulted in her efforts to be a collaborative, transformational, courageous and ethical leader.</p> <p>Nadine J. Kaslow, PhD, <i>Professor and Vice Chair for Faculty Development, Emory University School of Medicine</i></p> <p>Sponsored by Houston Educational Consultants</p>
4:15pm – 5:15pm	<p>CREATE A FEEDBACK CULTURE, CREATE CHANGE, MAINTAIN DIGNITY 1 CE</p> <p>Change requires creating and sustaining the desired supporting culture, including defining it in behavioral terms that can be observed, measured and integrated into HR systems and talent planning. If the culture cannot be defined in behavioral terms, then we cannot create it, encourage it, reward it and nurture it. Feedback is critical and must also be the responsibility of all employees, which is a culture unto itself. A critical challenge is to keep feedback from becoming intrusive, overbearing, irrelevant and demeaning as technology evolves.</p> <p>David W. Bracken, PhD, <i>Principal, DWBracken & Associates</i></p> <p>Sponsored by Quinn Reed Associates</p>
Evening	<p>MEET IN THE LOBBY FOR DINNER IN LOCAL RESTAURANTS Sign-up sheets will be available at the registration desk</p>

SATURDAY, February 27

7:00am – 8:00am	BREAKFAST	
8:00am – 8:30am	<p>LESSONS FROM THE FIRST DAY .5 CE</p> <p>Facilitated by Allen L. Parchem, PhD, <i>ALP Endeavors LLC</i> Jill Draime, PsyD, <i>Associate Director, Employee Engagement, VHA Office of Patient Centered Care and Cultural Transformation, Department of Veterans Affairs Veterans Health Administration</i></p>	
8:30am – 9:30am	<p>PERSONALITY, LEADERSHIP, AND ORGANIZATIONAL CHANGE 1 CE</p> <p>Organizations must obey the Darwinian mandate: Adapt, migrate, or die. This presentation concerns the organizational and leadership dynamics that impede or facilitate adapting to changing business and market demands.</p> <p>Bob Hogan, PhD, <i>President, Hogan Assessment Systems</i></p>	
9:30am – 10:00am	BREAK	

10:00am – 11:30am	MAKING BOARDS GREAT	1.5 CEs
	<p>This session is intended for those interested in consulting to or serving on boards. The results of RHR's "Great Boards" research program will be presented which focused on the factors that differentiate a high performing board from an average board. A board evaluation survey that has been correlated with board effectiveness will be shared with participants. Implications for consulting to and serving on boards will be discussed. Following the presentation, there will be discussion with those who wish to stay for it.</p>	
	<p>Paul Winum, PhD, Senior Partner and Practice Leader, Board and CEO Services, RHR International LLP</p>	
11:30am – 12:30pm	LUNCHEON AND SPIM BUSINESS MEETING	
12:30pm – 1:30pm	LEADING TO ACHIEVE LASTING VALUE	1 CE
	<p>This is an experiential learning. The presentation material is developed based on industry wide practices, which are supported by the instructor's published research and 38 years of global experience. The presenter will provide the practical implementation of organizational behavior, leadership competencies, process science and investment in human capital to ensure lasting value in products and services provided by institutes.</p>	
	<p>Alexander Eksir, DM, Vice President, Quality and Mission Success Aerospace/Adjunct Professor, UTEP</p>	
1:30pm – 1:45pm	BREAK	
1:45pm – 3:00pm	A METRO REGION'S PLAN – Born From Collective Strength	1.25 CEs
	<p>The Atlanta Regional Commission (ARC) performs essential planning and administrative functions for its Region in critical areas of concern including transportation, water supply, workforce development, economic competitiveness and aging services. It's geographic scope ranges from 5 counties to 20, depending on the topical area. The core 10 counties alone encompass 70 different cities and are home to over 4.1 million citizens. For the first time in its history, the ARC has undertaken to complete "The Atlanta Region's Plan" – a comprehensive, all inclusive plan embracing all of its mandates and geopolitical breadth through the year 2040. An examination of this 2 year process yields valuable insights into successful, collaborative planning against an ever changing and unpredictable backdrop.</p>	
	<p>W. Kerry Armstrong, Chairman, Atlanta Regional Commission Sr. Vice President, Pope and Land Enterprises, Inc.</p>	
3:00pm – 4:30pm	THRIVING DURING ADVERSITY: Translating Neuroscience into Practice	1.5 CEs
	<p>Change (whether it be adverse or positive) presents a threat to the brain and as such, represents an emotional trigger that often leads to fear, anxiety, difficulty coping, and "resistance." Understanding what happens in the brain in response to change provides a foundation upon which to develop practical strategies for successful transitions. Learn how to counter the negative effects of change, how to prepare leaders and organizations to effectively navigate through change, and how to help others thrive under adversity. You will expand your toolbox for facilitating and promoting stress tolerance and resiliency, while helping leaders to drive engagement and commitment within their organizations during challenging times.</p>	
	<p>Catherine Hambley, PhD, Promoting Effective Leaders and Organizations, Co-Founder, Academy of Brain-Based Leadership</p>	

