

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

THE HEART AND MIND OF LEADERSHIP



FEBRUARY 22-26, 2017
THE SCOTTSDALE RESORT AT MCCORMICK RANCH
SCOTTSDALE, AZ

S P I M —
SOCIETY OF PSYCHOLOGISTS
IN MANAGEMENT

SPIM

SOCIETY OF PSYCHOLOGISTS
IN MANAGEMENT

President's Welcome Message

It is a pleasure to welcome all attendees to the 2017 SPIM conference. This year's conference will continue the tradition of presenting insightful, thoughtful and engaging speakers on a wide range of topics. A SPIM conference is an eclectic event. We believe that our grounding in psychology is just a beginning for understanding and improving the world in which we live. Therefore, the Planning Committee for a SPIM conference has wide latitude in shaping the agenda. Jill Draime, program chair, and her crew consisting of Rick Day, Tamara Lyn and Liz Woodward have done an outstanding job cajoling a wonderful cadre of speakers for our conference.

Those of you who are conference returnees expect a high level of engagement. By the end of the conference, you expect to have said both to yourself and others, "I hadn't thought of that," "What a great question," and "I didn't know anything about that, how do I learn more?" You will have renewed old friendships during breaks and over dinner. You will compare notes about what your mutual colleagues have been doing. If all goes as hoped, you will leave Scottsdale knowing more, caring more, and having laughed a lot.

Now, the SPIM Board has a request for you returnees: make our new and newer attendees feel that same way. Be inclusive. Seek out people you don't know and invite them into the SPIM camaraderie that you have been a part of for however many years.

One of SPIM's founders, Dick Kilburg, likes to say that a SPIM conference is like Brigadoon; it arrives like magic, lasts a short while during which everything is changed for the better, and then disappears until the next year. How true, how true. But Dick knows the significant amount of happy toil a number of dedicated people give to make SPIM and the conference happen. Please talk to the SPIM board members you encounter about joining a committee. Ask about becoming a board member. Somehow, working with your SPIM colleagues on the future of the organization, both face-to-face and electronically, hardly feels like work at all. It is more of a creative journey with a punch list!

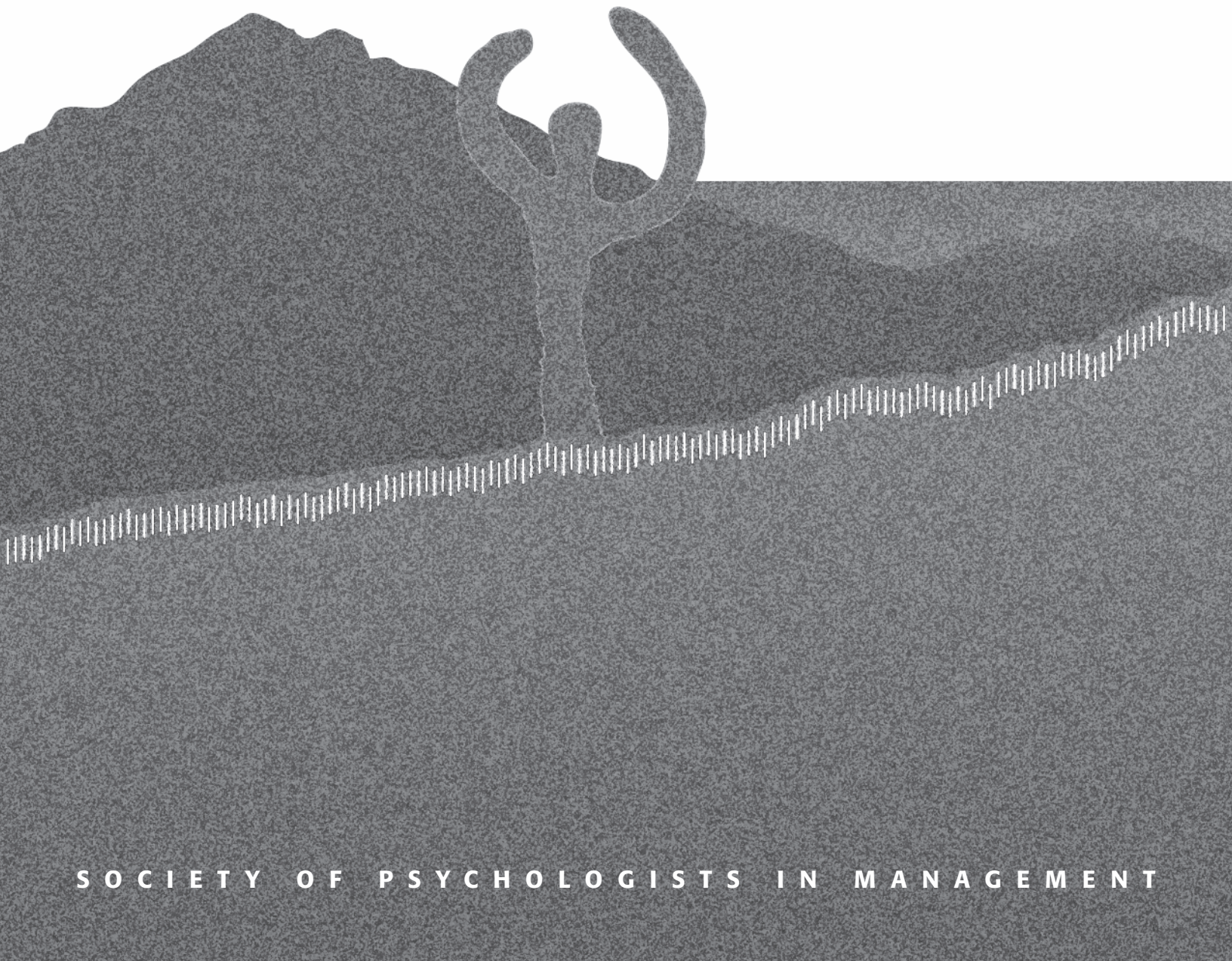
Most importantly, let us all, together, make this another memorable conference.



Allen L. Parchem, 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

AGENDA

WEDNESDAY, February 22

TRAINING INSTITUTE – 1¹/₂ DAYS

2:00pm – 6:00pm

SPIM FOUNDATION BOARD MEETING

2:00pm – 6:00pm

Continued on Thursday

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

Total 13 CEs

8:00am – 6:00pm

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 leadership roles.

Joe Mosher, PhD

Vice President & Executive Consultant, Leadership Worth Following, LLC

Leading and Managing Others

The purpose of this second module is to illustrate the basics of leading and 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.

Myranda Grahek, PhD

President, Leadership Worth Following, LLC



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 23

8:00am – 12:00pm

COMPLEX ECOLOGICAL SYSTEMS AND THE DEVELOPMENT
OF HUMAN EXPERTISE: Towards an Integrated Approach
for Psychologist Leaders

4 CEs

Historically, the 1960's produced a substantial array of conceptual models that still underpin much of the literature and practice of leadership, change management, and consultation. Since then, scholars and practitioners have added many additional ideas and methods to the inventory. The results have been to produce a cornucopia of schemes for assessing and changing human individuals, groups, organizations, and communities. Every practitioner of general applied psychology is faced with the daunting challenge of crafting a set of core concepts, practices, and target populations and their needs through which to create and lead a business. This workshop will emphasize the use of complex, ecological systems and the development of human expertise as a core set of principles that practitioners can use to create an effective and scientifically supported foundation from which to lead and grow their businesses/organizations. An extensive case study will be used as the anchor for the discussions and activities of the workshop. A variety of additional concepts and supportive scientific findings will be provided along with a set of tools to help participants further explore the frameworks from which they practice.

Richard R. Kilburg, PhD

CEO, RRK Coaching and Executive Development

8:00am – 12:00pm

BUILDING A HIGH PERFORMING BUSINESS CULTURE:
Moving from Assessment to Action

4 CEs

This Institute will focus on the change process itself, including the relationship between organizational culture and business performance. The presenter will share his research and experiences of organizational culture and leadership and the impact that they have on the performance and effectiveness of organizations. The presenter will also share the methodology that he has developed to guide culture change in organizations. In addition to setting this overall context, the presenter will bring alive his experiences with a group discussion on various case studies. In addition, each participant will be asked to come to the Institute with an organizational change issue they are struggling with in order to receive feedback and coaching.

Dan Denison, PhD

*Professor Emeritus, IMD Business School
Chairman and Founding Partner, Denison Consulting, LLC*

1:00pm - 5:00pm

ENCOURAGING AND COACHING YOUR DREAM:
Starting Your Own Business for Psychologists

4 CEs

This presentation will encourage participants to consider entrepreneurial activities and provide information about possibilities, psychological barriers, and practical steps to starting a business. Participants will get coaching regarding how to make their own dreams come true. Participants are asked to bring a brief (up to one page) description of their dream business, as they will receive individual, one-on-one coaching to review ideas and assist them in being successful.

