



Society of Consulting Psychology
The Catalyst Division

DIVISION 13
AMERICAN
PSYCHOLOGICAL
ASSOCIATION

SPIM

SOCIETY OF PSYCHOLOGISTS
IN MANAGEMENT



SPIM
SCP
2019

LEAD THE WAY

LEVERAGING PSYCHOLOGICAL SCIENCE TO IMPROVE THE WORKPLACE

**FEBRUARY 6-10, 2019, FORT WORTH, TX
THE WORTHINGTON RENAISSANCE**





SCP MISSION

We represent psychologists who consult with individuals, groups and organizations in order to catalyze growth and change. Whether we work with start-ups or multi-nationals, for-profit or non-profit, educational, healthcare, corporate or government, we strive to add value for the benefit of individuals, institutions, and society. We achieve this by expanding knowledge and the transfer of psychological science to real-world settings, providing education, mentoring and thought leadership, and advocating for psychological consulting in the context of an inspired community. Please allocate as many votes as you can to Division 13 and consider taking advantage of our conferences or educational functions.

SCP VALUES

The Society of Consulting Psychology wants anyone who participates in our society or our events to feel a sense of Inspired Community. We do this by bringing the following values to life:

- **Engagement** - Ensuring members and participants feel the organization adds value to their business, personal and professional experience;
- **Inspiration** - Facilitating others' vision for themselves, their organizations, and the profession;
- **Authenticity** - Allowing others to be themselves, and express themselves, in ways that are open to and inclusive of others' different selves;
- **Challenge** - Helping each other learn, develop, and grow as professionals;
- **Impact** - Making a difference for our members, other participants in the organization, our clients, and their organizations.



SOCIETY OF PSYCHOLOGISTS
IN MANAGEMENT

The Society of Psychologists in Management (SPIM) unites psychologists committed to creating extraordinary organizations. SPIM translates research and real world experience into practices that empower members to be impactful and effective leaders, as well as coaches and consultants. SPIM events are safe environments to discuss challenges, formulate solutions, and receive support through rich learning experiences. SPIM values camaraderie, wisdom, and scientific rigor in the service of transforming leaders and organizations.

PSYCHOLOGIST MANAGERS SAY THEY JOIN SPIM BECAUSE IT PROVIDES:

- A refreshing approach to their professional development
- A community of members from all fields of psychology (although most are clinical/counseling and I/O psychologists) including
 - Many who did their original professional work in their specialty before becoming high-level organization leaders
 - University professors and administrators, leaders of businesses, nonprofits, and consulting firms, managers of psychologists and/or many other kinds of employees, and independent consultants
- An annual conference that is typically a more relaxed and intimate setting to learn and network with psychologist manager colleagues, sessions that are highly interactive and engaging, and APA CE's
- A warm and welcoming environment with activities such as new attendee "conference buddies" and mentoring opportunities
- Ways to stay connected to one another throughout the year via informal local gatherings, social media groups, *The Psychologist-Manager Journal*, and networks of colleagues

PRESIDENTS' WELCOME

Welcome to the *Joint SPIM/SCP “Lead the Way” Conference!* As Members of SPIM, SCP, both, or neither, we expect you will have the opportunity to experience the best of both organizations as well as our traditions and cultures. But more than that, we hope that you enjoy the rich diversity of colleagues and presenters at this joint conference, providing unique experiences which you may never have gotten in either group!

We are especially pleased to welcome **Keynote Speakers** who will be touching on issues that are important, right now, to our members. And we are providing conference attendees with opportunities to gain tangible knowledge and build professional skills through sessions focusing on **The Fundamentals of Consulting Psychology Book Series**, through engaging with the publishers of several important **Tools of the Trade**, and, of course, through providing a rich array of **Workshops and Concurrent Sessions!** And in a completely new twist to our conferences, we are going to spend an entire **Summit Day** with six current and just-retired **CEO's and Presidents** who will share their experiences in leadership, what they learned, and their advice to us as professionals supporting them!

So, come and enjoy the sessions, reconnect with some old friends, make some new friends, and be open to the many distinctive opportunities here that we hope will make this a positive and powerful experience for you!

We are glad you're here!



**J. RICK DAY,
MBA, PHD,
PSYD, ABPP**

**PRESIDENT
THE SOCIETY OF
PSYCHOLOGISTS IN
MANAGEMENT**



**A. DALE
THOMPSON,
PHD**

**PRESIDENT
SOCIETY OF
CONSULTING
PSYCHOLOGY**

CONFERENCE CORE PLANNING TEAM

A. Dale Thompson, PhD, PhD, SCP President

J. Rick Day, MBA, PhD, PsyD, ABPP, SPIM President

Marissa Berman, PsyD, SCP Conference Co-Chair

Martha Zlokovich, PhD, SPIM Conference Co-Chair

Tamara S. Lyn, PhD, SPIM Conference Co-Chair

NaTasha Jordan, MA, Student Chair

Kathleen McVey, PhD, Program Co-Chair

Kirsten Mosier, MA, Program Co-Chair

Bries Deerrose, PsyD, Marketing Chair

Julia Corcoran, PhD, SCP Continuing Education Co-Chair

Elizabeth A. Thompson, PhD, SPIM Continuing Education Co-Chair

Alok Sawhney, PsyD, MBA, Sponsorship Co-Chair

Disha Joshi, PsyD, MBA, Sponsorship Co-Chair

Spyros Catechis, EdD, Sponsorship Co-Chair

Heather Kennedy, MS, SCP Executive Director

Liz Woodward, SPIM Conference Planner

Natalie Rivera, SPIM Conference Planner



Powerful Analytical Tool for Organizational and Personal Growth

What Drives Your Team?