5:30pm –7:00pm

AWARDS WINE AND CHEESE RECEPTION

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

SUNDAY, February 28

8:00am – 11:00

INCOMING SPIM BOARD MEETING

8:00am – Noon

THE POLITICS OF THE ETHICAL PRACTICE OF PSYCHOLOGY IN ORGANIZATIONS

4 CEs

Every aspect of life for leaders in organizations has political components. In the spring and summer of 2015, the American Psychological Association published what it called "The Hoffman Report," which the leadership stated represented its search for the truth about whether staff and other leaders in APA colluded with officials in the Federal Government to support torture. The Report and associated processes led to the first specific restriction on the practice of psychology in organizations ever included in APA policy. These events and outcomes will be used to examine APA's Ethics Code in the context of leadership in contemporary organizations and to discuss the potential long – term implications for psychologists in managerial positions.

Richard R. Kilburg, PhD,

CEO, RRK Coaching and Executive Development

APA Ethics Approved

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

Go to www.surveymonkey.com/r/SPIM2016 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/r/SPIM2016

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



W. Kerry Armstrong,

As a Senior Vice President with Pope & Land Enterprise, Kerry is involved in the development, marketing, leasing, and management of commercial real estate. He joined Pope & Land in 2012. Previously he was a Senior Vice President with Duke Realty Corporation. Kerry holds a bachelor's degree from Purdue University. Kerry also is actively involved in numerous civic, educational, and charitable organizations. He has been on the Atlanta Regional Commission since 2008, serving as the Board Chairman since January 2014. He previously served as Co-Chair of the Atlanta Regional Workforce Development Board. He is the Chairman of the North Fulton Community Improvement District, serves as Director and Past Chair of the Council for Quality Growth. He is a Director and Past Chair of the Gwinnett Chamber of Commerce and is a Director for the Greater North Fulton Chamber of Commerce. Kerry also serves on the board of the Gwinnett Medical Center Foundation.



David W. Bracken, PhD

Dr. David Bracken is Principal at DWBracken & Associates in Atlanta. David's work focuses on implementing 360 Feedback and Coaching systems for clients, as well as strategic employee surveys, performance management systems, and competency models. David is a well-known as a thought leader for advancing the science of multisource (360 degree) feedback, particularly in its use to create large scale change and to improve talent management decisions. Prolific and widely published, David is the senior editor and a contributor to *"The Handbook of MultiSource Feedback"* (Jossey-Bass, 2001), and *"Should 360 Degree Feedback Be Used Only for Developmental Purposes?"* (Center for Creative Leadership, 1997). His most recent publication is, *"The 'New' Performance Management Paradigm: Capitalizing on the Unrealized Potential of 360 Degree Feedback"* (People & Strategy, 2013) with Allan H. Church (PepsiCo).

David has been both an internal staff member and external consultant to varied organizations. As an internal staff member his experience includes Xerox and BellSouth. As a consultant he has worked for National Computer Systems, Personnel Decisions Intl, Towers Perrin, Mercer Delta Consulting, Kenexa and OrgVitality LLC..

David received his BA degree from Dartmouth College, and MS and PhD degrees in Industrial/Organizational Psychology from Georgia Tech. He is a Certified Professional Coach from the College of Executive Coaching and is a member of the American Psychological Association and the Society of Industrial and Organizational Psychology.