Jim Johnson, PhD

Principal, Private Investor

George Watts, EdD

Chairman, Top Line Talent

Jennifer Wisdom, PhD

Principal, Jennifer Wisdom Consulting

1:00pm - 5:00pm

WOMEN IN THE C SUITE:
A Woman's View from the Corner Office

4 CEs

During this unique time in history, women occupy C Suite positions at varying levels depending upon the sector (26% of college presidents are women vs. 4% of Fortune 500 CEOs), a woman was nominated as the presidential candidate of a major political party, and in general women make up roughly half of the American workforce. Women have opportunities they haven't had in the past and continue to face barriers in the workplace. How much are these issues simply because of their gender? Join a discussion by our panel of incredibly accomplished women who have had the view from the corner office as they share their experiences. Each participant is asked to bring to the Institute a current leadership challenge they are facing or to share their leadership ambitions to receive coaching from the panel.

Moderator:

Tamara S. Lyn, PhD

Psychology Services Branch Administrator, Federal Bureau of Prisons

Panelists:

Judith Albino, PhD

*President Emerita and Professor, University of Colorado
AAL Senior Consultant*

Lisa Bredeson

Former COO, AIG Financial Advisors

Connie Rath, EdD

President, Clifton Foundation

Victoria Steele

Former State Representative and Congressional Candidate

Sponsored By: **Women's Endowment for SPIM**

4:00pm - 7:00pm

OUTGOING SPIM BOARD MEETING

7:00pm - 8:00pm

WELCOME RECEPTION
Cash Bar Available

8:00pm - 10:00pm

KICK-OFF MEETING

1.5 CEs

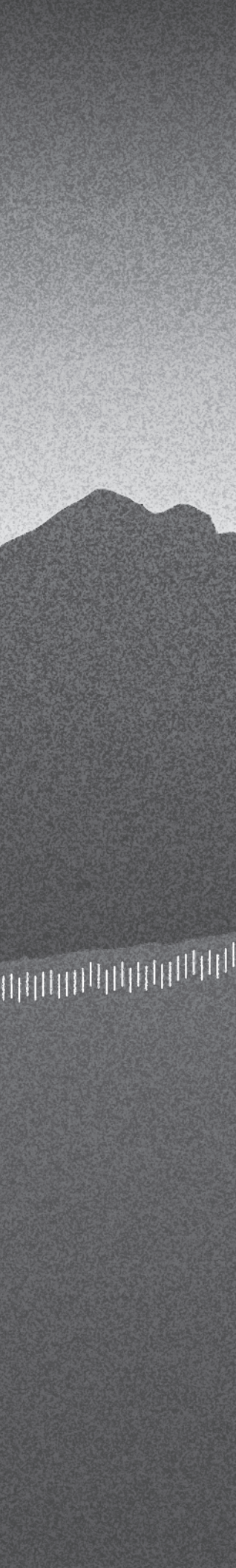
Convened By:

Richard R. Kilburg, PhD

CEO, RRK Coaching and Executive Development

FRIDAY, February 24

7:00am – 8:00am	BREAKFAST Networking and Buddy Pairing	
8:00am – 9:00am	<p>PRESIDENT'S ADDRESS: The Challenge for Leaders of Balancing Mind and Heart. How Can the Knowledge and Wisdom of Psychology Contribute?</p> <p>This presentation will focus on the importance of understanding the mix of quantitative, qualitative, and interpersonal perspectives that leaders use to understand and meet their goals. Particular attention will be paid to the likely orchestration of these domains by psychologist-leaders. Given the diversity of training in psychology, the psychologist-leader as well as the psychologist-executive-coach, have particular strengths and weaknesses when leading and coaching. Through the use of examples, models, and group discussion, these strengths and weaknesses will be explored and coping methods highlighted.</p> <p>Allen L. Parchem, PhD <i>Founder, ALP Endeavors LLC</i></p>	1 CE
9:00am – 10:15am	<p>RETURNING TO THE HEARTBEAT THAT HEALS</p> <p>Using the ancient sounds of the Voice, the Drum and the Flute, Tony Redhouse will reveal how vibration and sound can guide the mind, body and soul back to a place of simplicity and peace.</p> <p>In Native American Tradition, these primal and true expressions of our soul allowed us to create ceremony, tell our stories and to celebrate Life. Tony will use drums and dance during interactive segments with attendees, allowing them to energetically feel the uniting of intention to support each other in their service to their communities.</p> <p>Mr. Redhouse will share the importance of following our heart's "beat," to inspire us to open our lives, become vulnerable and to "soar" with the freedom and joy that is our natural birthright!</p> <p>He will emphasize the privilege of allowing our intuition to guide us, and to exercise that gift which continues to be a valuable resource for healthy interaction in our personal, business and community lives.</p> <p>Tony Redhouse <i>Native American Sound Healer</i></p>	1.25 CEs
10:15am – 10:45am	BREAK	
10:45am – 12:15pm	<p>WHAT AI TELLS US ABOUT THE FUTURE OF COGNITION</p> <p>Artificial Intelligence, or AI, has made significant advances in the past few years, leading some such as Elon Musk to warn of "summoning the demons." But the real story is not just AI, but the complementary progress in Big Data and associated algorithms, and the increasingly distributed nature of cognition across integrated techno-human networks. A deeper appreciation of the implications of this integrated advance across the entire frontier of designed cognition is not just operationally critical, but provides insight into a future that will be far, far more complex and alive than most people realize.</p> <p>Brad Allenby, JD, PhD <i>Lincoln Professor of Engineering and Ethics, and President's Professor of Sustainable Engineering, School of Sustainable Engineering and the Built Environment, ASU Engineering</i></p> <p>Sponsored By: Quinn Reed Associates</p>	1.5 CEs



12:15pm – 1:30pm

LUNCHEON AND GUEST SPEAKER FROM TALIESIN WEST

1 CE

Taliesin West is a national historic landmark nestled in the desert foothills of the McDowell Mountains outside of Scottsdale, AZ. It is also the home of the Frank Lloyd Wright Foundation and Taliesin, The Frank Lloyd Wright School of Architecture.

Wright's beloved winter home and the bustling headquarters of the Taliesin Fellowship, Taliesin West was established in 1937 and diligently handcrafted over many years into a utopian world unto itself. Deeply connected to the desert from which it was forged, Taliesin West possesses an almost prehistoric grandeur. It was built and maintained almost entirely by Wright and his apprentices, making it among the most personal of the architect's creations. This presentation will give you a private tour of Taliesin West.

Charlyn Burrows

Guide, Frank Lloyd Wright Foundation, Taliesin West

1:30pm – 3:00pm

CREATING CHANGE – THE THREE CRITICAL ELEMENTS

1.5 CE's

Ralph Waldo Emerson said, "if you build a better mousetrap, the world will beat a path to your door." Seemingly good advice, but fundamentally flawed. Many entrepreneurs (and large companies too) suffer from the myopia that if they just do something better than the competition then the universe will unfold as it should and radiant beams from heaven will shine on them. While this is a necessary condition, it is not sufficient. Effective change requires not only a better offering, but also a destabilization of the existing system and a reduction of fear surrounding the proposed alternative. All three must be in place for movement to occur. This presentation will examine each of these concepts in applied contexts ranging from blood donation to new medical devices, to the adoption of the metric system by the United States.

Douglas Olsen, PhD

Associate Professor, Department of Marketing, Arizona State University

Sponsored By: **Leadership Worth Following**

3:00pm – 3:15pm

TEDTALK

SAVING HUMANITY: Training the Brain for Modern Society

.25 CE

There have been 50,000 generations of human beings. Recorded history represents roughly 240 of those generations. For 49,760 generations, we needed an active amygdala to alert us to danger, including people who belonged to different tribes and might not be trustable. Those with quick amygdalae got to contribute to the gene pool. For 99.52% of our history, learning passed down for tens of thousands of generations and genetic evolution prepared us well for living in caves and small enclaves. They haven't prepared us well for living in a highly interactive world in which we must rely on people who don't look like us and don't think like us. The result is intense mistrust and violence that threatens the very existence of the human race. The amygdala is impulsive and not great with subtlety. EQ skills are the key to taming the amygdala.

Dana C. Ackley, PhD

President, EQ Leader, Inc.

3:15pm – 3:45pm

BREAK

3:45pm – 5:30pm

PSYCHOLOGISTS AS ENTREPRENEURS

1.75 CE's

Psychologists have been over socialized to function in traditional psychology roles. As a result, many "delivery systems" for our expertise go untapped. A small percentage of psychologists have broken out of the mold our teachers created for us. Using an interview format,

Dana Ackley will ask members of this panel to tell their stories of entrepreneurship. The goal is to hopefully spark other creative career paths among members of our conference. The audience will be asked to participate in eliciting the panelists' stories.

Moderator:

Dana C. Ackley, PhD

President, EQ Leader, Inc.

Panelists:

Harry J. Ashenhurst, PhD

Retired, Lennox International Inc.