The DRiV provides insight into what drives and drains people in their careers. Drivers represent what people care most about, where they want to focus their energy and what they expect from themselves, from others, and from work. The DRiV enables you to optimize individual and collective drivers – positively impacting your entire organization, both today and for the future.

Drivers Matter!

Drivers predict who leads and how they will do it. Drivers can make or break teamwork, and they impact where your people will fit and thrive.



LEAD // Know what drives and drains your leaders

- > Discover leadership style based on unique DRiV profiles
- > Learn how drivers can help or harm leadership effectiveness



TEAM // Improve team alignment and collaboration

- > Enhance performance by building more diverse teams
- > Optimize drivers to facilitate effective team dynamics

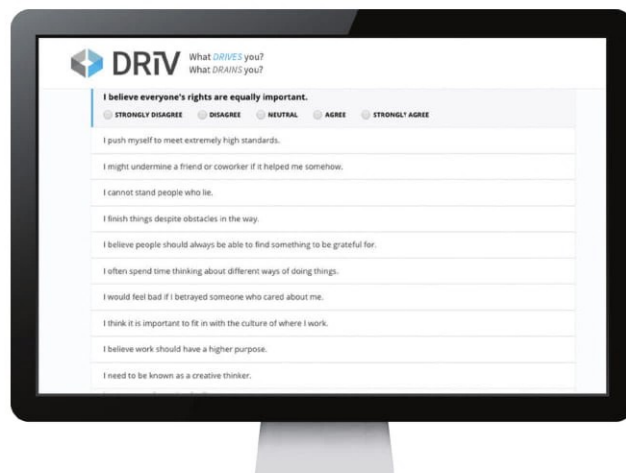


FIT // Find where your people will thrive

- > Align drivers and roles to raise performance and engagement
- > Understand how drivers impact organizational culture

USE THE DRiV

- Leadership Coaching
- Leadership Development
- Selection & Onboarding
- Organizational Culture
- Team Building & Workshops



CONFERENCE CHAIRS' WELCOME



MARISSA BERMAN, PSYD
SCP CONFERENCE CO-CHAIR

Welcome to fabulous Ft. Worth, Texas, and the 2019 SPIM/SCP joint conference! We have four and a half days of stimulating sessions planned. When you are not attending thought-provoking presentations or connecting with colleagues, Ft. Worth has plenty to keep you entertained. Invite a colleague to explore the area attractions and restaurants. If your excursion partner is a student or an early career professional who may be interested in joining our community, that's even better!



MARTHA S. ZLOKOVICH, PHD
SPIM CONFERENCE CO-CHAIR

The theme for this year is, **Lead the way: Leveraging psychological science to improve the workplace.** By incorporating psychological science into leadership development at every level of an organization, we ensure individuals develop not only their task-related skill sets, but also their emotional maturity and ability to connect with others to achieve success.



TAMARA S. LYN, PHD
SPIM CONFERENCE CO-CHAIR

This joint conference was borne out of the belief that when thought leaders collaborate and pool resources, the synergy results in new and exciting ideas. While the members of our two organizations share a lot in common, each of us brings distinct experiences and insights, and we apply our knowledge in a wide range of settings. The conference agenda reflects this variety and includes something for every interest and level of expertise. For example, not only will we hear from consulting and management experts, we will also hear from the executives and others who benefit from our partnerships. We hope you were drawn by the eclectic mix.

We will have met our goal if all attendees deepen their knowledge in some areas while also being exposed to new and unexpected topics. Please let us know what you think by sharing your feedback in person or via the mobile app.

Year after year, we hear that the vitality and expertise of the attendees keeps people coming back. Thank you for joining us. We sincerely hope you enjoy the conference.

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We Know People

Hogan pioneered the use of personality testing to predict job performance more than three decades ago. In the years since, our research has set the global standard, ensuring that our products and services are second to none. There simply is no more reliable and useful source than Hogan for excellence in employee selection, development and leadership practices.

Learn more at hoganassessments.com



KEYNOTE SPEAKERS



NADINE KASLOW, PHD

PSYCHOLOGICAL SCIENCE SUPPORTS THE EFFECTIVENESS OF A TRANSFORMATIONAL, COLLABORATIVE, AND SOCIAL JUSTICE ORIENTED APPROACH TO WORKPLACE LEADERSHIP

THURSDAY, FEBRUARY 7 | 8:15 AM - 9:15 AM | 1.0 APA CE | 1.0 ICF CE

This plenary highlights the value of a transformational and collaborative leadership model informed by principles of social justice and psychological science for empowering employees, enhancing teamwork and productivity, and ensuring an ethical workplace environment, as well as for reducing workplace incivility. Such an approach can facilitate innovations and sustainable change.

Nadine Kaslow is a clinical psychologist, a professor and Vice Chair for Faculty Development at the Department of Psychiatry and Behavioral Sciences at Emory University School of Medicine, and past President of APA



ERNESTO POZA, MBA

THE DYNAMICS, COMPLEXITIES AND UNIQUENESS OF FAMILY BUSINESSES

THURSDAY, FEBRUARY 7 | 11:20 AM - 12:20 PM | 1.0 APA CE

Data on the role of family enterprises in economic activity worldwide and on their financial performance compared to the more widely known management-controlled firms will be presented. The sources of their comparative competitive advantage based on idiosyncratic features like organizational culture, investment time horizons, and high commitment contributed by the family ownership system will be discussed. Finally, their unique complexities, and the challenges these represent for leaders, consultants, and scholars will be presented.

