

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

PSYCHOLOGISTMANAGERS AS THE NEW SOCIAL INFLUENCERS



S P I M

SOCIETY OF PSYCHOLOGISTS
IN MANAGEMENT

HILTON SANTA FE / HISTORIC PLAZA,
SANTA FE, NM
FEBRUARY 27 – MARCH 1, 2020

Welcome! Whether you are new to SPIM or have attended our **meetings** in the past, I want to wish you a warm welcome to the 2020 SPIM Conference! Santa Fe will be a wonderful backdrop to our conference sessions and time together as colleagues. After an exciting joint conference with Division 13 last year, over the next few days I look forward to meeting new colleagues and re-connecting with old friends in our typical smaller setting.

Annual Meeting: The theme of this year's conference, *Psychologist-Managers as the New Social Influencers: Sharpening the Performance Edge for Leaders and Organizations*, was designed to put the focus on what SPIM members offer to the organizations they lead and influence. You are in the right place at the right time if you view psychologist-managers as forward thinkers who are actively shaping the future. The sessions for this conference were chosen with care to provide SPIM members with unique insights that are based on the latest research in psychological science and organization management.

Look for a new addition to the program this year – these symbols throughout the program provide you with a quick guide for how each session is related to different aspects of our work.



Heart: The Need to Nurture



Tools: For Coaching and Management



Edge: To Improve Performance for Leaders and Organizations



Mind: The Need to Grow

Thank you doesn't begin to express my appreciation to President-Elect and Conference Planning Committee Chair Tammy Lyn, as well as the Conference Planning Committee. The committee members are Linda Fleming, Christina Frederick, and I. Marlene Thorn. **Continuing Education** credits are available for most of our sessions due to the diligence of our Continuing Education Committee. Thank you, Elizabeth Thompson (committee chair) for your diligence.

Your Board at Work: I wish to thank all of our Board members for the time they took contributing to the **Board's** work, leading and/or serving on **committees**, and strengthening SPIM for the future. Over the last year, the Board has met monthly via Zoom, with the Executive Committee members meeting the week before each Board meeting. The current Board has followed the path laid out by recent Boards with regard to **strategic planning**, member engagement, and financial goals. This included taking on the tasks of the Sponsorship Committee, expanding social media connections with members, and moving the TPMJ to electronic-only publication. In addition, we formed a Scenario Planning Committee, chaired by Carl Greenberg, to examine possibilities for SPIM's future and suggest actions supporting movement toward the most positive future for the organization. Robin Stacia led the Board in thoroughly reviewing, then approving, updates to the Board Bylaws (last done in 2017). A newly-formed Journal Editor Search Committee will continue working with APA staff through the first half of 2020 to select and hire a new Editor of *The Psychologist Manager Journal* (special thanks to both Jennifer Wisdom and George Yancey for their leadership as co-Editors of TPMJ).

May the rest of your 2020 be as full of camaraderie and learning as this conference!

Martha S. Zlokovich

Martha S. Zlokovich, PhD
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



AGENDA

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

WEDNESDAY, FEBRUARY 26

2:00 pm – 6:00 pm FAPIM Board Meeting

Chapel

THURSDAY, FEBRUARY 27

7:30 am – 7:00 pm REGISTRATION/INFORMATION DESK

8:00 am – 6:00 pm TRANSITIONING FROM PSYCHOLOGIST TO PSYCHOLOGIST-MANAGER:
Leadership and Management Skills for Success

10 CEs

Pecos



Continental breakfast and lunch are included

Module 1: Leading Self

This module helps psychologists transition into the psychologist-manager role. Psychologists' careers often provide opportunities to assume supervisory, managerial, and even senior executive roles. However, effective managerial and leadership skills are rarely taught as a part of advanced degree programs in psychology. In this workshop, participants are exposed to research-based essential skills for effectively leading and managing others, followed by an assessment-based process of self-discovery to explore the extent to which they have, or may more easily develop those skills, and whether others recognize them as demonstrating those skills. Finally, participants are taught principles of leadership development to enable them to leverage their strengths and address development opportunities as they engage in leadership roles.

Myranda Grahek, PhD

President, Leadership Worth Following, LLC

Module 2: Leading and Managing Others

The purpose of this second module is to outline the basics of leading and managing others. Topics to be discussed include: understanding appropriate supervisor-subordinate roles in effective performance management, learning a performance management process, setting work and developmental objectives, using positive psychology to improve performance, analyzing and addressing performance problems, and identifying policies, programs, resources and tools for managing performance. Participation will be interactive and small-group discussions will enable participants to consider areas for skill development. Role-playing will enable in-depth application of the above topics.

I. Marlene Thorn, PhD

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

Module 3: Leading and Managing the Business

The purpose of the third module is to outline the basic fundamental resources and tools needed to manage the new supervisor's area of business. Topics covered include financial, organization, human, and physical capital; improving employee engagement; marketing basics; strategic planning; change management; and managing up. Participants will take a brief self-assessment of their resource challenges, will walk through a brief strategic planning case, and will discuss their own dilemmas in managing up through interactive dialogue and case discussion.

Connie Schroyer, PhD

Senior Client Partner, Korn Ferry

Symbol Key



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1:00 pm – 5:00 pm

Chapel



CREATING THE WORKPLACE OF THE FUTURE WITH EQ*i*

4 CEs

Western thought has largely been shaped by an admiration of logic, as opposed to emotion. Descartes said, "I think, therefore I am." Stoics like Marcus Aurelius taught that it is best to ignore feelings. Today, however, we have done a complete 180. Business leaders are prized for being multi-faceted and passionate. Qualities once seen as weaknesses, such as empathy and sensitivity, are now viewed as strengths. Emotional intelligence (EQ) has become more than a buzzword. Research has proven that EQ has a significant impact on occupational performance. According to Time Magazine, 90% of top performers have high emotional intelligence. Plus, according to a study conducted by Lyle Spencer, Jr., CEOs with high EQ add 127% more to their companies' bottom lines than average executives who possess lower EQ levels.