Robin Hindsman Stacia, PsyD

President, Sage Consulting Network, Inc.

Steven J. Stein, PhD

CEO, Multi-Health Systems

Alduan Tartt, PhD

Motivational Speaker, Intervention Specialist and Author

George Watts, EdD

Chairman, Top Line Talent

Sponsored By: **James H. Johnson, PhD**

Evening

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

SATURDAY, February 25

7:00am – 8:00am

BREAKFAST

The Role of The Psychologist-Manager Journal in SPIM's Mission

8:00am – 9:00am

MINDFULNESS AND MINDLESSNESS IN
ORGANIZATIONAL CULTURE CHANGE

1 CE

When do we choose to be mindful and how do we know what to pay attention to? Given the volume of stimuli we experience every moment of every day, it can be difficult to know when to be mindful. This presentation focuses on mindfulness (and the role of mindlessness) and awareness and how that fits with culture and culture change. Participants will be challenged to rethink how they create the context they live in and recognize that change goes deep.

Dan Denison, PhD

Professor Emeritus, IMD Business School

Chairman and Founding Partner, Denison Consulting, LLC

Sponsored By: **The Bridge School**

9:00am – 10:30am

USING POSITIVE PSYCHOLOGY TO IMPROVE
THE PROFESSIONAL WORKPLACE

1.5 CEs

Tom and Larry will present 6 key principles of positive psychology which can be applied to help improve organizational functioning. Both have had success in using these principles in professional settings—Tom in hospitals, Larry in law firms.

They will explain the central ideas of this developing specialty field, and will show how these principles can be applied in practical ways, and the large payoffs that can result. Exercises will be utilized to give participants an actual experience of the power of positive psychology interventions.

Tom Muha, PhD

Founder and CEO, The PROPEL Institute, LLC

Larry Richard, JD, PhD

Founder and Principal Consultant, LawyerBrain LLC

10:30am – 11:00am

BREAK

11:00am – 12:30pm

EXAMINING THE TOP FIVE BUILDING BLOCKS
OF HIGH PERFORMING BOARDS

1.5 CEs

Dr. Stacia has seen it all; struggling nonprofits, exceptional nonprofits, turnarounds, start-ups, mergers, transformations and long sustaining organizations. The common element in each of these nonprofits is that they all have a Board of Directors. Why then, are some doing exceptionally well, while others are struggling to stay alive? Board leadership and their ability to perform has unparalleled impact on nonprofit performance. Dr. Stacia will highlight the 5 most impactful building blocks that nonprofit boards need to contribute towards advancing organizational excellence, impact and sustainability. This presentation will highlight data from a compilation of nonprofit best practices, case studies, and emerging considerations from thought leaders in the nonprofit sector. Dr. Stacia will deliver specific guidance describing how to elevate board performance.

Robin Hindsman Stacia, PsyD

President, Sage Consulting Network, Inc.

12:30pm – 1:30pm

LUNCHEON AND SPIM BUSINESS MEETING

1:30pm – 2:30pm

DPIM PRESENTATION

1 CE

BABOONS IN THE BOARDROOM: The Psychobiology of Leadership

In my academic career, focused on nonhuman primate behavior, I identified behavioral principles that informed my parallel career in non-profit leadership. Shouldering the responsibilities of rescuing an institution in crisis, I quickly learned that most of the animal problems at the zoo were due to breakdowns in human behavior. In formulating a plan for recovery and reform, I paid particular attention to organizational structure. I recruited for experience, expertise, and character. Our human resources unit paid attention to work climate, leadership development, and accountability. Essentially, we delegated to our young staff opportunities to dramatically change the organization and gave them the credit when they succeeded in leading the change. I drew my inspiration from the model of silverback gorillas. I was strong, decisive, and compassionate. Silverbacks have been characterized as gentle giants. The psychobiology of primates helped me to avoid conflict and manage significant change. Our collective leadership style produced more successor CEO's than any other zoo in the nation.

Terry L. Maple, PhD

Smithgall-Watts Professor Emeritus, Georgia Institute of Technology

2:30pm – 2:45pm

TEDTALK

JOURNEY TO SERVANT LEADERSHIP

.25 CE

This brief TED talk will chronicle the journey one psychologist took from her awareness of what makes a good leader to discovering servant leadership and to ultimately including servant leadership as part of the transformation plan in Veterans Health Administration. She will discuss the seven pillars of servant leadership (Sipe and Frick, 2009) and describe the comprehensive pilot project to inculcate servant leadership in VHA.

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*

2:45pm – 3:15pm

BREAK

3:15pm – 5:00pm

**CHOICE POINTS AND LEADERSHIP CHALLENGES
IN CORRECTIONS: An In Vivo Executive Coaching Case**

1.75 CEs

Corrections in the United States, a component of the vast and decentralized criminal justice system in our country, will serve as the ecological landscape to explore leadership and career challenges for psychologists in management. A live executive coaching session will explore some of the most difficult career and organizational choices faced by a psychologist serving in a senior leadership role within the federal prison system. All attendees will have the opportunity to actively engage both the client and the coach on the issues, methods, and processes that are demonstrated and investigated.

Richard R. Kilburg, PhD

CEO, RRK Coaching and Executive Development

Tamara S. Lyn, PhD

Psychology Services Branch Administrator, Federal Bureau of Prisons

Sponsored By: **Leadership Worth Following**

5:30pm – 7:00pm

AWARDS WINE AND CHEESE RECEPTION

Sponsored By: **Foundation for the Advancement of Psychology
in Management**

SUNDAY, February 26

8:00am – 11:00am

INCOMING SPIM BOARD MEETING

8:00am – 12:00pm

**LEADERSHIP AND BENEFICENCE IN THE 21ST CENTURY:
A Paradox in APA's Ethics Code?**

4 CEs

This workshop will emphasize the beneficence paradox within the APA Ethical Principles as it applies to psychologists with leadership responsibilities in their organizations and those that consult to such executives. Specific challenges involving resource allocation, policy formulation and execution, performance management, competitive threats, and their impacts on the personal and professional identities of leaders will be discussed. Related ethical conflicts will also be highlighted. In addition, the current ethical challenges of course participants will be addressed in the context of the 2010 revision of the APA Code. Case examples, small and large group discussions, and a presentation will be used to cover the issues involved.

Richard R. Kilburg, PhD

CEO, RRK Coaching and Executive Development

This Institute is APA Ethics Approved

CE INFORMATION

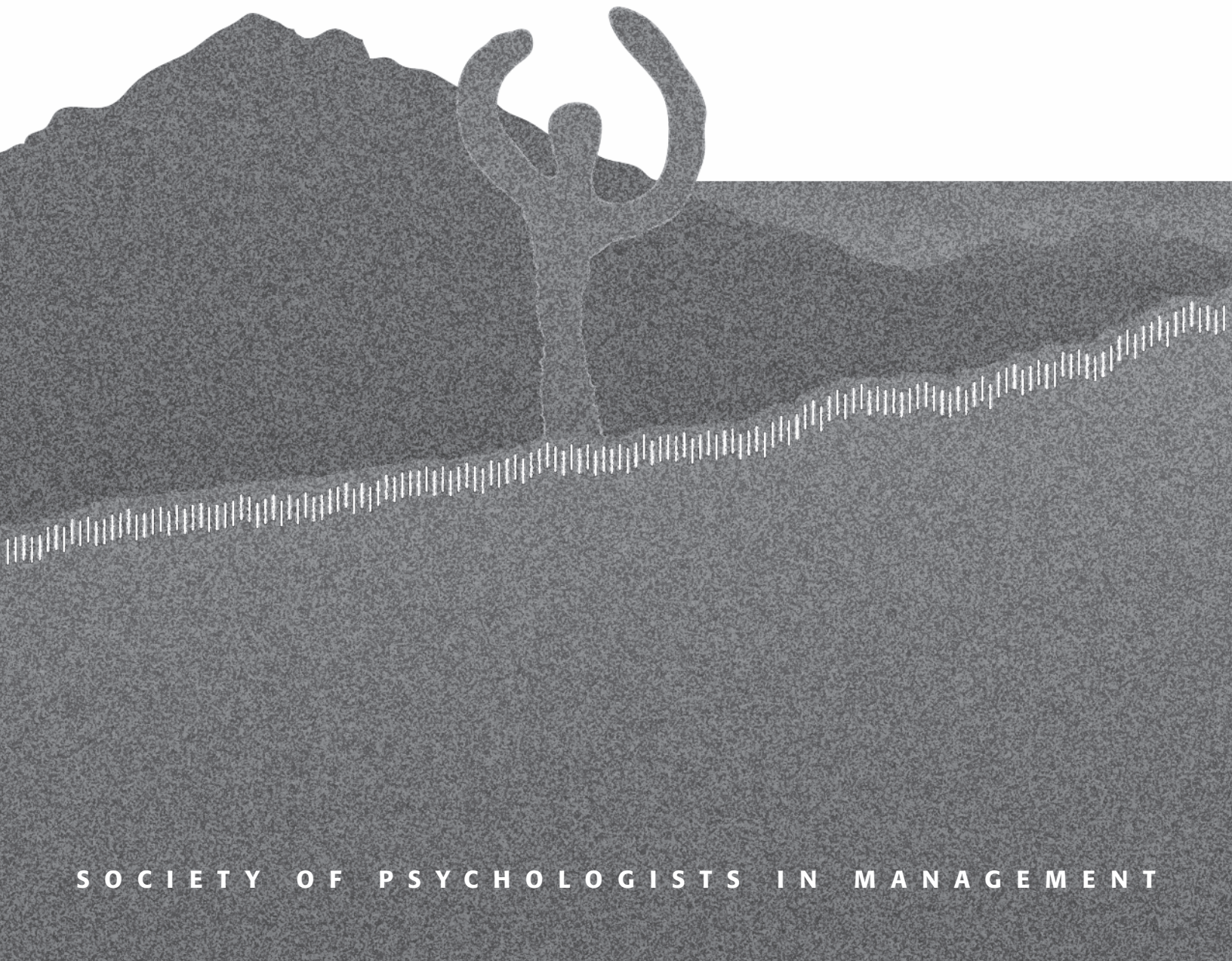
The Society of Psychologists in Management (SPIM) is approved by the American Psychological Association to sponsor continuing education for psychologists. SPIM maintains responsibility for this program and its content. CE chair person: Allen L. Parchem, PhD aparchem@alpendeavors.com