Jill Draime, PsyD

Jill Draime, PsyD began serving as the Veterans Health Administration (VHA) Acting Chief of Staff on October 20, 2014. As Acting Chief of Staff, Dr. Draime coordinates policies, plans, and operational approaches designed to effectively carry out VHA's mission. She provides direct oversight to the VHA Executive Correspondence, VHA Office of Communications, VHA Office of Congressional & Legislative Affairs, VHA Office of Regulatory and Administrative Affairs, and the National Leadership Council Office. As an advisor to the Under Secretary for Health, she represents and speaks for the Under Secretary in high level negotiations involving the establishment or implementation of policies, practices, management, and operational activities of the Department of Veterans Affairs (VA) and VHA.

Since 2003, Dr. Draime has served as the Director of the Organization Development (OD) Practice within the VHA National Center for Organization Development (NCOD). In this role, she works with top VHA managers to develop long-range management plans for the efficient and effective operation of VHA organizations. She joined VHA in 1998, as a pre-doctoral Intern and subsequently completed a post-doctoral Fellowship in Organizational Psychology at the Cincinnati VA Medical Center.

Dr. Draime completed her doctoral degree in Clinical Psychology at Spalding University in 1999 and completed the Wharton Advanced Management Program at the University of Pennsylvania in 2013.



Alexander Eksir, DM

Dr. Alexander Eksir is a recognized industry leading change agent, who creates a new reality while achieving results through dynamic organizational leadership; maximizing human capital and process excellence. Eksir has proven track record in developing long terms strategy and translation into implementation roadmap driving results in operational excellence and customer satisfaction. Cultivates personal accountability alignment from factory to boardroom. Leads with ethics, integrity, courage, conviction, and compassion. Eksir has more than 38 years industry experience including 30 years of executive leadership in the aerospace, telecommunications equipment manufacturing and biomedical industries. Currently, he is serving as Vice President of Quality & Mission Success for a top global aerospace defense contractor. Over his career, he has served as vice president and general manager for global fortune 500 companies in functional, operational and business management capacities.

Dr. Eksir earned his bachelor's degree in technical and creative design from Accademia Di Belle Arti Di Firenze, as part of the University of Florence systems, Italy, and his master's degree in business administration from National University, San Diego, CA. He earned his Doctor of Management (D.M.) at Case Western Reserve University, Weatherhead School of Business. He holds a Black Belt and Master Black Belt in Six Sigma from the Juran Institute. In April 2004, the Juran Institute honored him with the title of Executive Master Black Belt for his continuous Six Sigma contributions, which have attained significant business results. Furthermore, he is a certified Program Manager from Defense Acquisition University and a graduate from a two-year executive development program by Mahler.

A world traveler who speaks four languages, Dr. Eksir advocates cultural diversity, inclusive thinking and mentorship. He has conducted business in more than 46 countries around the world.

Aaron D. Friedman, PhD

Aaron D. Friedman, PhD has been with LWF since 2012, and is currently the A. Dale Thompson Fellow in Executive Assessment & Coaching. Aaron's role in the firm is focused on Executive Assessment, Executive Coaching, and the organization, expansion, and commercialization of LWF's rich development content and tools.

During Aaron's time with LWF, he has played a central role in the delivery of client-facing assessment services and the development of assessment tools and processes. Aaron has developed and delivered full assessment processes and test battery assessments for both leadership selection and development purposes. Aaron has also constructed and analyzed assessment data to be able to describe the strengths, opportunities, and development potential of key talent groups; and then make recommendations for how to strengthen current talent pools.

In his roles at LWF, Aaron has also interpreted and led feedback and coaching initiatives at the manager, director, and executive levels, utilizing data from work simulations, 360 feedback tools, and personality and cognitive testing.

Internally at LWF, Aaron has led a number of marketing and branding initiatives, including the rebranding and relaunch of LWF's website, logo, and physical collateral. Aaron has also led key recruitment, hiring, and training processes for new team members, including recruiting consultants from industry conferences and graduate programs around the country, and subsequently guiding their onboarding, training, and rater calibration processes.

Prior to joining LWF, Aaron served as the Press Officer for the Consulate General of Israel in Houston, where he managed the Consulate's media correspondence and public affairs. Aaron graduated from the University of Oklahoma in 2007 with a BA in Psychology, and from the University of Texas at Arlington with his MS in Industrial and Organizational (I/O) Psychology in 2013, and PhD in Experimental Psychology in 2015. Aaron's research focused on perseverance and adaptability in leadership, and the role of openness to feedback in leadership performance and development.