Ernesto J. Poza is an internationally recognized speaker and consultant to family-controlled and family-owned businesses.



LAURA MORGAN ROBERTS, PHD

SEVEN CONVERSATIONS (WE SHOULD BE HAVING) ABOUT DIVERSITY, INCLUSION, AND POSITIVE ORGANIZING AT WORK

THURSDAY, FEBRUARY 7 | 5:05 PM - 6:35 PM | 1.5 APA CE | 1.5 ICF CE

Too often, conversations about diversity and inclusion remain just that - discussions in which history is debated, stereotypes are invoked, frustration and outrage are aired, and confusion lingers. How can leaders facilitate generative dialogue that harnesses the power of inquiry, encourages learning from diverse experiences, and fuels positive organizing? This keynote will present best practices and common pitfalls of leading inclusive organizations, using an "identity-based resourcing" perspective on strategically engaging best selves among workers in diverse organizational settings.

Dr. Morgan Roberts is an architect of personal and professional alignment who helps leaders to unlock the pathways for constructing, sustaining, and restoring positive identities at work.

KEYNOTE SPEAKERS



MICHELLE NETTLES, JD

BREWING FORMULAS FOR SUCCESS: BUILDING ON A FOUNDATION OF GENERATIONS INTEGRATING DIVERSITY OF CULTURES AND RESOURCES LEVERAGING AN APPROACH TO LIVING LEADERSHIP

SATURDAY, FEBRUARY 9 | 8:00 AM - 9:00 AM | 1.0 APA CE

Molson Coors is built on the legacy of several family enterprises. As an industry leader it works to blend legacies with future directions. Its history of mergers and acquisitions includes lessons learned from challenges and successes. Focusing on diversity and inclusion contributes to sustaining success. Woven throughout the way the company does business is the importance of authentic leaders. Even if the process of brewing success is messy at times, the end results are worth the effort.

Michelle Nettles is the Chief People & Diversity Officer at Molson Coors.



ELIZABETH ROLL, MBA

FIVE FACTORS FOR CHANGE: AN ORIGINAL LENS FOR IMPROVING THE EFFICACY OF CHANGE MANAGEMENT EFFORTS

SATURDAY, FEBRUARY 9 | 11:05 AM - 12:05 PM | 1.0 APA CE | 1.0 ICF CE

Organizations want change and develop exquisite change management plans, but key ingredients are often missing. What are key success factors necessary for change? This talk presents five critical factors that are necessary for change initiatives to have an enduring impact and methods for engaging your clients in examining their change management efforts with these five factors.

Elizabeth Roll is the Senior Strategist and an Executive Coach at Sandia National Laboratories in Albuquerque, NM.