Go to www.surveymonkey.com/r/SPIM2017 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 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/SPIM2017

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

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



Dana C. Ackley, PhD

Dr. Ackley is the President of EQ Leader, Inc., a consulting firm that helps leaders develop skills essential for taking their organizations into a constructive future. He earned his Ph.D. in Clinical Psychology from the Florida State University in 1973. He is a Fellow of the American Psychological Association in Divisions 13 and 42. Dr. Ackley is the author of *Breaking Free of Managed Care* (Guilford Press, 1997) and *The EQ Leader Program* (MHS, 2006).



Judith Albino, PhD

Judith Albino, PhD, is President Emerita and Professor at the University of Colorado and a Senior Consultant with the AAL Group. In these roles, she provides leadership and professional skills training, as well as executive coaching, and a broad range of organizational consulting services. Her coaching practice utilizes a strengths-based approach, emphasizes cognitive-behavioral strategies for change, and draws on a variety of standardized assessment instruments, as well as expert interviewing and observational strategies. Current coaching clients include leaders in medical, dental, and other health care organizations, and individuals at the highest levels of university and health care administration. She coaches both individuals and groups, and has been successful in helping a number of professional groups to work through complex issues of communication and disciplinary or cultural conflicts that can impede teamwork and decrease productivity. She also has provided team building support for hospital-based health care teams. At the University of Colorado, Dr. Albino is involved in leadership training and coaching through the Colorado Clinical and Translational Science Institute (NCATS). She directs the year-long Leadership for Innovative Team Science (LITeS) program at the CU Anschutz Medical Campus, which enrolls about 24 senior clinician and scientist leaders each year. The 170 “graduates” of the LITeS program have included most deans on the University of Colorado Anschutz Medical Campus, as well as many department chairs, senior hospital administrators, and senior faculty directing major training programs, laboratories, or clinical services. Trained in psychological science at the University of Texas at Austin, Dr. Albino has held appointments in Psychology, Psychiatry, Dentistry, and Public Health. She began her career as a faculty member in the health sciences at the University at Buffalo, where she later served as Associate Provost and Dean of the Graduate School. She was recruited to the University of Colorado as Vice President and in 1990, was selected as President of the University, during which time she also served on the Board of the University of Colorado Hospital. She was president of Alliant International University from 1997 until 2004, when she returned to Colorado, refocusing much of her time on psychological consulting, leadership training, and coaching. She continues involvement in teaching and health disparities research as well. In 2013, she was named Distinguished Psychologist in Management by the Society of Psychologists in Management. She has served on a number of corporate and non-profit boards, and in 2012, was appointed by Governor John Hickenlooper to the Board of Caring for Colorado.

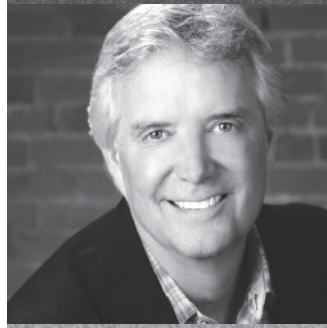


Braden R. Allenby, PhD

Braden R. Allenby is Lincoln Professor of Engineering and Ethics; President’s Professor of Civil, Environmental, and Sustainable Engineering, and of Law; Founding Chair of the Consortium for Emerging Technologies, Military Operations, and National Security; and Founding Director of the Center for Earth Systems Engineering and Management, at Arizona State University. He moved to ASU from his previous position as the Environment, Health and Safety Vice President for AT&T in 2004. Dr. Allenby received his BA from Yale University, his JD and MA (economics) from the University of Virginia, and his MS and Ph.D. in Environmental Sciences from Rutgers University. He is past President of the International Society for Industrial Ecology, ex-Chair of the AAAS Committee on Science, Engineering, and Public Policy, and ex-Chair of the IEEE Presidential Sustainability Initiative. He is an AAAS Fellow and a Fellow of the Royal Society for the Arts, Manufactures & Commerce, and has been a U. S. Naval Academy Stockdale Fellow (2009-2010), an AT&T Industrial Ecology Fellow (2007-2009), a Templeton Research Fellow (2008-2009), and a Batten Fellow in Residence at the University of Virginia’s Darden Graduate School of Business Administration. From 1995 to 1997, he was Director for Energy and Environmental Systems at Lawrence Livermore National Laboratory, and from 1991 to 1992 he was the J. Herbert Holloman Fellow at the National Academy of Engineering in Washington, DC. His areas of expertise include emerging technologies, especially in the military and security domains; Design for Environment; industrial ecology; telework and netcentric organizations; transhumanism; and earth systems engineering and management. In 2008 he was selected by the Carnegie Foundation as 2008 Arizona Professor of the Year. His latest books are *Industrial Ecology and Sustainable Engineering* (co-authored with Tom Graedel in 2009), *The Techno-Human Condition* (co-authored with Dan Sarewitz in 2011), *The Theory and Practice of Sustainable Engineering* (2012), *The Applied Ethics of Emerging Military and Security Technologies* (an edited volume released by Ashgate Press in 2015), and *Future Conflict and Emerging Technologies* (2016).

Harry J. Ashenhurst, PhD

Dr. Ashenhurst has worked in a variety of settings from religious, to consulting with organizations and as a senior executive in a Fortune 500 company, before retiring in 2007. The last two organizations which spanned almost 25 years included RHR International in the 1980's and Lennox International. Within Lennox his roles included Corporate VP for Human Resources, Chief Administrative Officer for the corporation and President/COO for international operations in refrigeration. Following retirement he was chair of the board for a worldwide human development organization working with some of the poorest countries on the planet. And more recently he has served as the chair of the board for a small Midwestern university. He lives in Scottsdale, AZ with his wife Daniele and they have five grandchildren and two more on the way.



Lisa Bredeson

Leadership with Integrity. Lisa has led operational and client service organizations across nearly every facet of the Financial Services and Healthcare industries. As the COO of two Financial Services organizations, and the senior Operations/Client Service executive at others, Lisa knows how to develop and inspire effective, interdependent service teams. With over 20 years of business leadership, in everything from start-up organizations to global conglomerates, and from innovative disruptors to hesitant conformists, she brings organizational best-practices into each new endeavor.

Lisa began her career as an Internal Auditor for a large banking organization where she developed her foundation in operational risk management. Her interest in the investment side of the business led her to a series of increasingly broad leadership roles in broker dealer and investment management firms, including leading the construction of Key Clearing, the first bank-owned clearing broker dealer, leading the operations for on-line trading giant E*Trade, and serving as the COO of two investment firms. Most recently, Lisa led a service operation for a leading global Health Insurance company. In each role, she was a change agent, significantly improving the customer experience and transforming the service culture through the implementation of sound internal control procedures and oversight, performance measurement, meaningful business analytics and reporting, ensuring she has the right people in the right roles, and by investing her time in the development of associates. Lisa is deeply committed to developing future leaders and building sustainable client relationships.

Lisa earned her BA in Finance from Simmons College in Boston, MA.

While she relocated across the country several times for her career, Lisa currently resides in Scottsdale, Arizona where she enjoys running, hiking, and taking advantage of the beautiful weather and landscape. She is the proud Mom of Emily and proud Nana of Walter and Henry.