Myranda S. Grahek, PhD

Myranda S. Grahek, PhD is President of Leadership Worth Following, LLC (LWF). With LWF since almost its inception, she has led every part of the business; developed innovative intellectual property, assessment processes, and feedback tools; served and led major programs in virtually all of its clients; and facilitates its Advisory Board of Directors.

As a business psychologist and consultant deeply involved in serving clients, she helps clients plan and execute high-impact assessment and development programs closely aligned to the strategic goals of client organizations. Her work leverages the strengths of their workforces, while addressing individual and organizational gaps and preparing leaders to grow into seasoned executives. Since 2006, she has led development and selection assessments at the director and executive levels; provided career guidance and developmental coaching for organizational leaders; and facilitated senior management and Board-level review of results and their implications. She has hired, trained, and advised other consultants in the use of assessment tools and processes, coaching, and personality and aptitude test use and interpretation. Applying her skills and experience to companies ranging in size from small privately-held companies to Fortune 100 multi-nationals, she has served a variety of industries including financial services, retail, manufacturing, and transportation. In doing this work, she has developed high-impact and trusting relationships with participants, and at all levels and functions of organizational leadership.

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.

As a leadership scientist, she leads and facilitates LWF's Science Advisory Board. 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 2008, and was the lead author on the follow-up article, *A Closer Look at Character in Leadership*, published in January 2011. In partnership with various universities, she has also advised graduate students and sat on final oral committees.

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 the University of Wisconsin – Green Bay. She is a member of the Society of Consulting Psychologists, member of the Society of Psychologists in Management, and the 2014 Awardee of the Women's Endowment and Foundation for the Advancement of Psychology in Management (WE-SPIM).

Catherine Hambley, PhD

Catherine is a senior consultant and a founding partner of ABL. She has served as a strategic business partner to leaders and organizations that are looking to enhance their effectiveness and ensure the success of their people and organizations. In her work as a consulting psychologist, Catherine translates relevant neuroscience into practical applications in the areas of leadership development, executive coaching, organizational culture, navigating change, strategic planning, and building successful, high performing teams.

As both an internal and external consultant, Catherine has worked across a broad set of industries and organizations, including Fortune 100 companies, governmental agencies, privately held businesses, start-up companies, and non-profit organizations. She has worked in the healthcare, heavy civil construction, technology, agriculture, government, manufacturing, retail, and non-profit areas. As a psychologist, she brings an understanding of people, relationships, systems, and effecting lasting change. She has a regular article in the *Physician's Practice Journal*.

Catherine holds a Ph.D. and M.A. degree in Psychology, and a BSc in Nursing.





Robert Hogan, PhD

Robert Hogan, Ph.D., president of Hogan Assessment Systems, is an international authority on personality assessment, leadership, and organizational effectiveness. He was McFarlin Professor and Chair of the Department of Psychology at the University of Tulsa for 14 years. Prior to that, he was Professor of Psychology and Social Relations at The Johns Hopkins University. He has received a number of research and teaching awards, and is the editor of the *Handbook of Personality Psychology* and author of the Hogan Personality Inventory. Dr. Hogan received his Ph.D. from the University of California, Berkeley, specializing in personality assessment.

Dr. Hogan is the author of more than 300 journal articles, chapters and books. He is widely credited with demonstrating how careful attention to personality factors can influence organizational effectiveness in a variety of areas – ranging from organizational climate and leadership to selection and effective team performance. Dr. Hogan is a fellow of the American Psychological Association and the Society for Industrial/Organizational Psychology.



E. Kevin Kelloway, PhD

E. Kevin Kelloway, Ph.D. is the Canada Research Chair in Occupational Health Psychology and Professor of Psychology at Saint Mary's University. A native of New Waterford Nova Scotia, he is a graduate of Dalhousie (B.Sc. Honours Psychology), Saint Mary's (M.Sc. in Applied Psychology) and Queen's (PhD in Organizational Psychology) Universities. After teaching at the University of Guelph for 8 years, he returned to Saint Mary's as the inaugural Director of the PhD program in Management where he also served as the Founding Director of the CN Centre for Occupational Health and Safety.