As we move into an era that's hyper-focused on mindfulness and self-awareness, the outdated notion of an unapproachable, money-driven leader will become far less common. Corporations around the world turn to EQ measurement in hiring, promoting, and developing their employees because they know that to foster a community-oriented environment, leaders must be engaging, compassionate, and morally competent. Those who possess higher social skills and empathetic qualities will drive the companies of our future forward.

Is your organization positioned to leverage this trend? In this workshop, participants will increase their understanding of the business case for EQ and its contributions to the success of leaders, their employees, and their organizations. Participants will become able to spot the qualities of potential leaders. Lastly, this workshop will offer tools for analyzing and improving EQ skills to help others use both emotions and logic to maximize performance.

Roberta Moore, CPA, MBA, MST, EdS, LMFT
President and CEO, EQ-i Coach

5:00 pm – 7:00 pm

Mesa C

OUTGOING SPIM BOARD MEETING

7:00 pm – 8:00 pm

Canyon Ballroom

WELCOME RECEPTION – *Cash Bar*

8:00 pm – 10:00 pm

KICK-OFF MEETING

Richard R. Kilburg, PhD
CEO, RRK Coaching and Executive Development

FRIDAY, FEBRUARY 28

7:00 am – 5:00 pm

REGISTRATION/INFORMATION DESK

7:00 am – 8:00 am

BREAKFAST

Canyon Ballroom

Networking and Buddy Pairing

8:00 am – 8:30 am

PRESIDENT'S ADDRESS

Mesa A/B

PSYCHOLOGIST-MANAGERS AS THE NEW SOCIAL INFLUENCERS:
Expanding Our Impact in the New Century

What will it take for non-psychologist executives, managers, business owners, politicians, policy makers, educators, and other leaders to think of us – Psychologist-Managers – as their first call for help resolving management and leadership issues? For leadership searches to actively seek out Psychologist-Managers as the most desirable candidates to fill leadership positions? What do we need to change about our own thinking, our spheres of influence, our self-assessments, and our training to make this happen? This year's conference has been designed to address these questions and to provide you with exciting and impactful ways of broadening your influence. Sessions have been designed to spark your thinking about your own role as a change-maker.

Martha S. Zlokovich, PhD
Executive Director, Psi Chi, The International Honor Society in Psychology

Symbol Key



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Mind
The Need to Grow

8:30 am – 9:45 am

Mesa A/B



FEAR NOT! CREATING SOCIAL IMPACT BY DRIVING SOCIAL INNOVATION:
A Community Case Study in the Making & the Role Psychologists Leaders Can Play

1 CE

As a psychologist, you are uniquely advantaged to facilitate community transformation. Understanding and shaping values, beliefs, and behaviors is a hallmark of your profession. You can use your existing skills and knowledge to effect positive change at the level of an institution, a neighborhood, a stakeholder group, or your entire community. There are key principals that need to be taken into account as you design initiatives to create social impact of any scale. The session speakers have broad experience with long-term community transformation initiatives. They will share direct learnings and observations from a current community case study. They will provide tools and strategies you can use to mobilize and motivate your own stakeholders for powerful and positive social outcomes.

Kathy Laster, PhD, MBA

President and CEO, Avedis Foundation

Salah Boukadoum

CEO and Founder, Good Returns Group/Impact City Initiative

9:45 am – 10:00 am

BREAK

10:00 am – 11:00 am

BLOOPERS, DO-OVERS AND OUTTAKES

Not CE Eligible



Distinguished presenters will share a blunder or outtake from their professional experience. Each scenario will be a catalyst for attendees to share their own experiences and for all participants to share advice for do-overs. Examples of scenarios may include, but are not limited to, a career transition that did not go as planned, a coaching or mentoring intervention that backfired, a mistake made as a psychologist manager leading a team, or an instance of an audience not accurately understanding the presenter's expertise as a psychologist manager, and how he or she might communicate the "brand" more clearly.

A George Watts, EdD

Chairman, Top Line Talent

B Martha S. Zlokovich, PhD

Executive Director, Psi Chi, The International Honor Society in Psychology

C Al Parchem, PhD

ALP Endeavors LLP

D Rose Sokol-Chang, PhD

Journal Publisher, American Psychological Association

Mesa A/B

Pecos

Chapel

Mesa C

11:00 am – 11:15 am

BREAK

11:15 am – 12:15 pm

COMMUNICATING ACROSS GENERATIONS: HOW BOOMERS AND
GEN X CAN BRING OUT THE BEST IN MILLENNIALS AND GEN Z

1 CE

Mesa A/B



As Millennials and Generation Z are upending the norms of today's organizations, psychologist managers and leaders are in a unique position to address communication disconnect and coach others in the workplace to improve communication. This presentation describes generational differences between values of Baby Boomers, Generation X, Millennials, and Generation Z, and describes how differences in values manifest in workplace communication. The presenter describes current psychological and management literature on communication strategies and provides suggestions for implementing cross-generational communication techniques for psychologist managers and leaders, including consultants.