Charlyn Burrows

Charlyn "Char" Burrows holds degrees from the University of Illinois as well as the Harrington Institute of Interior Design in Chicago. Char has been a guide at Frank Lloyd Wright's Taliesin West since 2010 and has served on the board of the Arizona North Chapter of The American Society of Interior Designers (ASID). During her career, she held the Interior Design Department Chair at Ray College of Design in Chicago. Char is the owner of C.B. Interiors, Inc., a firm that has cared for clients throughout the Midwest as well as Scottsdale and Fountain Hills. Char will bring her sharp eye for design to SPIM and share her insight of the world of Frank Lloyd Wright and Taliesin West.





Daniel R. Denison, PhD

Daniel R. Denison, PhD is the Chairman and Founding Partner of Denison Consulting, LLC. He is also Professor of Management and Organization at IMD in Lausanne Switzerland.

Prior to joining IMD in 1999, Denison was an Associate Professor of Organizational Behavior and Human Resource Management at the University of Michigan Business School, teaching in MBA, PhD, and Executive Education programs. Professor Denison has taught and lived in Asia, Europe, Latin America and the Middle East.

He received his Bachelor's degree from Albion College in Psychology, Sociology, and Anthropology and his PhD from the University of Michigan in Organizational Psychology.

Dr. Denison's research, teaching, and consulting focuses on organizational culture and leadership and the impact that they have on the performance and effectiveness of organizations. His research has shown a strong relationship between organizational culture and business performance metrics such as profitability, growth, customer satisfaction, and innovation. He has consulted with many leading corporations regarding organizational change, leadership development, and the cultural issues associated with mergers & acquisitions, turnarounds, and globalization. His latest book, with IMD colleague Robert Hooijberg, *Leading Culture Change in Global Organizations: Aligning Culture and Strategy*, was published in June 2012.

He has written four other books, including *Corporate Culture and Organizational Effectiveness*, published by John Wiley in 1990. He is also the author of the Denison Organizational Culture Survey and the Denison Leadership Development Surveys, which have been used by over 5,000 organizations. His articles have appeared in leading journals such as *The Academy of Management Journal*, *The Academy of Management Review*, *Organization Science*, *The Administrative Science Quarterly*, and *The Journal of Organizational Behavior*.

Jill J. Draime, PsyD

Dr. Jill Draime serves as the Associate Director, Operations and Employee Engagement for the Office of Patient Centered Care and Cultural Transformation (OPCC&CT) where she is responsible for the development of national initiatives to support the employee experience as Veterans Health Administration's (VHA) cultural transformation to Patient Centered Care rolls out across the system. She received her doctoral degree from Spalding University in 1998. Dr. Draime is a graduate of Wharton's Advanced Management Program.

Prior to joining OPCC&CT in October, 2015, Dr. Draime served as the Acting VHA Chief of Staff from October 2014-October 2015, Acting VHA Deputy Chief of Staff from February 2014-October 2014, and the Director of Organization Development Consultation for VHA's National Center for Organization Development since December 2003.

Dr. Draime's interests include large-scale systems change, employee engagement and development, and group process consultation.

Myranda S. 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 10-year veteran of the firm, Myranda has literally led every part of the business and firm operations. She has also developed innovative intellectual property, assessment processes, and coaching and development programs. She has led major programs with virtually all of LWF's clients, and as a top leader of the firm, leads the LWF Executive Team, including leading and facilitating its Business and Science Advisory Boards of Directors.

In her role as an Executive Consultant, she primarily focuses on applying her knowledge of psychology and business experience to the talent selection and development needs of organizations. This oftentimes means:

- Helping executives grow their self-understanding, self-insight, and self-awareness,
- Increasing executives' positive leadership impacts, and/or decreasing their negative impacts,
- Increasing executives' abilities to See & Realize the Future, Communication & Influence, Collaborate, Develop Talent, and/or Lead Execution, among many other skills and abilities
- Accelerate executives' development in preparation for meeting greater leadership challenges, and/or
- Helping leaders quickly and effectively transition into new roles and assignments

Additionally, she has been instrumental in co-developing and co-leading LWF's Advanced Coaching Skills Master Classes, Workshops, and Certification Programs. In all of these activities, she has consistently been able to develop high-impact and trusting relationships with assessment and coaching participants, helping them become the leaders they intend to be, aspire to do better and be better, and transform the worlds around them. She has also been able to develop powerful partnerships with all levels and functions of her client stakeholder organizations. 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, Miranda worked in consulting for the public sector, where she perfected her skills in the areas of competency modeling, employee opinion surveys, job evaluation and compensation, 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 scientist, Miranda's research interests include all aspects of leadership assessment and development, and the design, use, and impact of multi-rater 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). In partnership with various universities, she also advises graduate students and sits on final oral committees.

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. She received the prestigious Women's Endowment Early Career Leadership Award through The Foundation for the Advancement of Psychology in Management in 2014.

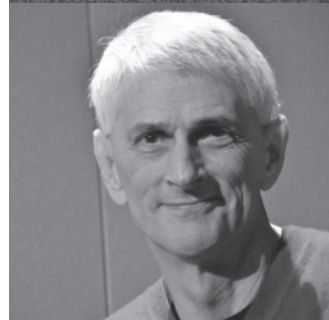
James H. Johnson, PhD

Jim Johnson received his doctorate in clinical psychology from the University of Minnesota. He taught at the University of Utah and Eastern Virginia medical schools. He was founding Chair of The Virginia Consortium Program in Clinical Psychology and Professor/Head of the Clinical Psychology program at Illinois Institute of Technology. While at the University of Utah he developed the first systems for administering, scoring and interpreting objective tests such as the MMPI using online computers. Based on this technology, he founded PsychSystems to develop and sell computerized testing systems. PsychSystems had a public offering in 1980 and was later purchased by NCS. Next he founded Human Edge Software which developed the top-selling educational software of 1985. In 1990 he started Connected Brands Advertising, which became the largest B-to-B advertising agency in the Silicon Valley. His most recent startup is Home Care Assistance (HCA) which he founded in 2002. HCA has retail outlets throughout the world and is one of the largest volume and fastest growing employers in the field of home care. He sold HCA to a private equity group in 2015. This is said to be the largest M & A transaction in the history of home care.

Jim has authored or co-authored more than 100 publications, including 7 books, one of which was a national best-seller. He has appeared on numerous TV programs such as the "Today Show," and his work has been featured in many national publications including: *The Economist*, *New York Times*, *Wall Street Journal*, *Newsweek*, *Time*, *Venture*, *Success*, *Forbes* and *Fortune*.

Richard R. Kilburg, PhD

Dick Kilburg received his PhD 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.





Tamara S. Lyn, PhD

Dr. Lyn is the Psychology Services Branch Administrator for the Federal Bureau of Prisons (BOP). She oversees all mental health programs in 122 correctional facilities for federal inmates, including court-ordered assessments, substance abuse treatment, trauma-informed care, treatment of the seriously mentally ill, and release preparation. Her oversight also includes recruitment, retention, and training of mental health staff, as well as partnering with government agencies and advocacy groups to formulate effective treatment and community reentry programs. Mental health programs contribute to safe and orderly institutions, increase opportunities for successful reentry to society, and increase public safety.

Dr. Lyn joined the BOP in 2001 and has served in roles of increasing responsibility at federal prisons for men and women. Her talent was recognized early in her career with her first appointment as Chief Psychologist in 2004. In 2006 she was promoted to Chief Psychologist at a higher security facility with a more complex mission. During her career Dr. Lyn pursued projects and responsibilities which exposed her to managing all aspects of corrections. Based on these management experiences and skills she transitioned to Associate Warden in 2010. She was promoted to Psychology Services Branch Administrator in 2015 after two tours as Associate Warden. Throughout a distinguished career in the BOP, she has applied experience and insights into all aspects of leadership and correctional mental health to initiatives that advance criminal justice interventions and professional development for corrections professionals.

Dr. Lyn holds both a masters degree (1997) and a doctorate in psychology (2001) from the University of Michigan, Ann Arbor. She graduated with honors from Harvard-Radcliffe Colleges in 1994. Dr. Lyn is a fully licensed psychologist and is published in peer-reviewed academic journals.

Terry L. Maple, PhD

Best known for his visionary leadership in revitalizing Atlanta's city zoo after the most publicized scandal in the history of American zoos, Dr. Maple's eighteen years of reform leadership re-branded Zoo Atlanta as a non-profit corporation and restored its credibility. During Dr. Maple's tenure as CEO, Zoo Atlanta became recognized as one of the world's most innovative zoological parks. An elected Fellow of the American Psychological Association, the Association of Psychological Science, and a former President of the Association of Zoos and Aquariums, Dr. Maple was named "Entrepreneur of the Year" in 1998 by the Atlanta Chapter of Stanford Business School Alumni.