A prolific researcher, Kevin has authored over 150 articles and chapters and authored/edited 14 books. He has been elected a Fellow of the Association for Psychological Science, the Canadian Psychological Association, the International Association of Applied Psychology and the Society for Industrial/Organizational Psychology. He is Associate Editor of the *Journal of Occupational Health Psychology, Work & Stress* and the *Journal of Organizational Effectiveness: People and Performance, Work & Stress* and section editor for *Stress & Health* in addition to serving on several editorial boards.

Kevin is a founding Principal of Evidence Based Solutions – working with both private and public sector clients on a variety of issues related to Human Resources Management.

In addition to belonging to numerous professional associations, Kevin is past chair of the Canadian Society for Industrial and Organizational Psychology and currently serves as the President of the Canadian Psychological Association – Canada's national association for psychology.



Richard R. 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.

Nadine J. Kaslow, PhD

Nadine J. Kaslow, Ph.D., ABPP is a Professor with tenure, Emory University School of Medicine Department of Psychiatry and Behavioral Sciences; Chief Psychologist, Grady Health System; and Vice Chair of the Department of Psychiatry and Behavioral Sciences. In 2012, she received a Doctorate of Humane Letters from Pepperdine University. Past-President of the American Psychological Association (APA), Dr. Kaslow is Past President of APA's Divisions of Clinical Psychology (12), Family Psychology (43), and Psychotherapy (29), as well as the American Board of Clinical Psychology and the American Board of Professional Psychology. She is the Former Chair and Board Member Emeritus of the Association of Psychology Postdoctoral and Internship Centers (APPIC). She was a Primary Care Public Policy Fellow through the United States Public Health Service, a fellow of the Executive Leadership in Academic Medicine Program, and a Fellow of the Woodruff Leadership Academy. She has received numerous awards including APA's Distinguished Contributions for Education and Training Award, an APA Presidential Citation for assisting displaced interns and postdoctoral fellows in the aftermath of Hurricane Katrina, APPIC's Award for Excellence in Postdoctoral Training, a Heiser Award for her legislative advocacy efforts, the Elizabeth Hurlock Beckman Award for inspiring her junior colleagues to develop effective programs in the community, the Grady Health Foundation's Inspiring Mentor Award, and Emory University's Thomas Jefferson Award. The recipient of multiple federal and foundation grants, she has published over 300 articles and three books. A member of Rosalynn Carter's Mental Health Advisory Board, she is a nationally recognized expert in suicide, intimate partner violence and child maltreatment, depression in children and adolescents, posttraumatic stress disorder, and psychology education and training. Dr. Kaslow is the psychologist for the Atlanta Ballet and a frequent media guest.



Carolyn J. Lukensmeyer, PhD

Carolyn J. Lukensmeyer, Ph.D. is the Executive Director of the National Institute for Civil Discourse. Under Carolyn's leadership, NICD established itself as a leader in the field of democratic renewal, receiving the Search for Common Ground's 2014 Common Ground Award and leading the coalition that received IAP2's 2014 USA Project of the Year Award for Creating Community Solutions, a national dialogue on mental health. Carolyn is the founder of AmericaSpeaks, a deliberative democracy organization that successfully applied its 21st Century Town Meeting® to a number of major public policy issues, including, state-wide health care reform in California and Maine, the national childhood obesity epidemic, disaster recovery in New Orleans after Hurricane Katrina, and the federal budget deficit. She is the author of *Bringing Citizen Voices to the Table: A Guide for Public Managers* which provides strategies and best practices to public managers and leaders who wish to authentically engage citizens around significant policy issues.

Prior to founding AmericaSpeaks, Carolyn served as Consultant to the White House Chief of Staff from November 1993 through June 1994, as the Deputy Project Director for Management of the National Performance Review (NPR), Vice President Al Gore's reinventing government task force, and as Chief of Staff to Governor Richard F. Celeste of Ohio from 1986 to 1991. She also led her own successful organizational development and management consulting firm for 14 years. In this capacity, she worked with public and private sector organizations on four continents.