KATRINA BURRUS, PHD, MCC

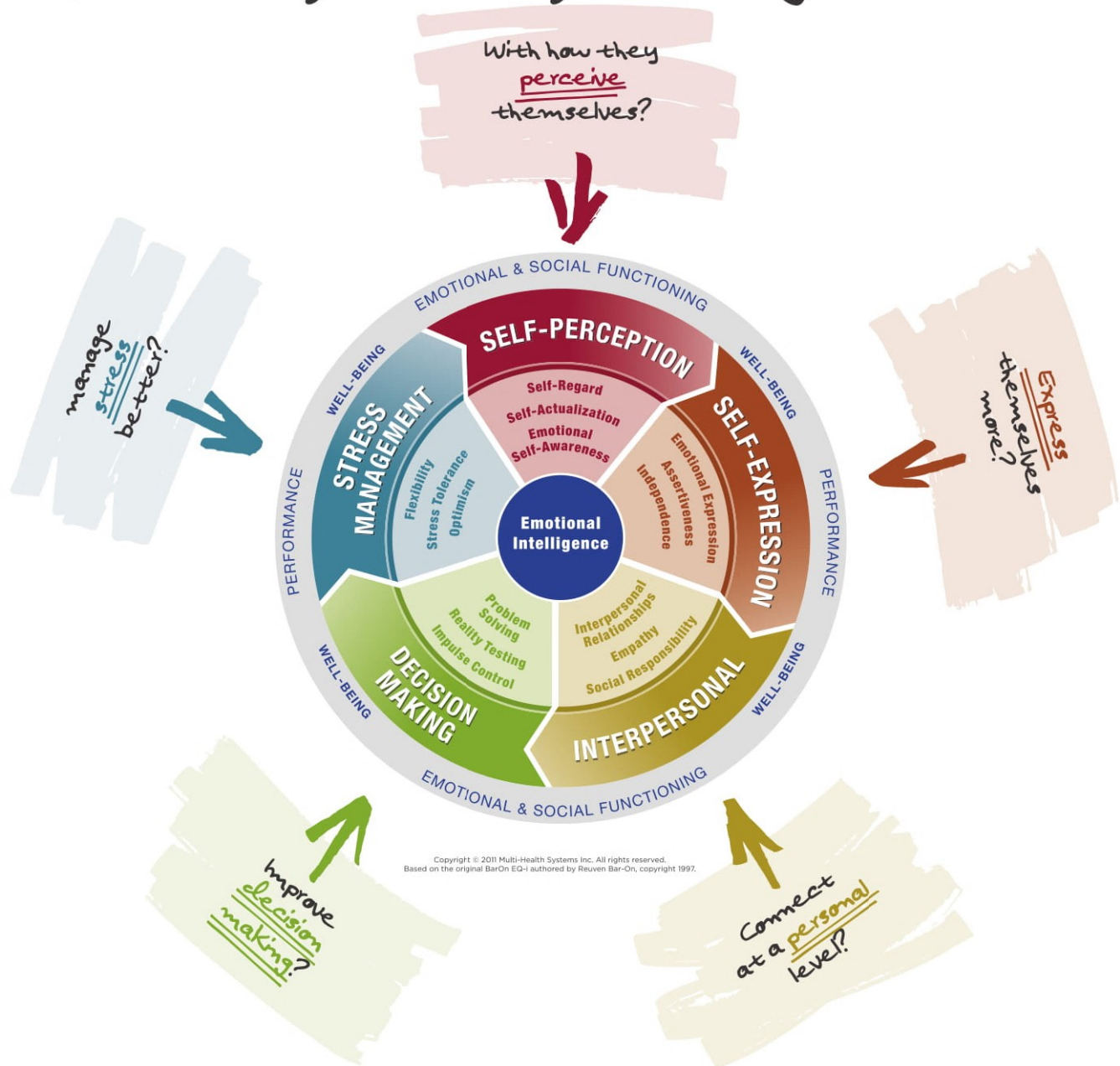
MANAGING BRILLIANT JERKS

SATURDAY, FEBRUARY 9 | 5:50 PM - 6:50 PM | 1.0 APA CE | 1.0 ICF CE

Research shows that poor leadership is the biggest reason employees leave a company. Brilliant jerks incur significant costs to an organization including talent attrition, absence of potential successors, higher turnover, lawsuits, and absenteeism. You can avoid these problems by addressing a leader's toxicity before it spreads through the organization like a virus. This is possible by a six-step process to transform a Brilliant Jerk into a Brilliant Leader. This interactive presentation will help participants understand a 6-step process to transform a brilliant jerk into an inspiring leader, and consequently, reduce suffering in the workplace, improve the organization's cultural climate, and increase overall leadership and organizational effectiveness.

Dr. Burrus founded MKB Excellent Executive Coaching LLC, which specializes in developing leaders to adapt quickly & successfully to new roles, and she is recognized for her experience with clients from diverse cultures and backgrounds.

How can Emotional Intelligence (EI) help my clients, teams, and organizations...



The following EQ-i 2.0® reports are available in both **coach** and **client** versions



SUMMIT DAY SPEAKERS



**JEFF
BALSER,
MD, PHD**



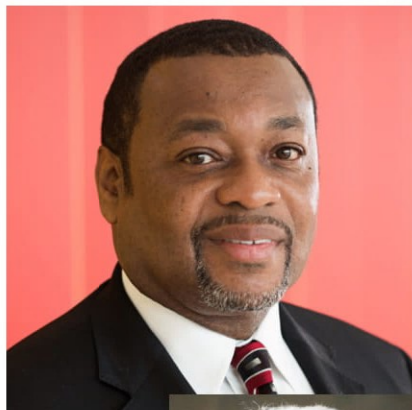
**CO PRESENTER:
RICHARD R. KILBURG,
PHD**

SAILING IN STORMY SEAS: LEADING THE 21ST CENTURY ACADEMIC HEALTH CENTER

FRIDAY, FEBRUARY 8 | 8:30 AM - 10:00 AM | 1.5 APA CE'S

In today's turbulent health care environment, skilled organizational and personal leadership is essential for both patient and organizational health. In this presentation, Jeff Balser, President and CEO of Vanderbilt University Medical Center (VUMC), will discuss how VUMC is addressing key healthcare challenges to provide world class care. Reflecting on his own leadership journey, he will describe the important role that research, innovation, and culture play in leading a successful health care organization.

Jeffrey R. Balser, MD, PhD, is President and CEO of the Vanderbilt University Medical Center (VUMC) and Dean of the Vanderbilt University School of Medicine.



**ARTHUR
C. EVANS,
JR., PHD**



**CO-PRESENTER: RICK
DAY, PHD, PSYD,
MBA, ABPP**

TRANSFORMING APA: APPLYING LESSONS LEARNED ALONG THE WAY

FRIDAY, FEBRUARY 8 | 10:30 AM - 12:00 PM | 1.5 APA CE'S

The American Psychological Association (APA) is undergoing transformational change to ensure that they are most effectively carrying out their mission to benefit society and improve people's lives. This presentation will describe why Dr. Evans became the CEO of APA, how he is approaching transformation and his vision for the association, some opportunities and challenges that APA faces, and lessons learned that will help to position APA for a successful future.

Scientist-practitioner, clinical and community psychologist, and health care innovator Arthur C. Evans Jr., PhD, is CEO of the American Psychological Association, a post he assumed on March 20, 2017.

SUMMIT DAY SPEAKERS



**KAREN
KATZ**

**GEORGE
TODD**

**SUZANNE
WADE**



**CO-PRESENTER: DALE
THOMPSON, PHD**

TRANSFORMERS, PIONEERS, AND CONTRARIANS: LESSONS LEARNED FROM WHAT WENT RIGHT AND WHAT WENT WRONG IN MAKING A DIFFERENCE!