During his parallel academic career in Atlanta, Dr. Maple mentored and trained twenty-nine doctoral students at Emory University and Georgia Tech. As a research group, Dr. Maple, his students, and his collaborators have published more than 250 journal articles, chapters and books. The acclaimed book *Ethics on the Ark*, based on a national conference organized and hosted by Zoo Atlanta and Georgia Tech was co-edited by Dr. Maple and published by Smithsonian in 1995. With clinical psychologist Dan Marston, he is the coauthor of *Comparative Psychology for Clinical Psychologists and Therapists* (Kingsley, London, 2016). His new book, *Professor in the Zoo* (Red Leaf Press), was published in September 2016.

Joseph P. Mosher, PhD

Joe Mosher is a Vice President and Executive Consultant with Leadership Worth Following, LLC. 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.

With LWF, Joe focuses and specializes in the areas of leadership development and executive coaching, talent assessment and management, team alignment, and organizational development and effectiveness. He works with individual leaders and executives, boards and board members, executive teams, and cross-functional groups. While LWF is based in Irving, Texas, Joe serves clients across the United States and internationally, and is available for in person engagements and remote services.

With over twenty years of experience in executive, leadership, and management consulting, Joe provides assessment for selection and development at all organizational levels, executive coaching, talent management, organizational change efforts, succession planning and development, strategic planning facilitation, 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's extensive experience coaching leaders includes the following areas:

- High-impact Influence & Communication Skills
- Developing, Coaching, and Engaging Others
- Building & Leveraging Collaborative Relationships
- Fostering Team Alignment
- Increasing Awareness of Self & Others
- Accelerating Executives' Development, Succession Planning, and Role Transitions/Onboarding

Joe has experience across 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 100 organizations. Industries served include construction, healthcare, transportation, manufacturing, semiconductor, financial, government, retail, consumer products, and professional services firms.

Joe also has partnered extensively with closely held and family owned 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 in leadership and generational transition.

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. He is active in non-profit board and committee work focusing on education, philanthropy and services for children and veterans.

Thomas M. Muha, PhD

Dr. Tom Muha is a psychologist specializing in helping individuals and organizations to achieve outstanding outcomes using Positive Psychology. He has over 30 years of experience in delivering evidence-based coaching to people who are seeking proven methods for achieving higher levels of personal happiness and professional performance.

As the science of optimal human functioning has emerged, Dr. Muha has become a leading practitioner of Positive Psychology. He has been at the forefront in the study of how people involved in healthcare systems can achieve the highest levels of success and satisfaction.

By combining the research he conducts at Johns Hopkins Hospital with studies of other extraordinarily high functioning individuals and organizations, Dr. Muha has developed the PROPEL Principles®. This approach teaches people to apply six Positive Psychology principles – Passion, Relationships, Optimism, Proactivity, Energy, and Legacy – in order to overcome challenges and attain authentic happiness.

Teaching people to use the PROPEL positive psychology principles has been shown to significantly enhance life satisfaction, loving relationships, and job engagement. Dr. Muha has worked with some of the world's top organizations to help them learn how to consistently perform at their best. With PROPEL coaching, people learn to reignite passion, restore collaborative relationships, rekindle optimism, refocus on strengths, replenish energy, and resolve to leave a meaningful legacy.

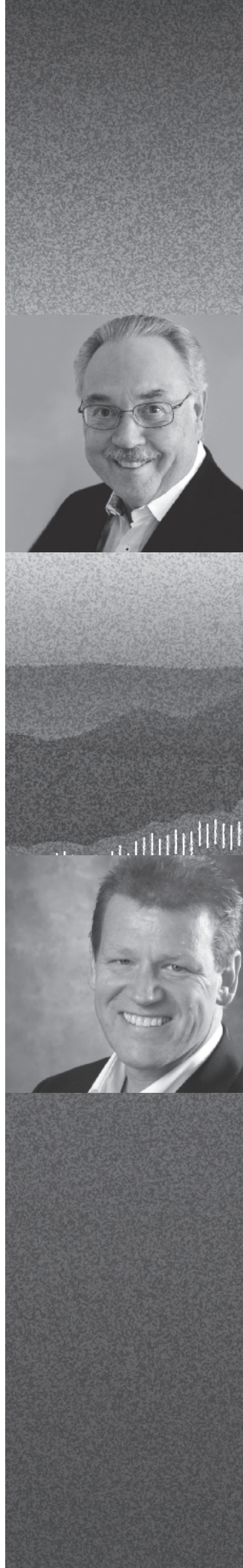
His research in improving hospital systems at R. Adams Cowley Shock Trauma Center and the Johns Hopkins Hospital has won him national recognition. He has provided coaching to thousands of individuals and consulted with a wide range of organizations around the country.

Dr. Muha received his Doctoral degree in Psychology from the California School of Professional Psychology in 1977. He is the founder of The PROPEL Principles, LLC. He has written a weekly newspaper column focusing on Positive Psychology for the Capital Gazette newspaper chain for over 25 years.

Douglas Olsen, MBA, PhD

Douglas Olsen, BSc, MBA, PhD is an Associate Professor of Marketing in W.P. Carey School of Business at Arizona State University and Coordinator of the Strategic Marketing and Services Leadership Specialization. Douglas has been active in both graduate and undergraduate programs and teaches marketing strategy, research methodology and marketing communication. He has been an instructor in a broad range of executive development programs related to business strategy and service excellence. He currently serves as Faculty Director of the Service Leadership Institute, held annually at the Center for Service Leadership at ASU, and the Faculty Director of the Strategic Marketing and Services Leadership (SMSL) Specialization in the W.P. Carey MBA Program. Over the past two decades, his dedication to teaching has been recognized with numerous awards for instructional excellence. On a pragmatic level, Douglas has been actively involved in consultation to both government and private enterprise.

Current academic work focuses on factors limiting and enhancing the success of innovation and technology commercialization, as is focused on in his recent book, *The Five Laws of Innovation Success: Generating Critical Momentum for Products, Services and Ideas*. His academic research has been published in journals that include: *Journal of Advertising*, *Journal of Advertising Research*, *Journal of Consumer Research*, *Journal of Business Research*, *Journal of Public Policy and Marketing*, *Journal of Experimental Psychology: Applied*, *Journal of Consumer Psychology* and *International Journal of Research in Marketing*. His research has been presented at over 30 conferences in Canada, the United States, Europe, South America and Australia. On a personal side, Douglas is fascinated by contemporary design, and enjoys traveling, furniture making, bread baking, browsing eBay for "really cool old stuff" and spending time outdoors.





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.



Dee Ramsel, PhD, MBA

Dee Ramsel has been a clinician, mental health executive, organization development consultant, and medical college instructor over the past thirty 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. She 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.



Connie Rath, EdD

Connie Rath, Ed.D., is President of the Clifton Foundation. The foundation's purpose is to provide support for early identification of talent and accelerated development of leaders, educators and entrepreneurs. It continues the lifelong mission of Donald O. Clifton, Ph.D. who was recognized with a Presidential Citation from the APA for his strengths-based psychology work.

Dr. Rath also serves on the Gallup Board of Directors. Her Gallup career contributions included leading Gallup Education and Gallup University. Under Dr. Rath's leadership, Gallup Education has conducted research that improves education leadership development, teacher effectiveness and student hope, engagement and well-being, such as the groundbreaking report *State of America's Schools: The Path to Winning Again in Education*. She managed Gallup's selection and development services and led Gallup's human resources efforts for 20 years. Dr. Rath's work has included managing the research of more than 200 job profiles across a wide range of positions. She has designed performance and compensation systems and consulted with many companies on implementing them.

She has led research on women's leadership and served on the boards of the Asian Pacific American's Women's Leadership Institute, Bennett College, The University of Iowa Management Advisory Board, the University of Maryland James McGregor Burns Leadership Academy and the Public Education Network board. Her dissertation compared leadership strengths and ratings of women and men.

She has been involved with SPIM since 2000 serving on the board of directors and the SPIM Foundation Board. She was the 2014 Distinguished Psychologist in Management.

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

Tony Redhouse

At the young age of six, Tony Redhouse, Diné (Navajo Nation) was on stage performing with a Native American drum in his hand in full Native regalia. During his youth in the Monterey Bay, he was exposed to Afro-Cuban, Latin Rock and urban soul style drumming from the San Francisco Bay area, which he later fused with Jazz. In his recording, Tony combines ethnic style percussion with his Native American flutes, drums and vocals to create a multi-cultural blend of musical expression that reflects his desire for Universal Harmony in the world.

As a solo recording artist, Tony has received two Native American Music Awards and three additional awards for his collaboration with other artists. Tony recorded "Native Flamenco" with the late Ruben Romero, performed with the late Vince Welnick of the Grateful Dead, has recorded with his siblings, "The Redhouse Family Jazz Ensemble" and several Sikh CD's with Snatam Kaur.

Mr. Redhouse's musical offerings include:

Journey to the Four Winds, Soul Blessings, Deep Within, Release, Harmony of East and West

Mr. Redhouse is a Native American traditional consultant, teaching seminars in Native American spirituality, symbolism and using the Arts and live Meditation Music as a self-awareness therapy for those in addiction recovery programs. To honor and recognize his life's work, The City of Petaluma, California proclaimed May 25, 2012 as "Tony Redhouse Day."