Jennifer Wisdom, PhD

Principal, Wisdom Consulting

12:15 pm – 1:30 pm

LUNCHEON AND GUEST SPEAKERS FROM THE SANTA FE SYMPHONY

Canyon Ballroom

Daniel M. Crupi

Executive Director

The Santa Fe Symphony Orchestra & Chorus

Dr. Penelope Penland

Chair of Development and Vice President of the Board of Directors

The Santa Fe Symphony Orchestra & Chorus

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1:30 pm – 2:45 pm

Mesa A/B



RECRUITING AND NUTURING A DIVERSE TALENT POD IN STEM FIELDS

1 CE

Kevin Edwards is the Global Manager of Diversity and Inclusion at Bechtel Corporation, one of the most respected global engineering, construction, and project management companies in the world. In his role, he has developed a sharp eye for identifying emerging STEM talent, particularly among minorities and women. He has demonstrated a special gift for nurturing talent toward success in highly demanding STEM fields. The field of psychology can learn from his success in meeting Bechtel Corporation's strategic goals with respect to recruitment, retention, and advancement of members of under-represented groups. Mr. Edwards will share his perspective on why a diverse workforce is critical to industry success and share techniques for helping diverse talent navigate a career in psychology.

Kevin Edwards

Global Manager of Diversity and Inclusion, Bechtel Corporation

2:45 pm – 3:00 pm

BREAK

3:00 pm – 4:00 pm

Mesa A/B



LEADING TRANSFORMATIONAL CHANGE: The Human Connection

1 CE

Public sector professionals are subject to mission changes, management overhauls, and turnover inherent in every change in political administration. The constant, and sometimes severe, cycling between political polarities can erode feelings of psychological safety, trust, and professional identity. The instinct toward self-preservation can turn the most well-meaning and enthusiastic public sector professionals into isolated, risk-averse team members reluctant to trust their colleagues or leadership. On the other hand, incoming leaders may be oblivious to inheriting wounded teams. During this session, the presenter will share her personal experiences inheriting such a team and restoring organizational health characterized by trust, collaboration, and enthusiasm for government service.

Pamela Coleman

Director, New Mexico State Personnel Office

4:00 pm – 5:00 pm

Mesa A/B



SHARPENING THE PERFORMANCE EDGE FOR PHYSICIANS AND OTHER HIGH FUNCTIONING PROFESSIONALS

1 CE

This presentation addresses the unique factors that contribute to success and challenges in coaching and treating physicians. The issues discussed may be extrapolated to other high functioning professionals, including managers/leaders. Physician health problems, inclusive of physical, psychological and substance abuse are explored in the context of this safety sensitive profession. Data on the unique occupational challenges as well as general personality structures prevalent in this population will be reviewed. Discussion will include current literature regarding how physician wellness affects the healthcare environment, including our own research on how malpractice risk is reduced by 20% if a physician addresses their health problems and attends to their wellbeing. Case examples will be shared. Specific strategies to assist these professionals will be relayed.

Sarah Early, PsyD

Executive Director, Colorado Physician Health Programs

Joyce Davidson

Director of Clinical Services, Colorado Physician Health Programs

Evening

DINE-AROUNDS

SATURDAY, FEBRUARY 29

7:00 am – 5:00 pm

REGISTRATION/INFORMATION DESK

7:00 am – 8:00 am

BREAKFAST

Canyon Ballroom

SPIM JOURNAL DISCUSSIONS

Led by TPMJ Editor: Jennifer Wisdom, PhD

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8:00 am – 9:00 am

Mesa A/B



ASPIRING OUT OF LEADERSHIP:
Successfully Navigating the Change You Need

1 CE

What happens when an effective leader, whether by personal choice, corporate reorganization, conflicting values or other factors, leaves a leadership position? Whether an academic leader goes back to the classroom or a corporate manager steps into an individual contributor role, based on personal accounts and empirical study, aspiring out of leadership can be a positive transition leading to greater creativity, career satisfaction and personal happiness. This session is for those leaders who wish to make a change in their career or to assist someone who desires a role change. Hands-on assessment and discussion will focus on recognizing personal signs that it may be time for you (or someone who works for you) to leave a leadership role, how to negotiate a lateral or non-leadership career change, and how transitioning leaders can find greater meaning and success in a work life that benefits them, as well as their organizations.

Christina Frederick, PhD

Professor, Embry-Riddle Aeronautical University

9:00 am – 10:00 am

Mesa A/B



REFLECTIONS ON A CAREER IN MANAGEMENT:
Leadership Lessons Learned the Hard Way

1 CE

The purpose of my talk is to share some of the things I've found important or have influenced me as a manager. The talk will cover the difference between Leadership vs Management and why it doesn't matter. We'll cover the importance of simple communications and my "Rules of Thumb" which I call the Wizard of Oz Theory of Management. We'll discuss the importance and a process for connecting strategic planning with your day to day activity because you never do a long term thing. And we will finish with a discussion of the challenges of leading in life threatening situations (for me the capsizing of the Cynthia Woods was the most challenging thing I've faced) and what I learned from it.

Steven Conway

Senior Lecturer, Texas A&M University at Galveston

10:00 am – 10:15 am

BREAK

10:15 am – 11:15 am

Mesa A/B

DPIM AWARD PRESENTATION

1 CE

PSYCHOLOGIST-MANAGERS AS INFLUENCERS: How do We Compare
with the Strong Interest Inventory and the Holland Codes

The purpose of this presentation is to present and explore the Holland Codes and the Strong/Campbell Inventory profiles of Psychologist-Managers. We will discuss how we are linked to the Conference theme, and how we as Psychologist-Managers are different from other psychologist colleagues. As a group we will individually participate in an exercise to determine our base codes to be discussed in the session. The presentation will then review research on the Strong/Campbell Inventory and the Holland codes. The presentation will include data that was collected from the SPIM's Conference attendees in 2013 and propose an explanation for how we as Psychologist-Managers are similar and different. The attendees will discuss their individual Holland Codes with their Table Group and be asked a series of questions to discuss. Attendees will consider how understanding their career choices and best "fit environments" will assist them in creating positive social influences for the public.