FRIDAY, FEBRUARY 8 | 1:30 PM - 3:30PM | 2 APA CE'S

A transformer, a pioneer, and a contrarian share their journeys in confronting disruption, changing cultures, and doing things “very differently” as leaders of major companies. First, trailblazer Karen Katz will share her journey from bag lady to CEO of Neiman Marcus Group. Then, pioneer Suzanne Wade will share how she broke the glass ceiling and found her voice at H-E-B. Last, renegade George Todd will share how he led Kalsec on a mission to be privately sustainable for 100 years. And each will talk about “what’s next” after such successful careers.

Karen Katz was formerly the President and Chief Executive Officer, Neiman Marcus Group LTD, LLC. Neiman Marcus Group is a leading international omni-channel retailer of luxury and fashion merchandise with its three prestigious brands – Neiman Marcus, Bergdorf Goodman, and MyTheresa.

George Todd attended Earlham College prior to serving in the infantry in Vietnam in 1969. While there he received the Bronze Star for Valor.

Suzanne Wade’s retail career spans over 40 years. While she started as a sales clerk during her high school and college days, her career culminated with senior executive positions at both Walmart and H-E-B.



**BRYANT
AMBELANG**



**CO-PRESENTER: DALE
THOMPSON, PHD**

UNLEASHING THE POWER OF PEOPLE TO CHANGE LIVES, AN INDUSTRY, AND A COUNTRY

FRIDAY, FEBRUARY 8 | 4:00 PM - 5:30 PM | 1.5 APA CE'S

Bryant Ambelang will discuss his leadership experiences and business practices as CEO & President of NatureSweet Tomatoes. His presentation will focus on NatureSweet’s unconventional business model, Unleashing the Power of People, which is transforming its people, the agricultural industry, and potentially a country. In his talk, Bryant will discuss the role of virtue in business, what it means to unleash the power of people, and how this can be accomplished within organizations.

Bryant Ambelang, President and Chief Executive Officer of NatureSweet, LTD., the largest greenhouse producer of the best tasting tomatoes in the world.



DRIVING TRANSFORMATION

In 2018, we celebrated our 20th anniversary! We have helped hundreds of organizations achieve high performance by improving their culture and leadership. Our practice areas include Strategic Alignment, M&A, Turnaround and Transformation, and Talent Development.

Avianca is a world-class airline serving over 100 destinations in America and Europe and a member of Star Alliance. Avianca wanted to consolidate their culture to leverage the change in strategy. Avianca used our model and method to understand the current culture, define the desired culture, identify gaps and finally define the focus to mobilize to action.

www.avianca.com



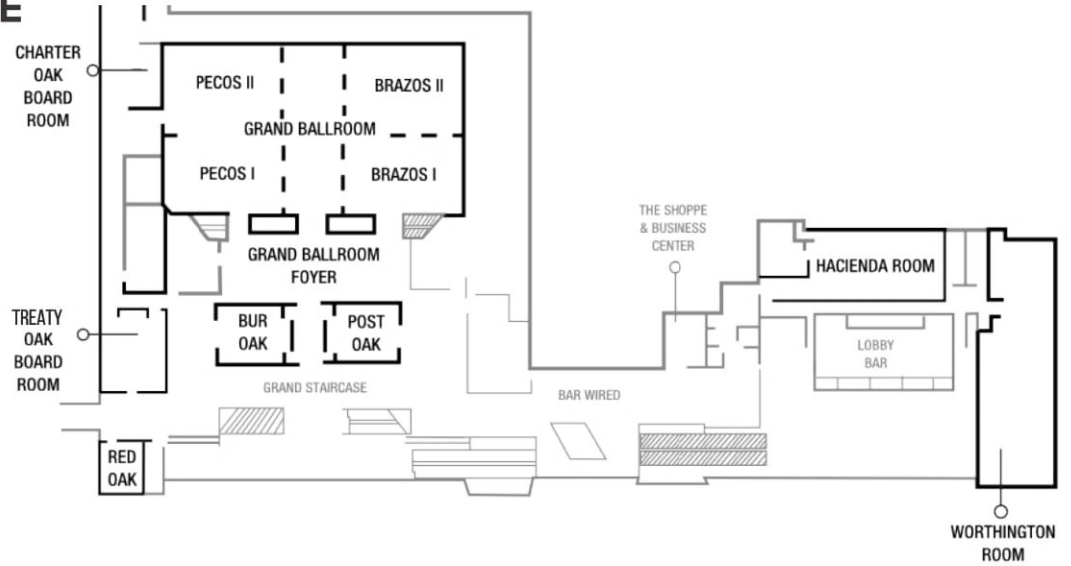
FOR MORE INFORMATION

Nabil Sousou | nsousou@denisonculture.com | +1 (734) 302 4002

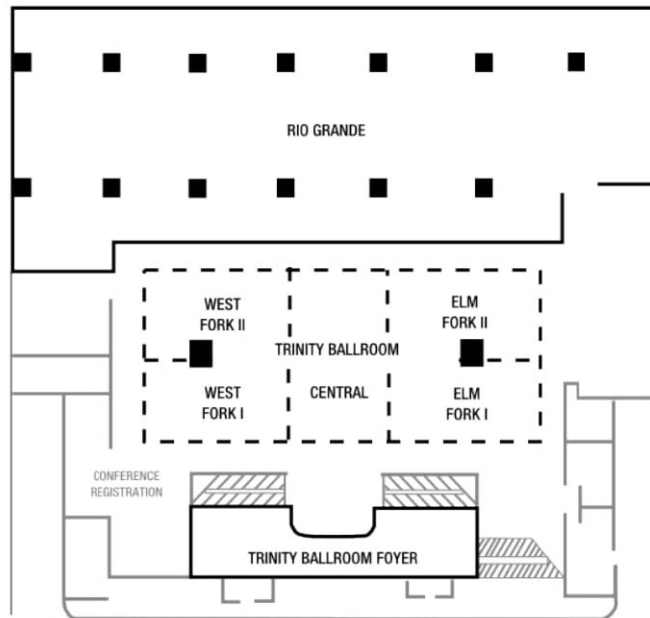
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THE WORTHINGTON RENAISSANCE