Heather Martarella, PsyD

Dr. Heather Martarella earned her doctorate in Clinical Psychology with a multicultural competency emphasis from John F. Kennedy University. She is currently the Director of the Compass Functional Restoration at the Sacramento Pain Clinic. She has served as the Department Chair, Director of Training, and Associate Professor for the Department of Counseling, Forensic and Sports Psychology at Argosy University, San Francisco Bay Area. She has also taught graduate psychology courses for Alliant University, John F. Kennedy University, California Institute of Integral Studies, and San Francisco State University. She has provided diversity trainings and management consultation to academic, corporate and non-profit organizations. Dr. Martarella is the current President of the Association of Family Therapists of Northern California and maintains a clinical consultation practice.





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, Organizational Effectiveness, 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.

Beth is also the interim CEO of the Canadian Mental Health Association Middlesex, an organization that provides community-based mental health services, housing supports, outreach and education across the region.

Throughout her career, 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.



Joseph P. Mosher, PhD

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

Joe has almost twenty years of experience in assessment for selection and development at all organizational levels, executive coaching, talent management, 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.

Joe 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.

Joe has partnered extensively with closely held and 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 such businesses. He has served as faculty for Enterprise University's family business courses and has developed and delivered specialized curriculum.

Joe received his B.S., M.S. and Ph.D. in Psychology from St. Louis University and is a licensed psychologist in Missouri and Texas. 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 business leadership and management. He has served as past Treasurer for Gateway Industrial Organizational Psychologists, and is a member of the Society of Consulting Psychologists and the Society of Psychologists in Management.



Stacey Valy Panayiotou

Stacey Valy Panayiotou serves as the Global Head of Talent and Development for The Coca-Cola Company. Stacey's primary responsibilities leading this Center of Expertise (COE) are to partner with operating leadership to set the enterprise talent and development strategy and design leading practice solutions to meet the changing business and talent needs. Stacey's leadership of the Global Talent and Learning Development community focuses on the design, development and implementation of talent and leadership development spanning across The Coca-Cola System.

Stacey brings over twenty years of experience across a variety of roles in Human Resources, both in generalist and specialist roles. Her passion for bringing out the best in talent based on the needs of the business has served her well throughout her career and especially in her current role. Most recently, Stacey served as VP of Talent & Development, Organizational Effectiveness and Diversity & Inclusion and Learning for the Coca-Cola North America Group. Stacey previously held the role of Vice President of Human Resources for the West Business Unit of Coca-Cola Enterprises Inc. (CCE). Before joining CCE, Stacey worked in Corporate Human Resources with The Coca-Cola Company. Prior to that, she led the Organization Development function for Pactiv Corporation, a packaging company based outside of Chicago.

Stacey holds two Master's Degrees from Loyola University Chicago (Institute of Human Resources & Industrial Relations) and a Bachelor of Business Administration from The University of Iowa. She is married to Drew Panayiotou and has one son, Alex. In her free time she loves to spend time outdoors, cooking and volunteering.

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). He is a Fellow of the American Psychological Association.

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).

Mary Ann Peters

Ambassador Mary Ann Peters joined The Carter Center as its chief executive officer Sept. 2, 2014.

As CEO, Ambassador Peters provides vision and leadership for The Carter Center and oversees all program implementation and operations. Ambassador Peters was Provost of the U.S. Naval War College from September 2008 to August 2014. Previously, she was dean of academics at the College of International and Security Studies at the George C. Marshall European Center for Security Studies in Garmisch-Partenkirchen, Germany. Prior to becoming dean of the college, she served as associate director for international liaison at the Marshall Center. Ambassador Peters spent more than 30 years as a career diplomat with the U.S. Department of State. She began her career as a vice-consul in Frankfurt, Germany, in 1975. She holds a Bachelor of Arts from Santa Clara University and a Masters of International Studies from the Johns Hopkins School of Advanced International Studies. Her formal education also included courses at the Institut d'Etudes Politiques in Paris.

Michael B. Polk

Michael Polk is transforming Newell Rubbermaid into a bigger, faster growing, more global and more profitable company. A global marketer, innovator and leader with a proven record of growing brands, driving change and delivering superior financial performance, he has been President and Chief Executive Officer since July 2011 and a member of our Board of Directors since 2009.