I. Marlene Thorn, PhD

Founder and CEO/Consultant, IMT Consulting Associates, LLC

and Center for Creative Leadership Adjunct Feedback Assessor and Executive Coach

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11:15 am – 12:15 pm



STEPPING OUTSIDE THE LINES: Diversity and Inclusion Through Mentorship

1 CE

When people imagine a mentor-mentee relationship, the mentor is generally older and more experienced, while the mentee is typically younger and/or less experienced. In all likelihood, the pair would best be described as able-bodied Caucasian men. Literature suggests that individuals prefer to work with, or feel more comfortable with, persons who are "like us." While more or less acceptable in a social setting, adhering to such comfort in the work setting results in a particularly homogeneous atmosphere. Mentees who do not meet the aforementioned description often will have a difficult time finding mentorship. This workshop invites attendees to consider ways in which they can step across the line and mentor someone seemingly different from themselves.

Sharon Bowman, PhD, ABPP
Professor and Chair, Ball State University

12:15 pm – 1:30 pm

Canyon Ballroom

LUNCHEON AND SPIM BUSINESS MEETING

1:30 pm – 2:30 pm

Mesa A/B



INTERSECTIONALITY AND CULTURAL COMPETENCE IN LEADERSHIP

1 CE

Our digital age society today is becoming increasingly global and diverse in our communities and institutions. The growth of technology is making for rapid and significant change; international travel and instantaneous communication makes us more interconnected. How does this influence our leadership? The research has demonstrated that culture and diversity matters in leadership. Hence, leaders today must be culturally competent across international and intra-national groups. We must recognize how the intersectionality of social identities of leaders and members offer complexity to the exercise of leadership. We must examine how and if prevailing cultural norms dominate our paradigms of leadership in ways that marginalize some groups over others. The DLMOX paradigm (Diverse-Leaders-Members-Organization-Exchange) will be presented as a way to frame our approach to leadership in our digital age.

Jean Lau Chin, EdD
Professor, Adelphi University

2:30 pm – 2:45 pm

BREAK

2:45 pm – 3:45 pm

Mesa A/B



STICKINESS ISN'T JUST FOR SUSHI RICE: How to Apply Core Psychological Precepts to Better Engage and Retain ECPs in Management and Leadership Development

1 CE

This one hour lecture/discussion session will focus on application of basic psychological principles to engaging psychologists in management and leadership development. The author will discuss success in growing a dues-driven voluntary professional organization in psychology and apply lessons to the world of organizational and consulting psychology. Principles derived from change theory (identification of prospective members), attachment, affiliation and congruence research (identification of shared values and other drivers) and principles of optimized engagement in an era of digital anomie will be discussed. Necessary steps to engage the interest of graduate students will be covered. Values-driven member recruitment and retention strategies will be addressed using the example of climate change. The role of psychology in addressing large scale social change will be addressed in this context.

Morgan Sammons, PhD, ABPP
Executive Officer, National Register of Health Service Psychologists

3:45 pm – 4:00 pm

BREAK

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4:00 pm – 5:00 pm

Chapel



BREAKOUT SESSIONS

A Writing and Publishing in an Academic Journal

Not CE Eligible

This workshop will assist psychologists in understanding the journal publication process, types of articles accepted for publication, and methods for increasing writing productivity. The presenter is editor of the SPIM journal with extensive experience writing and editing manuscripts for publication. Attendees are encouraged to bring an idea for a manuscript to the session.

Jennifer Wisdom, PhD

Principal, Wisdom Consulting

Pecos

B Mindfulness for Managers: From Science to Practice

1 CE



Mindfulness meditation has therapeutic effects and the practice of meditation has been incorporated into many mind-body interventions aimed at improving health, managing stress, and attenuating illness progression. In our workshop, we will demonstrate a sitting practice, engage in inquiry, and unpack the processes that underlie the stress reducing and affect promoting benefits of the practice. We will offer suggestions on how to pepper the day with mini-mindfulness exercises as well as carve out time for a regular practice. Throughout the workshop we will highlight the evidence-based benefits of each method and discuss how a mindful manager contributes to wellness in the workplace

Linda M. Fleming, PhD

Chief of Staff and Interim VP of Academic and Student Affairs at the Northern Pennsylvania Regional College

Kathleen Lustyk, PhD

Dean and Professor, College of Arts and Sciences, Embry-Riddle Aeronautical University

Mesa A/B

C The Neuroscience of Trust, Empathy, and High Performance Teams

1 CE



All people have a profound need and capacity to connect with each other, including those working in organizations. Individuals who have social and emotional intelligence successfully navigate the politics inherent in organizations, better manage conflict with others at work, and sustain relationships with colleagues. This session reviews the neuroscience of interpersonal trust and psychological safety. The presenter will summarize the latest research around interpersonal trust and its relationship to the hormone oxytocin that provides insight about the biological survival roots of unconscious bias and in-group bias. Both individual and organizational approaches to enhance psychologically safe and high trust cultures will be presented.

Kenneth Nowack, PhD

Chief Research Officer, Envisia Learning, Inc.

5:30 pm – 7:30 pm

Canyon Ballroom

AWARDS RECEPTION – *Heavy Hors d'oeuvres and Cocktails*

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SUNDAY, MARCH 1

8:00 am – 11:00 am INCOMING SPIM BOARD MEETING

Chapel

8:00 am – 12:00 pm

Pecos

INTERSECTIONALITY AND CULTURAL COMPETENCE IN LEADERSHIP
Continental breakfast is included

4 CE



This workshop will build on the concepts of intersectionality, cultural competence and leadership provided in the earlier presentation. Using the DLMOX paradigm (Diverse-Leader-Member-Organization-Exchange) as a framework, participants will engage in self-reflection, develop strategies for effective culturally competent leadership, and apply concepts of intersectionality to their leadership. Using case examples and exercises, participants will discuss what they bring to their leadership, and how their leadership is influenced by the intersectionality of social identities, lived experiences, cultural values and social and organizational contexts.