LEVEL: MEZZANINE

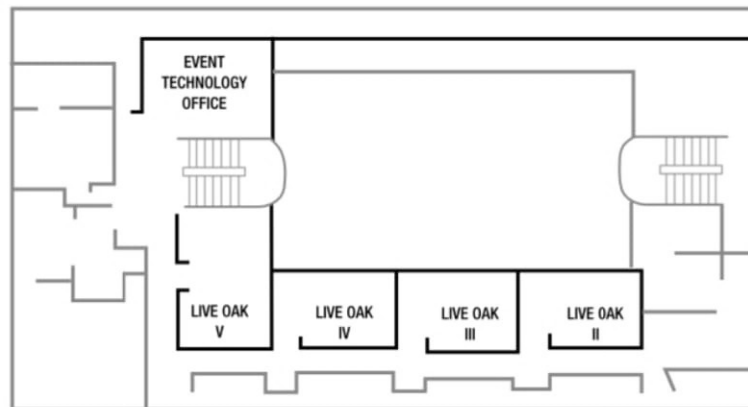


LEVEL: TRINITY



WEST FRONT DRIVE

LEVEL: LIVE OAK



Meet the IDI: A motivation assessment that dives below the surface.

Reliable: a scientifically sound psychometric,
rigorously researched and validated

Flexible: insightful on its own or as a complement
to other tools

Powerful: eye-opening results that yield deep
self-awareness

**Complimentary assessment for all
SPIM/SCP Conference attendees:**

**Experience the Individual Directions Inventory™ for yourself
Visit the MRG table any time, or come to the hospitality suite
(Post Oak) on Thursday from 12:20 – 1:20 to redeem.**

*MRG is pleased to offer a member rate to SCP & SPIM members of
20% off any certification.*

**Learn more about
the IDI:**

*Tools of the Trade:
Using the IDI to
Reveal Motivation and
Unlock Potential*

**9:30am-11:00am
Saturday, February 9**



MRG®

DIAMOND PARTNERS

TOOLS OF THE TRADE SESSIONS

THURSDAY, FEBRUARY 7

9:45 AM - 11:15 AM

Tools of the Trade: Tools for Transformation: Building a High Performance Business Culture | Daniel Denison, PhD | 1.5 APA CE'S ; 1.5 ICF CE's | ELM FORK I

3:30 PM - 5:00 PM

Tools of the Trade: Driven Consulting: Using the DRiV in your Leadership and Team Coaching | Chris Coultas, PhD; Russell J. Barcelona, PhD; Justin Long, PhD | 1.5 APA CE's; 1.5 ICF CE's | ELM FORK I

SATURDAY, FEBRUARY 9

9:30 AM - 11:00 AM

Tools of the Trade: Using the IDI to Reveal Motivation and Unlock Potential | Maria Brown, PhD; Andrew Rand, PhD; Tricia Naddaff, MS | 1.5 APA CE's; 1.5 ICF CE's | ELM FORK I

2:15 PM - 3:45 PM

Tools of the Trade: Introduction to Hogan Assessments | Kirsten Mosier, MA | ELM FORK I

4:15 PM - 5:45 PM

Tools of the Trade: Lessons Learned in Implementing an Emotional Intelligence Based Coaching Program at the Federal Aviation Administration (FAA) | Steven J. Stein, PhD; Polli L. DeWalt; Heather Thorson | 1.5 APA CE's; 1.5 SHRM CE's; 1.5 ICF CE's | ELM FORK I

HOSPITALITY SUITE INFO

Location: Post Oak
(Level: Mezzanine)

THURSDAY, FEBRUARY 7

LWF | 9:15 AM- 10:15 AM

MRG | 12:20 PM - 1:20 PM

Denison | 3:00 PM - 4:00 PM

FRIDAY, FEBRUARY 8

HOGAN | 12:00 PM - 1:00 PM

SATURDAY, FEBRUARY 9

MHS | 9:00 AM - 10:00 AM

SPECIAL THANK YOU TO



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Management Psychologists

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CONFERENCE MOBILE APP

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Android users: Search “Consulting Psych Conference” on the Google Play Store

Blackberry, Windows, laptop users: Go to this address <https://cpc.gatherdigital.com/apps/2587>

APP LOGIN EMAIL

The email address you used to register for the conference

APP LOGIN PASSWORD

2019cpc

HERE ARE A FEW OF THE THINGS YOU CAN DO TO ENHANCE YOUR CONFERENCE EXPERIENCE...

COMPLETE YOUR ATTENDEE PROFILE

- From the home screen, click the icon in the upper left hand corner
- A side menu will appear and click on your email address / name
- This will bring you to your attendee profile. Be sure to upload a selfie!

SEE THE DAY'S ACTIVITIES

- To view the Conference Schedule, click the **AGENDA** icon
- Create your “**MY SCHEDULE**” by clicking on a session and then on the “**MY SCHEDULE**” star in the top left hand corner

INTERESTED IN A SPECIFIC SPEAKER?