Previously, Mike was President of Global Foods, Home and Personal Care at Unilever, where he was responsible for the development, innovation and marketing of Unilever's entire \$64 billion portfolio of categories and brands. During eight years at Unilever, he is credited with transforming the company's business in the Americas, sharpening Unilever's global portfolio strategy, and creating a more competitive, faster-growing, innovation-driven organization. He was a member of the Unilever Executive Board from 2007-2011.

Earlier, Mike spent 16 years at Kraft Foods serving as President, Asia Pacific Region, Kraft Foods International and President, Nabisco Biscuit & Snacks, Kraft Foods North America. In both positions, he served on Kraft's Management Committee. Prior to Kraft, Mike spent three years at Procter & Gamble working in manufacturing and research & development in the Paper Products Division. He has a B.S. in operations research and industrial engineering from Cornell University and an MBA from Harvard Business School.

Mike is a member of the Board of Directors of Colgate Palmolive Company and the Board of Trustees of Morehouse College.

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 Director of the Graduate Program in Clinical Mental Counseling 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 is the Editor of the Journal of Mental Health Counseling. 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 President-elect for the Society of Consulting Psychologists, and immediate past chair of the Board of Directors of Milwaukee's United Lutheran Programs for the Aging.



Nneka Jones Tapia, PsyD (WE/SPIM Awardee)

Dr. Nneka Jones Tapia is the Executive Director of the Cook County Department of Corrections. Prior to assuming that role in May 2015, Dr. Jones Tapia was the First Assistant Executive Director of the Cook County Sheriff's Office where she oversaw mental health strategy at the Cook County Jail. Sheriff Thomas Dart has long decried the criminalization of mental illness, a tragic byproduct of widespread mental health service cuts throughout the county and state over the past decade. As such, mentally ill individuals are routinely incarcerated for small offenses such as petty theft, panhandling, trespassing, prostitution, disorderly conduct and drug-related crimes. On any given day, Cook County Jail is home to 2500-2800 mentally ill inmates, making it the largest mental health institution in the country. In an effort to slow the revolving door of mentally ill re-entering the jail, Dr. Jones Tapia developed the Mental Health Transition Center to build a support system for the successful reentry into the community. In addition to the Mental Health Transition Center, Dr. Jones Tapia spearheaded several programs geared toward increased health in the inmate population and the community.

Prior to joining the Sheriff's Office, Dr. Jones Tapia served as the Chief Psychologist at Cermak Health Services, the onsite medical and mental health provider at Cook County Department of Corrections, where she developed and chaired numerous mental health programs and committees and advised the Cook County DOC on mental health-related issues.

Dr. Jones has maintained a decorated academic career, earning her bachelor's degree in psychology from the University of North Carolina at Chapel Hill, her master's in clinical psychology from East Carolina University and her doctorate of psychology from the Virginia Consortium Program in Clinical Psychology.



A. Dale Thompson, PhD

Dale Thompson is a seasoned business executive, consultant, licensed psychologist, and Founder and CEO of Leadership Worth Following, LLC (LWF). Established in January 2004, LWF helps organizations identify and develop talent with the capacity, commitment, and character to lead; talent that demonstrates leadership worth following.

Dr. Thompson's more than thirty years of business, consulting, and leadership experience have focused heavily on helping individual leaders, groups, teams, and organizations address critical talent-related issues including top leadership selection, development, and succession; Board and CEO-team effectiveness; and creating sustainable leadership systems and processes. His most recognizable clients have included prominent global firms such as 7-Eleven, AIG, BNSF, Boeing, Federal-Mogul, Freescale, Rackspace, Texas Instruments, and Walmart, as well as dynamic domestic companies such as Advance Auto Parts, H-E-B, Neiman-Marcus, NuStar Energy, PetSmart, SCAN Healthplan, USAA, and Valero Energy, to name just a few.

Beyond consulting, Dr. Thompson has made a number of recognized contributions to the fields of business and psychology. In 1986, he published what has been acknowledged as the first formal study of executive coaching. His pioneering research focused on evaluating the emerging practice of executive coaching, and identifying "who changes, how much, and why" among coaching participants. In 2008, he was first author of the landmark article, "The Search for Worthy Leadership;" one of the most downloaded articles in the leadership literature since it was published.