Jean Lau Chin, EdD

Professor, Adelphi University

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: Elizabeth Thompson at thompson@kennedykrieger.org

Go to www.surveymonkey.com/r/SPIM2020 to complete the online conference evaluation. CE credits cannot be given unless the evaluation is completed. You must complete by March 10th to obtain CE credits. The evaluations can be completed all at one time or in several sessions throughout the conference. The SPIM coordinator will email your certificate(s) 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 contact Liz Woodward at 773-331-0457 or liz@spim.org

Evaluation Site: www.surveymonkey.com/r/SPIM2020

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PRESENTERS

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



Salah Boukadoum

Salah Boukadoum is the founder of Impact City, an initiative to transform Dallas into a global center for solving humanity's greatest challenges. He was founder and CEO of Atrana Solutions, a technology company that he grew to over \$14 million in revenue and ultimately sold to publicly traded Alliance Data. Salah now develops and deploys business models that are designed to address world-scale human problems. He is the inventor of Good Returns, an economic model that increases both impact and financial returns for businesses and investors. Salah is also co-founder of Soap Hope, an online natural products retailer that invests 100% of profits into antipoverty programs for women. Prior to his business career, Salah was an internationally-touring classical pianist, and he is seen performing in Dallas from time to time to help raise funds for our local nonprofits.



Sharon Bowman, PhD, ABPP

Sharon L. Bowman, PhD, ABPP, HSPP, LMHC is Professor and Chair in the Department of Counseling Psychology, Social Psychology & Counseling at Ball State University in Muncie, Indiana. She also has a private practice. Her doctoral degree is from Southern Illinois University-Carbondale, and she completed internship at the University of Delaware counseling center. She is a Fellow of the American Psychological Association through Divisions 17 (Society of Counseling Psychology) and 45 (Society for the Psychological Study of Culture, Ethnicity and Race). She was the 2014 President of Division 17, Society of Counseling Psychology. Dr. Bowman was a member of the Indiana State Psychology Board (licensure board) for 20 years. She is the current President of the American Board of Counseling Psychology, and also the counseling representative to the ABPP Board of Trustees. She is also a longtime disaster mental health volunteer and instructor for the American Red Cross, working in local, regional, and national capacities. Dr. Bowman's research and clinical interests are in supervision, mentoring and training domestic and international students, disaster psychology, and broadly-defined issues of diversity.



Mira Brancu, PhD – 2020 Early Career Woman Psychologist in Management Award

Dr. Mira Brancu, PhD emigrated from communist Romania to the United States with her family when she was 6 years old. She received a Bachelor's in psychology from Binghamton University, a Master of Education and Advanced Certificate in School Counseling from the University of Maryland-College Park, a Ph.D. in Clinical Psychology from The Catholic University of America, and a business certificate from the University of North Carolina's Kenan-Flagler Business School. She is currently the Deputy Director of a translational mental health research center in the Department of Veterans Affairs (VA) and serves in multiple additional leadership capacities for the VA's Office of Mental Health and Suicide Prevention. She is also Associate Professor of Psychiatry and Behavioral Sciences at Duke University. In addition to these academic leadership positions, she is the founder and CEO of Brancu & Associates, a women's leadership development and organizational consulting company. Her volunteer work includes serving on the board of A Lotta Love, a regional non-profit organization focused on building safe environments for homeless women in transitional housing and as a career coach and presenter for Dress for Success, a national career center supporting unemployed and underemployed women.



Jean Lau Chin, EdD

Jean Lau Chin, EdD, ABPP, is Professor at Adelphi University in New York, and was the 2018 Fulbright Scholar and Distinguished Chair to the University of Sydney, Australia, for her research on global and diverse leadership. She has held leadership roles as Dean at Adelphi University, Systemwide Dean at Alliant International University, Executive Director of South Cove Community Health Center and Co-Director of Thom Mental Health Clinic. Her scholarship on diversity leadership, women's issues, diversity and cultural competence, and psychotherapy includes 18 books and many publications. She is the first Asian American to be licensed as a psychologist in Massachusetts.

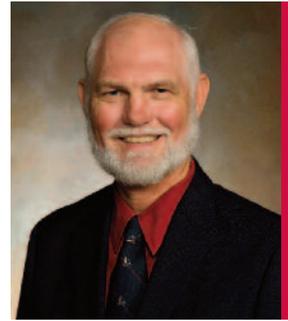


Pamela Coleman

Pam Coleman is the Director of the State Personnel Office. Pam was previously Special Assistant to President Barack Obama, and the first-ever Leadership Development Team Lead in the White House Presidential Personnel Office (PPO.) She also served as the Energy & Environment Team Lead in PPO during the roll-out of the Clean Power Plan, as White House Liaison at the Department of Homeland Security during the development of immigration reform, and as a Director on the Outreach and Recruitment Team within PPO. Pam served in leadership positions for Organizing for America New Mexico, has been a small business and management consultant, and vice president of a pie company where she helped the founder turn around a company on the verge of bankruptcy. Pam started her career as a lawyer in New York City after earning her BA at New York University and her JD *cum laude* from New York Law School.