- From the home screen, click on **SPEAKERS**
- Find and click on the speaker's name to see all sessions they are participating in

COMPLETE YOUR CE SURVEYS DIRECTLY ON THE APP

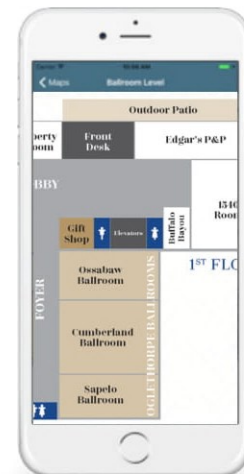
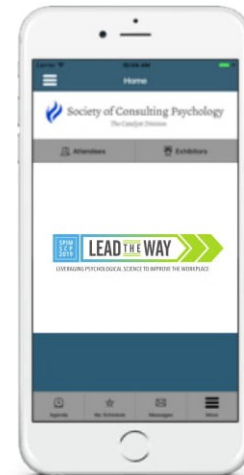
- Click on the **AGENDA** icon, then the **SESSION NAME**, then the **SURVEY** button, rate each question and then click **SUBMIT**

SEE YOUR COMPLETED CE CREDITS

- To view **YOUR CE Credits** from the conference click the **MY CREDITS** icon

LOOKING FOR A CONFERENCE ATTENDEE?

- From the home screen click on **ATTENDEES**
- All registered attendees names are here, find the attendee you are looking for and **MESSAGE THEM DIRECTLY THROUGH THE APP**





SCP AWARDS

NOMINATIONS ARE DUE BY November 1, 2019 | SCP AWARDS COMMITTEE

Nominations for all awards are due by November 1, 2019. Winners will be notified by January 7, 2020, and awards will be presented at the 2020 Midwinter Conference. Nominating someone is not difficult – just send a brief letter to the committee indicating why you think someone is deserving of an award. We will follow up.

Please send all nominations to Heather Kennedy heather@div13.org

For questions about eligibility or clarification of requirements, contact Awards Committee Chair Becky Turner becky@rtturnerconsulting.com

AWARDS WITH STIPEND ATTACHED:

RHR International Award for Excellence in Consultation

This award is given to an individual with an unusually distinguished career in the practice of consulting psychology. It is funded by the consulting firm RHR International and honors a founding member of the company, Perry L. Rohrer, who epitomized the standards of excellence that RHR and the Society seek to perpetuate. The award is accompanied by a \$1,500.00 check.

NOMINATION REQUIREMENTS:

- One-page letter of nomination outlining nominee's contributions to excellence in consultation
- Three letters of endorsement from consulting clients
- Nominee resume or CV

LWF Award for Excellence in Developing Consulting Psychologists

This award is given to an active Consulting Psychologist (practices Consulting Psychology 75%-time or more) who is tangibly and consistently investing in the development of students, early career practitioners, and/or other psychologists who are making the transition into the field of Consulting Psychology. The contributions of the recipients may be tangible (formal mentorships, workshops, internships, fellowships, etc.), or less formal (a history of informal mentoring, coaching, or consultation with other professionals). The award is accompanied by a stipend of \$1,500.00 and an additional \$1,500.00 for the awardee's use in sponsoring a "developing others" initiative in the year following receipt of the award.

NOMINATION REQUIREMENTS:

- Letter of nomination to the Awards Committee of SCP, outlining the nominee's contributions to developing consulting psychologists
- At least two supporting letters documenting nominee's contributions
- Nominee's resume or CV

SCP Award for Excellence in Diversity and Inclusion (D & I) Consulting

This award recognizes consulting psychologists for outstanding consultation to organizations to enhance their Diversity and Inclusion agendas, to help organizations retain, promote and develop diverse leaders, and to help organizations create a more diverse and inclusive workforce. Consultation as well as relevant publications, presentations and/or research in the area of D&I will be considered. Preference will be given to consulting psychologists who offer innovative ideas to the field and contribute to the development of D&I within applied psychology or related disciplines. This award is accompanied by a stipend of \$1,000.

NOMINATION REQUIREMENTS:

- Letter of nomination to the Awards Committee outlining the case for the nominee's work as exemplary in D & I services and/or in the significant development of the field
- Letters of support from two clients and/or from other psychologists who have observed their work in this area
- Provide materials created for workshops, training, consultation or presentation, including assessment tools, theoretical statements, published research or popular articles, or presentation materials that provide evidence of the significance and innovation involved in the candidate's work
- Nominee's curriculum vitae that reflects the focus and breadth of work (professional roles, publications, presentations) for which the candidate is being recognized

SCP Award for Early Career Innovation in Consulting Psychology

This award recognizes work of significant impact by consulting psychologists who are roughly eight to ten years beyond the doctoral degree. The contributions honored will represent innovation in practice or in research that is distinguished by its clear impact on an organization, its notable influence on the practice of consulting psychology more generally, or its clear promise for creating new directions in some area that is directly translatable to practice. Successful candidates will hold a graduate degree in psychology from a regionally accredited university located in the U.S. or Canada, or the equivalent in other countries. This award is accompanied by a stipend of \$1,000.