With his music he creates a sacred, peaceful space for others to let go of their former state of being and to open up to the next season of life. He is often remembered for his motivational and compassionate delivery of insightful messages on a variety of topics including: maintaining balance in our "Circle of Life," coping with trauma, grief, divorce and loss. His greatest passion is sharing music in Hospice to help others transition.

He is also an inspirational keynote speaker, sharing with government agencies, Native American conferences, retreats and has presented uplifting messages with the Department of Justice "Victims of Crime on Reservations," Montana tribal communities, National Alliance for Grieving Children and the SW College of Behavioral Health. Tony has appeared on Dr. Oz TV, "Keeping Up with the Kardashians" and The Real Housewives of New Jersey. He is featured in Marilyn Schlitz and Deepak Chopra's film documentary, "Death Makes Life Possible" and in "Is Your Story Making You Sick?" by Mark Pirtle (Skillfullyaware.com) and Frances Causey. In November 2016, Tony will be inducted into the Tucson Musicians Museum Hall of Fame.

Larry Richard, JD, PhD

Dr. Larry Richard is recognized as the leading expert on the psychology of lawyer behavior. He has advised hundreds of law firms on issues related to leadership, management, and the psychology of coping with change. Widely known as an expert on the lawyer personality, he has gathered personality data on thousands of lawyers.

A graduate of the University of Pennsylvania Law School, Dr. Richard practiced law as a trial attorney for ten years. He then earned a Ph.D. in Psychology from Temple University. For more than 20 years, he has provided consulting services exclusively to the legal profession. He is the founder and Principal Consultant at LawyerBrain LLC, which focuses on improving lawyer performance through personality science. He is a partner in Lawyer Strong LLC, which specializes in resilience training for lawyers using the latest principles of Positive Psychology. He has designed and delivered hundreds of experiential workshops using positive psychology principles, including presentations at numerous professional associations such as IPPA 2015 in Orlando and Society of Professionals in Psychology (SPIM) in Napa.

Dr. Richard's *What Makes Lawyers Tick?* Blog is widely read by law firm leaders around the world. He is a frequent author and sought-after speaker on the use of Positive Psychology and applied behavioral science in helping law firms to succeed.

Robin Hindsman Stacia, PsyD

Dr. Stacia is an insightful strategist, leadership advisor, governance and performance management consultant. Dr. Stacia has 18 years of partnership experience with nonprofit and philanthropic organizations focusing on what matters most, strengthening executive leadership and organizational performance. Dr. Stacia specializes in customized consulting solutions and brings fresh perspectives to persistent concerns of performance, systems, accountability, engagement, trust and teamwork.

Notably, she served as the Director of Quality Management and Performance for the Department of Veterans Affairs VA Southeast Network where for 10 years she had annual oversight of senior executive performance plans for eight medical centers. Robin also served as the Director of Consulting and Training for the Maryland Association of Nonprofit Organizations where she managed consulting and training services for over 1300 member nonprofits. Since 2006, Dr. Stacia has enjoyed a partnership as a Senior Governance Consultant with BoardSource, Inc., and she is also a Licensed Consultant for the Standards for Excellence®, an Ethics and Accountability Code for the Nonprofit Sector, having completed the Standards for Excellence® exclusive professional development training. In her role of consultant and coach, Dr. Stacia has guided hundreds of nonprofit organizations, chief executives, and boards through board assessments, strategic planning, executive succession planning and governance transformations.

Dr. Stacia seamlessly leverages her 25 year career as a clinical psychologist and healthcare performance executive to achieve positive changes in challenging systems. Dr. Stacia received a Doctorate in Clinical Psychology from Wright State University and has a Lean Six Sigma Green Belt Certification. Dr. Stacia currently serves on the Atlanta Mission's Board of Directors.





Victoria Steele

Victoria Steele is literally a coal miner's daughter. Her father and grandfather worked in the coal mines of northwest Pennsylvania. She is of Native American (Seneca) and German ancestry. Victoria enjoyed a successful 25-year career as a television and radio newscaster.

She understands what it's like for hardworking people who struggle to make ends meet. As a single working mom, she worked two jobs and while going to college to earn a Masters degree in counseling. She specialized in domestic violence, trauma and substance abuse counseling with a special emphasis on multicultural counseling and post-colonial Native American psychology.

Victoria was twice elected to the Arizona State House of Representatives starting in 2012. An active and outspoken leader, Rep. Steele was respected by her colleagues and constituents for her tenacity and her ability to rise above partisan politics, work across the aisle and get things done. She succeeded in getting half-a-million dollars in funding for Mental Health First Aid and she passed a bill to help victims of human trafficking. She has been on the front lines of the fight to protect public education, women's reproductive rights and to reduce gun violence.

In 2015, out of the nearly 1,300 bills introduced, only eight of the bills that passed into law were Democratic bills and two of those bills were Representative Steele's. Both bills passed almost unanimously, which points to her ability to work effectively in the spirit of bipartisanship.

She was an executive board member of the National Caucus of Native American State Legislators.

Victoria has received numerous awards during her time as a State Legislator including the 2015 Gabe Zimmerman award from Child and Family Resources for her efforts on protecting children from abuse.

Victoria is fiercely dedicated to ensuring that all people have a fighting chance at the American Dream.

Her top priorities:

- Protecting the natural environment and addressing climate change with emphasis on protecting sacred Native land
- Empowering women, Indigenous people, people of color, disabled people and the LGBTQ community
- Creating a fair economy that gives everyone a fighting chance
- Fighting economic inequality and the corrupting influence of big dark money in elections

Victoria has called southern Arizona home for more than 30 years. She and her family live in Tucson and she enjoys hiking, qigong, listening to jazz, spending time with loved ones and her little dog Moki.



Steven Stein, PhD

Dr. Steven Stein started his career as a clinical psychologist with a Ph.D. from the University of Ottawa. His first real job was at a large child and adolescent treatment centre where he conducted clinically-oriented research. One day, while assessing adolescents, he noticed they preferred to play on a new device called a personal computer (or Apple II) developed by two other Steves in California. The Canadian Steve thought it might be interesting to use that machine to help assess the adolescents. Shortly after, out of his basement Multi-Health Systems (aka MHS Assessments) was born. MHS provides high quality assessments in three markets: clinical/education, public safety and talent. The company has grown to approximately 150 employees and markets its assessments worldwide. Dr. Stein and MHS have won numerous awards including 3 times Profit fastest growing companies in Canada, Deloitte's Best Managed Companies (Canada) and Ernst & Young Entrepreneur of the Year (Ontario, Health Science). In his spare time Dr. Stein plays the saxophone in a couple of bands and screens candidates for reality tv shows including Big Brother Canada, The Amazing Race Canada, MasterChef Canada, Real Housewives of Toronto, Intervention Canada, and others.



Alduan Tartt, PhD

Dr Tartt is a clinical psychologist, media host, professional speaker, consultant, author, newlywed, and father who is devoted to helping improve relationships for singles, couples, teens and families. Dr. Tartt is highly relatable, personable and humorous which he uses to teach in a variety of settings (i.e., private practice, church, TV, radio, seminars, etc.) to ensure maximum impact and influence on the lives of others.

Dr. Tartt is a graduate of Morehouse College and is the youngest African-American to receive his PhD in Clinical Psychology from the University of Michigan. He is currently pursuing a degree in divinity from Antioch University to enhance his ministry to churches and pastors. He is a recipient of the NAACP award for a lifetime of work in empowering clients and uses professional speaking and media as a classroom to empower millions.

Dr. Tartt is the new host of a dynamic call in radio show, *Heart 2 Heart with Dr. Tartt*, which airs on WCLK (Jazz in the City) on 91.9 FM and serves as a frequent psychology expert for CNN, HLN, and Intelligence For Your Life. He co-hosted his own show, *Love Addiction*, on TV One which healed toxic relationships.

Dr Tartt and has appeared as a psychology expert on ABC Nightline, MTV's Made, VH1 Fantasia For Real, TV Ones' Black Men Revealed, BET's 106 & Park, & Gospel Touch TV. He is a frequent guest on the Rickey Smiley, Darlene McCoy, Ryan & Wanda, Tom Joyner and Café Mocha radio shows and is a frequent contributor for Black Enterprise and Essence magazines.

Dr. Tartt is author of *The Ring Formula: How To Be The Only One He Ever Needs* and is a contributing author for *Saving Our Daughters (Volumes 1 & 3)* which focuses on female empowerment, bullying and pregnancy prevention. He has served on the Board of Directors for the 100 Black Men of DeKalb, Forever Family & The Gifted Education Foundation. Dr. Tartt presently serves as a consultant for the National Basketball Association (NBA) on relationship and family management issues and frequently speaks in churches enhancing relationships of all types.

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!