Steven Conway

Steven Conway is currently a part time Senior Lecturer for the Maritime Administration Department of Texas A&M University at Galveston. Prior to his retirement from full time work he was the Director of Computing and Information Services for 14 years and concurrently Interim Director Jack K. Williams Library at Texas A&M University at Galveston for 3 years. He was previously Director of Information Systems at the Audubon Institute in New Orleans and prior to that was on active duty as an officer in the United States Coast Guard. While on active duty he served as the Director of Information Services at the United States Coast Guard Academy. He has a BS in Marine Sciences from the Coast Guard Academy, an MS in Marine Biology and a Masters in Public and Private Management from Yale School of Management. He has four daughters and two grandsons.



Joyce Davidson

Joyce Davidson, MSW, LCSW, has been with the Colorado Physician Health Program (CPHP) since 2008. CPHP is the peer assistance program for physicians and physician assistants in Colorado. The mission of CPHP is to promote the health and well-being of physicians and physician assistants through evaluation, treatment referral, support, education and research.

Joyce received her Masters of Social Work from the Colorado State University in 2012. She has held various roles throughout her tenure at CPHP, Compliance Coordinator, Clinician, and as the Director of Clinical Services. In her role as Director of Clinical Services, Joyce provides clinical supervision to all Master Level Clinicians and manages the daily clinical operations of CPHP. This includes onsite quality and risk management. She provides oversight of clinically acute cases and other administrative urgencies. She works in collaboration with Clinical Quality Consultant to develop and maintain quality control structures for clinical operations to include clinical policy and procedures and regular audits.

Joyce is a member of the National Association of Social Work, Society of Psychologists in Management, and Federation of State Physician Health Programs. Joyce serves as a co-chair for the FSPHP Medical Student and Residents Committee and a Publications Committee member. She is also a member of the Recruitment, Retention, and Engagement Committee for SPIM. She is committed to serving the medical community of Colorado and is passionate about the health and wellbeing of their practicing and future physicians and physician assistants. She is currently pursuing her PhD in Industrial and Organizational Psychology.



Sarah Early, PsyD

Sarah Early, PsyD has served since 2002 as the Executive Director of the Colorado Physician Health (CPHP), the peer assistance program for physicians and physician assistants in Colorado. CPHP is a non-profit, independent peer assistance organization for physicians and physician assistants. The mission of CPHP is to promote the health and well-being of physicians and physician assistants through evaluation, treatment referral, support, education and research. Dr. Early is responsible for administration and management of corporate and program operations.

Dr. Early is a member of the American Psychological Association, Federation of State Physician Health Programs, Employee Assistance Professionals Association, and the Society of Psychologists in Management (www.spim.org), where she has served as a Board Director and currently as Chair of Membership Committee. Locally, she has been elected to the Board of Directors of Girls Inc. of Metro Denver (www.girlsincdenver.org), a non-profit charitable organization. The Mission of Girls Inc. is to inspire all girls to be Strong, Smart and Bold through programs and experiences.

Dazzle Africa, (www.DazzleAfrica.org), is the non-profit charity that Dr. Early is most passionate about. She is a co-founder and Board Director of Dazzle Africa, whose mission is to partner with locally based organizations in Mfuwe, Zambia to provide programs in education, conservation and community development.

Dr. Early is originally from Rochester, New York. Her doctorate was received from Spalding University in Louisville, Kentucky. Currently, Dr. Early and her husband, Bryan, live in Brighton, Colorado. In her spare time, she enjoys participating in competitive swimming, skiing, hiking and travel.



Kevin Edwards

Kevin Edwards is the Global Manager of Diversity and Inclusion at Bechtel Corporation. His mission is to increase the recruitment, retention, and advancement of women and minorities in engineering, procurement, and construction through a variety of outreach initiatives, professional training programs, and talent management processes. He earned a bachelor's degree in industrial engineering from Rutgers University and a master's degree in environmental engineering from Stevens Institute of Technology. He holds a Six Sigma master black belt certification.





Linda M. Fleming, PhD

Dr. Linda M. Fleming, is Dean of the College of Humanities, Education and Social Sciences (CHESS) and associate professor at Gannon University in Erie, PA. Dr. Fleming earned a BFA in music from California Institute of the Arts, an M.A. in counseling psychology from the University of Connecticut and a Ph.D. in counseling psychology from the University of Pittsburgh. She also completed the postgraduate training program and clinical consultation course at the Western Pennsylvania Family Center, Pittsburgh, which provided her with a foundation in Bowen Theory. Along with her positions at Gannon, she has taught in the post-graduate training program at the Western Pennsylvania Family Center in Pittsburgh, PA.

Dr. Fleming is a licensed psychologist and, prior to her work at Gannon, worked in mental health and family services providing counseling and psychological services. Her professional affiliations include the Society for Psychologists in Management, American Psychological Association and the Western Pennsylvania Family Center. She has published in peer-reviewed journals and continues to present at professional conferences and finds that a healthy dose of mindfulness helps her to manage her professional and personal life.



Christina Frederick, PhD

Dr. Frederick is currently a Professor in Human Factors at Embry-Riddle Aeronautical University in Daytona Beach, Florida. Dr. Frederick received her Ph.D in 1991 from the University of Rochester with a major in Psychological Development. She previously taught at the University of Rochester, Southern Utah University and the University of Central Florida. In 2000, Dr. Frederick joined the Human Factors Department at Embry-Riddle, where her work has focused on motivation in applied areas such as sport and exercise, aviation/aerospace and gaming. Dr. Frederick served in various roles in University administration between 2004-2012, including Associate and Interim Provost, and Senior Executive Vice President for Academics and Research. Dr. Frederick is the author of more than 70 research publications and many regional, national and international conference presentations on a wide range of topics in motivation, leadership and psychology. She is active in a number of professional associations, serves on the Board of the Society for Psychologists in Management, and is a Consultant for Psi Chi, the National Honor Society in Psychology. She is also the Vice-Speaker of her campus Faculty Senate.