Dr. Thompson's professional contributions were acknowledged in 2004 when The Society of Consulting Psychology presented him with the prestigious RHR International Award for Excellence in Consultation. His contributions to leadership theory and practice were acknowledged by the Society of Psychologists in Management when he was named The 2011 Distinguished Psychologist in Management; and by The Goolsby Leadership Academy at The University of Texas at Arlington when he was named its 2011 Distinguished Visiting Leader. Dr. Thompson received his Ph.D. from the University of Minnesota. He is a Licensed Psychologist in the State of Texas.

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., the National Leadership Institute, College Park, Md., and the Hay Group. She has also been an adjunct professor, Business and Executive Programs, Graduate School of Management and Technology at the University of Maryland University College.

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 Past President and Past Board Chair of the Society of Psychologist in Management (SPIM), has chaired the Communications Committee and the Strategic Planning Committee, and currently is on the Foundation for the Advancement of Psychologists in Management Board, and the Center for Progressive Development.

Dr. Thorn received her Ph.D. in Human Development with a specialty in Organizational Management from the University of Maryland, and her M.A. and B.A. degrees, in counseling and psychology, from the University of Florida and holds an Executive Development Certification from ESADE Business School, Barcelona, Spain. She is a CCE Board Founder and Certified Coach (BCC), and an International Coaching Federation Professional Certified Coach (PCC).

She has received numerous awards and honors for professional and community service. The biggest being a mother of two Eagle Boy Scouts!

James Tuchschtmidt, MD, MM

James Tuchschtmidt, M.D., was named Acting Principal Deputy Under Secretary for Health, in the Department of Veterans Affairs on May 25, 2014. He leads clinical policies and programs for the Veterans Health Administration (VHA), the United States' largest integrated health care system. VHA is also the Nation's largest provider of graduate medical education and a major contributor to medical and scientific research.

Previously, Dr. Tuchschtmidt was the Director, Office of Strategic Integration at VA Central Office, Washington, DC. In this role, he was responsible for leading VHA's transformation efforts. Prior to this, he served as the Director of the Portland VA Medical Center May 14, 1998 until August 2009. Prior to joining the VA in 1993, he was the Director of Critical Care for the Department of Medicine at LAC/USC Medical Center and subsequently worked for Sutter Health in northern California.

Dr. Tuchschtmidt started his VA career as the Chief, Medical Service at the North Chicago VA Medical Center where he played a major role in reorganizing the medical center to be more efficient and patient centered. This work was recognized with an award from the American College of Physician Executives. He relocated to the Northwest in 1996 to serve as the Chief Medical Officer for VISN20.

As a key leader in VA, Dr. Tuchschtmidt has made many contributions. He played a significant role in VA's shift to Veterans Integrated Service Networks, as a member of the VISN Activation Work Group. Additionally, he has served on various workgroups that helped design of VA's regional network structures, the development of VHA's performance management strategy, and he has been a long-standing member of VHA's Finance Committee. He recently co-chaired the Universal Services Task Force, a group charged by the Under Secretary for Health to lay out a road map for transforming VA healthcare for the 21st Century.

Dr. Tuchschtmidt is board certified in Internal Medicine, Pulmonary Disease, and Critical Care Medicine. He has a Master's in Management, having graduated Summa Cum Laude from Northwestern University's Kellogg Graduate School of Management.





Paul Winum, PhD

Dr. Paul Winum joined RHR International in 1991 and is a senior partner in the New York office. Paul serves as practice leader of Board & CEO Services, with duties that include spearheading research, coordinating efforts with clients, and supporting consultants in the field. Paul has 25 years of management and consulting experience across the spectrum of RHR service areas, including board consultation, senior executive selection, development, talent management, pre-investment due diligence, and merger integration. Paul also coauthored the book *Inside CEO Succession: The Essential Guide to Leadership Transition*, which received strong reviews from prominent business leaders.

Prior to joining RHR International, Paul was the chief operating officer of a large New York City nonprofit organization, managing five service divisions and a consulting operation. He also helped build a business from the ground up that is flourishing almost three decades later, and he founded a philanthropic organization in support of a human services agency.

Paul received a Ph.D. and a master's degree from the University of Notre Dame in counseling psychology and a bachelor's degree in sociology and psychology from Columbia University. In 2007, he was awarded specialty board certification in organizational and business consulting psychology by the American Board of Professional Psychology and was elected as a Fellow of the American Psychological Association.



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

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

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