George W. Watts, EdD

George Watts is business executive, consultant, and co-founder and Chairman of Top Line Talent. Top Line Talent is an innovative E-Learning company that trains professionals and sales teams in how to sell, deepen relationships and add strategic value to get big deals done. Dr. Watts' more than twenty-five years of business, consulting and CEO level experience have focused on improving sales effectiveness and talent management. He also delivers acclaimed leadership seminars and sales training programs throughout the world, coaching CEOs how to build formidable sales teams. Beyond training and consulting Dr. Watts has been an EVP and CEO of mid-cap publicly traded companies where he successfully led turnaround efforts with profitable returns on capital.

George received his doctoral degree in Counseling Psychology from the College of William and Mary, and is foundation board president for the Society for Psychologists in Management (SPIM). He has written several well-received books including *Power Vision* and *Becoming Your Own Business Coach* and he has published professional articles on talent management and leadership development. On the lighter side, George was a popular talk radio host with his Chicago based program, *The Business Doctor* where he interviewed authors, CEOs on career success. His passion is inspiring people to unlock their highest potential. His message is simple and timeless – for optimum success, discover your natural strengths and find the right platform to leverage them.



Jennifer P. Wisdom, PhD

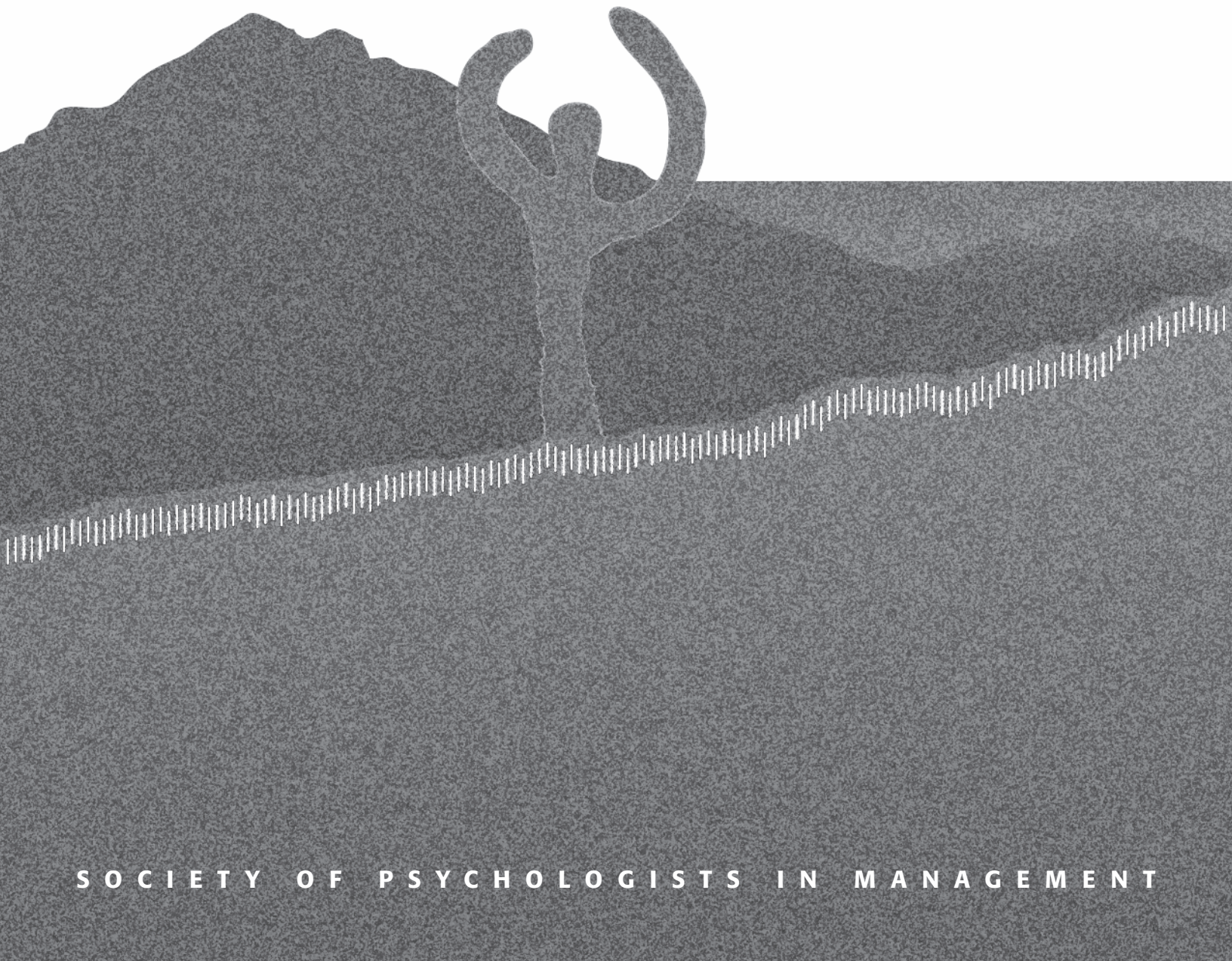
Jennifer Wisdom has a mission to help people achieve clarity, reach their greatest potential, and lead with wisdom. She specializes in helping individuals overcome psychological and logistical barriers to achieving the life of their dreams. She is a licensed clinical psychologist, health services researcher, administrator, coach, consultant, and author. Her previous activities include: conducting federally funded research on improving behavioral health services for children, adolescents, and their families; implementing quality improvement and managing research operations for a large, urban university; and creating mentoring and training programs for graduate students and faculty. She created her own consulting firm in which she provides training, coaching, and consultation to universities, governments, and industry on mentoring, productivity, and leadership. She also works with the City University of New York School of Public Health and the New York City Department of Health and Mental Hygiene to improve behavioral health services in New York City.

Jennifer received her PhD in Clinical Psychology from the George Washington University and a Master's of Public Health in Epidemiology and Biostatistics from the Oregon Health and Science University. She is working on her first book.



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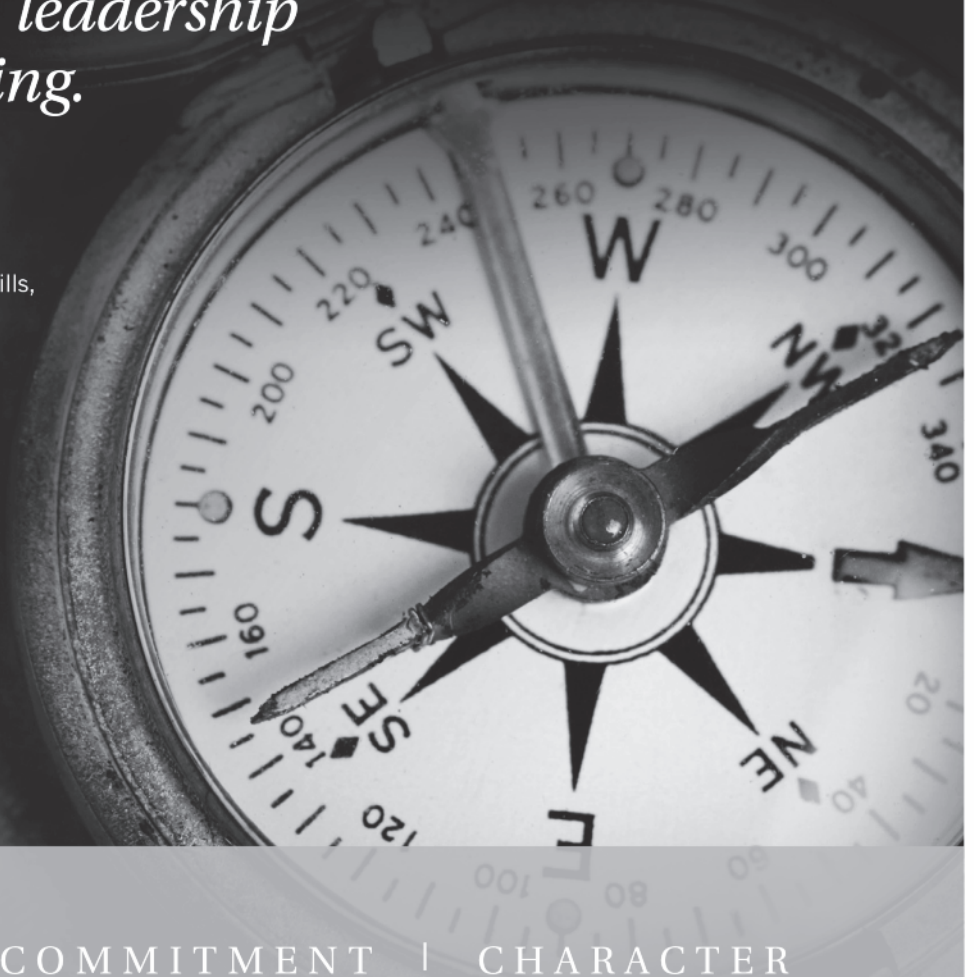


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