Myranda Grahek, PhD

Myranda S. Grahek, PhD is a business leader, executive consultant, and President of Leadership Worth Following, LLC (LWF). Established in January 2004, LWF is a premier provider of services, tools, processes, and systems that help organizations identify, select, develop, and retain leadership worth following.

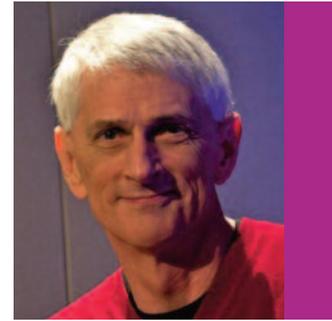
A 14-year veteran of the firm, Myranda leads the firm's strategy, business, and operations. In her role as an Executive Consultant, she applies her knowledge of psychology and business experience to the talent selection and development needs of organizations. She develops high-impact and trusting relationships with assessment and coaching participants, helping them become the leaders they intend to be. Her clients range in size from small privately-held companies to award-winning Fortune 100 multi-nationals, and include those in the financial services, retail, manufacturing, and transportation sectors, among others. Prior to joining LWF, Myranda worked in HR consulting for the public sector, and in the finance division of a nation-wide provider of transportation and logistics services.

Myranda's research interests include all aspects of leadership assessment and development, and the design, use, and impact of 360-degree feedback tools and processes. She is a co-author of the landmark article, *The Search for Worthy Leadership* (2008), and was the lead author on the follow-up article, *A Closer Look at Character in Leadership* (2011).

Myranda earned her PhD and MS degrees in Industrial/Organizational Psychology from The University of North Texas, and her undergraduate degree in Business and Psychology from the University of Wisconsin – Green Bay. She is a member of the Society of Consulting Psychologists and The Society of Psychologists in Management.

Richard R. Kilburg, PhD

Dick Kilburg received his PhD in clinical and community 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 six books, published by the American Psychological Association, are *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*; *The Wisdom of Coaching*, co-edited with Dr. Richard Dietrich, and *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.



Kathy Laster, PhD, MBA

Dr. Kathy Laster is the President/CEO of the Avedis Foundation, a \$100M hospital conversion private foundation, located in Shawnee, Oklahoma, who's vision is to measurably improve health, wellness, and quality of life. Before taking the helm at the Avedis Foundation, Kathy served as Impact CEO for 10 years, an executive coaching and organizational consulting firm she co-founded. She is also a licensed psychologist and maintained a private psychology practice for 13 years. Prior to these endeavors, she spent 15 years in corporate management with Southwestern Bell/AT&T where she was selected to a prestigious senior leadership development program and successfully led teams in a host of functional areas. Kathy is a graduate of the University of Oklahoma with a PhD in Counseling Psychology, where she was awarded the Society of Consulting Psychology's International Outstanding Doctoral Dissertation in 2002. She holds an MBA, with honors, from Oklahoma City University. She served as past Chairperson of the Unity Health Center hospital board and as Past President of the National Board of the Oklahoma State University Alumni Association. She was appointed by Oklahoma's Governor to the Oklahoma Science/Technology Council and was selected to Leadership Oklahoma.



Kathleen Lustyk, PhD

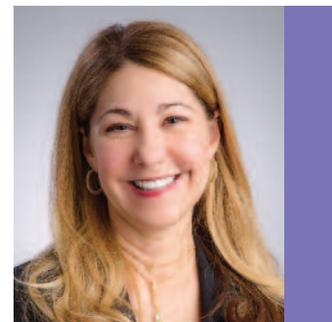
Dr. Lustyk is Professor of Behavioral and Social Sciences and Dean of the College of Arts and Sciences (CAS) at Embry-Riddle, Prescott. Trained as a Behavioral Neuroscientist, Dr. Lustyk spent more than twenty years teaching and researching the psychophysiological and neuroendocrine stress responses in women and the role that mindfulness plays in those responses using methods such as functional Magnetic Resonance Imaging and Heart-Rate Variability analyses. She has been honored with funding and/or recognition awards from agencies such as the National Institute on Drug Abuse and National Institutes of Health Translational Sciences. As dean, she draws on her rich history in the academy to serve the faculty, staff, and students within CAS and the greater Embry-Riddle campus.

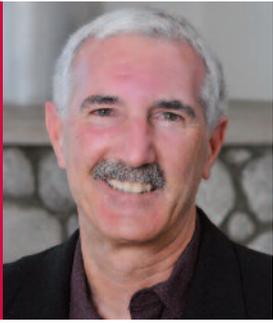
Dr. Lustyk holds a PhD in Physiological Psychology with a specialization in Endocrinology from the University of Washington, Seattle.



Roberta Moore, CPA, MBA, MST, EdS, LMFT

Roberta Moore, founder of EQ-i Coach and author of *Emotion at Work: Unleashing the Secret Power of Emotional Intelligence*, utilizes her extensive background as an accomplished business executive and licensed therapist to help executives, business teams, and sales teams achieve workplace and personal success. In her almost two decades as an individual and family therapist, Moore learned that the key skills responsible for successful personal relationships are the same ones that spark workplace success. With this discovery, Moore has been able to help companies succeed by focusing on emotional and cognitive intelligence behaviors and tools. By using specific, practiced skills, individuals learn from Moore the EQ skills needed to inspire, engage, relate, and ultimately increase productivity and profitability.





Kenneth Nowack, PhD

Kenneth M. Nowack, PhD, is a licensed psychologist (PSY13758) and Co-founder/Chief Research Officer of Envisia Learning, Inc. (www.envisialearning.com). Ken received his doctorate degree in Counseling Psychology from the University of California, Los Angeles, and has published extensively in the areas of 360-degree feedback, leadership, stress, coping and wellness. He is the author of two books and his latest is *Clueless: Coaching People Who Just Don't Get It* (2nd Edition). Ken serves on Daniel Goleman's Consortium for Research on Emotional Intelligence in Organizations and serves as Editor-in-Chief for the American Psychological Association journal *Consulting Psychology Journal: Practice & Research*. Ken is also a Fellow of the American Psychological Association (Division 13; Society of Consulting Psychology).



Allen 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.



Morgan Sammons, PhD, APBB

Morgan T. Sammons is Executive Officer of the National Register of Health Service Psychologists. He is a retired US Navy Captain, a former specialty leader for Navy clinical psychology and formerly served as the US Navy Surgeon General's Special Assistant for Psychological Health and Traumatic Brain Injury. Dr. Sammons is a Fellow of the American Psychological Association, and a past president of the Maryland Psychological Association. He is the Editor of the Journal of Health Service Psychology and a diplomate of the American Board of Professional Psychology (Clinical). He lectures and writes extensively on professional issues for psychology, psychopharmacology, and combined treatments for mental disorders.



Connie Schroyer, PhD

Dr. Schroyer has over 25 years experience in helping organizations implement their strategy through top team effectiveness, cultural transformation, leadership development/coaching, executive assessment, succession planning, and talent management. She is an expert executive assessor who has worked with many organizations to select the best leaders, including assessing team effectiveness as well as fit to role.

Since joining Korn Ferry (Hay Group) over twenty years ago, Dr. Schroyer has worked with numerous clients at the senior executive and board level to help them develop and translate their strategies and maximize the effectiveness of their executive teams. She has implemented large scale assessment and change efforts and helped to drive strategic changes in organizations through her work in executive coaching, top team facilitation and leadership development.

Rose Sokol-Chang, PhD

Rose Sokol-Chang, PhD is the Journal Publisher at the American Psychological Association, a program that publishes over 90 serial titles spanning the field of psychological science. Dr. Sokol-Chang is a founding member of the Feminist Evolutionary Perspectives Society (FEPS), Past-President of the NorthEastern Evolutionary Psychology Society (NEEPS), and a co-founder and past Editor-in-Chief of its affiliate journal *Evolutionary Behavioral Sciences*. As the head of the APA Journals program, Rose leads a team of 30 with the shared vision of setting publishing standards in psychology and ensuring equity, diversity, and inclusion in the publishing process.



I. Marlene Thorn, PhD – 2020 Distinguished Psychologist in Management Award

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; and 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 Psychologists in Management (SPIM) and has chaired the Communications Committee and the Strategic Planning Committee. She is currently on the Boards of the Foundation for the Advancement of Psychologists in Management and the Center for Progressive Development.

Dr. Thorn received her PhD 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. She 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!



George Watts, EdD

George Watts is Chairman of Top Line Talent, a coaching and training consultancy, Clients include Fortune 100 and mid-size companies. TLT has developed an innovative, on-line program that teaches professionals how to provide "strategic value". The firm also helps companies build formidable sales teams. George is the author of several books including *Becoming Your Own Business Coach* (Praeger) and *Becoming a Strategic Leader* as well as numerous articles.

George started his career as a sales trainer and moved into the "C" suite. He has been a CEO of a mid-cap publicly traded human capital company, and EVP of two large service companies. He has consulted to and coached many global leaders. George is a member of the Society of Psychologists in Management. George is a board member of two IT firms and was a popular radio talk show host in Chicago where his program "The Business Doctor" was on air for eight years. George received his doctorate from William and Mary in Counseling, and an MS in Psychology from James Madison University. He resides in Oak Park, IL.





Jennifer Wisdom, PhD

Jennifer Wisdom, PhD MPH, helps curious, motivated, and mission-driven professionals to achieve their highest potential by identifying personal and organizational goals and then providing them with the roadmap and guidance to get there. Jennifer is a former academician who is now is an author, consultant and speaker. Her book, *Millennials' Guide to Work*, has been highly praised. She has worked in complex health care, government, and educational environments for 25 years, including serving in the U.S. military, working with non-profit service delivery programs, and as faculty in higher education. She has a PhD in Clinical Psychology (2001) from The George Washington University in Washington, DC, and a Master's of Public Health in Epidemiology and Biostatistics (2003) from Oregon Health & Science University in Portland, Oregon. She is an intrepid adventurer based in New York City and Portland, Oregon. She can be reached at www.leadwithwisdom.com.



Martha S. Zlokovich, PhD

Dr. Martha S. Zlokovich has been the Executive Director of Psi Chi, the International Honor Society in Psychology, since 2008. Dr. Zlokovich 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 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 Cousins National Chapter of the Year Award, and several chapter members won Psi Chi Regional Research Awards at MPA and/or had their research published in the Psi Chi Journal.

As Executive Director she provides long-term vision for the Society and maintains Board focus on the Society's strategic plan as the structure on which the Board's work builds. She represents Psi Chi to other psychological organizations developing benefits for members and works with universities outside the US that wish to apply for a chapter of Psi Chi. In her role as Psi Chi ED she has served as President of the Board for the Association of College Honor Societies and as interim Editor of the *Psi Chi Journal of Undergraduate Research* (now the Psi Chi Journal of Psychological Research).

A developmental psychologist, Dr. Zlokovich taught Child Development, Adolescent Development, Lifespan Development, Advanced Child Psychology, and Introductory Psychology for Majors at Southeast. She also served as chair of the Psychology Department, Faculty Senate chair, and interim chair of the Center for Scholarship in Teaching and Learning. 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. She completed her BA in psychology at UCLA, and MS and PhD in developmental psychology at the University of Florida.



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