NOMINATION REQUIREMENTS:

- Letter of nomination stating the nominee's qualifications for the early career innovation award
- Provide written reports of anonymous, published or presented case studies of innovative work with clients. Reports may also include new assessment tools, theoretical statements, published research or other articles. The key is to provide evidence of the significance and innovation involved in the nominee's work in consulting psychology.
- Letters of support from two clients or senior colleagues who are knowledgeable about the nominee's innovative work
- Nominee's CV

Nominations for all awards are due by November 1, 2018. Winners will be notified by January 8, 2019, and awards will be presented at the 2019 Consulting Psychology Conference.

PLEASE SEND ALL NOMINATIONS TO:

Heather Kennedy, MS
Executive Director,
heather@div13.org

FOR QUESTIONS ABOUT ELIGIBILITY OR CLARIFICATION OF REQUIREMENTS:

Becky Turner
Awards Committee Chair
becky@rtturnerconsulting.com

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SCHEDULE-AT-A-GLANCE

TUESDAY, FEBRUARY 5

| TIME | EVENT | PRESENTERS | CE | LOCATION |
|-------------------|--|--------------------|-----------|---------------------------------|
| 8:00 AM - 5:00 PM | Certification DAY ONE: Hogan Level 1 Certification Workshop | Michael Sanger, MA | 8 SHRM | Live Oak V (Level: Live Oak) |

WEDNESDAY, FEBRUARY 6

| TIME | EVENT | PRESENTERS | CE | LOCATION |
|--------------------|---|---|--------------------------|--|
| 7:00 AM - 8:00 AM | Breakfast (provided) | | | Trinity Ballroom Foyer (Level: Trinity) |
| 7:00 AM - 5:00 PM | Registration | | | Trinity Ballroom Foyer (Level: Trinity) |
| 8:00 AM - 5:00 PM | Certification DAY TWO: Hogan Level 1 Certification Workshop | Michael Sanger, MA | 8 SHRM | Live Oak V (Level : Live Oak) |
| | Denison Consulting: Building a High Performance Business Culture Certification Workshop | Daniel Denison, PhD | | Charter Oak Boardroom (Level : Live Oak) |
| 8:00 AM - 5:00 PM | Full Day Workshop Psychological Assessment for Selection & Development of Leaders: Tool-sharpening for Consulting Psychologists | Vicki Vandaveer, PhD Larry Norton, PhD Alok Sawhney, PsyD, MBA | 8 APA | West Fork II (Level: Trinity) |
| 8:00 AM - 12:00 PM | Morning Workshops Ethical Issues in Consulting Psychology: Foundational Workshop | Rodney Lowman, PhD, ABAP Stewart Cooper, PhD, ABPP | 4 APA | West Fork I (Level: Trinity) |
| | Executive Coaching: When Differences Make a Difference...Can You Handle it? | Gregory Pennington, PhD | 4 APA 4 ICF | Bur Oak (Level:Mezzanine) |
| | Helping Clients Navigate Complexity Creatively and Collaboratively | Ellen Moran, PhD | 4 APA 4 ICF | Live Oak I (Level: Live Oak) |
| 12:00 PM - 1:00 PM | Lunch (provided) | | | Trinity Ballroom Foyer (Level: Trinity) |

FOR FULL EVENT DESCRIPTIONS & UPDATES PLEASE VISIT THE CONFERENCE APP

Video Recorded Indicates the session will be videotaped for the purposes of offering a distance learning session after the conference. While the video will be focused on the session speakers, attendees could be recorded through session participation, such as asking questions. By choosing to attend one of these sessions, you are agreeing to be recorded.

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SCHEDULE-AT-A-GLANCE

WEDNESDAY, FEBRUARY 6

| TIME | EVENT | PRESENTERS | CE | LOCATION |
|--------------------|--|--|--------------------------|-----------------------------------|
| 1:00 PM - 5:00 PM | Afternoon Workshops | | | |
| | Ethical Issues in Consulting Psychology: Advanced Workshop | Rodney Lowman PhD, ABAP Stewart Cooper, PhD, ABPP | 4 APA | West Fork I (Level: Trinity) |
| | The Courage to Coach: Lead the Way by Building a Coaching Culture in Your Organization (or Client) | Jeffrey Hull, PhD Andreas Bernhardt | 4 APA 4 ICF | Live Oak I (Level: Live Oak) |
| | Sexual Experience, Sexual Expression, and Gender Power in Executive Coaching Engagements | Richard R. Kilburg, PhD | 4 APA | Bur Oak (Level: Mezzanine) |
| 6:00 PM - Until | Dinner on your own | | | |
| 6:00 PM - 8:00 PM | SCP Board Meeting | | | Worthington (Level: Mezzanine) |
| 7:00 PM - 10:00 PM | SPIM Welcome Reception and Circle Meeting (cash bar) | | | West Fork I (Level: Trinity) |

THURSDAY, FEBRUARY 7

| TIME | EVENT | PRESENTERS | CE | LOCATION |
|---|---|-----------------------------|------------------------------|---|
| 7:00 AM - 5:00 PM | Registration | | | Grand Ballroom Foyer (Level: Mezzanine) |
| 7:00 AM - 8:00 AM | Breakfast (provided) | | | Grand Ballroom Foyer (Level: Mezzanine) |
| 7:00 AM - 8:00 AM | First Time Attendee/Buddy Breakfast | | | Grand Ballroom (Level: Mezzanine) |
| 8:00 AM - 8:15 AM | Conference Kick-off | | | |
| 8:15 AM - 9:15 AM <i>Video Recorded*</i> | Opening Keynote Psychological Science Supports the Effectiveness of a Transformational, Collaborative, and Social Justice Oriented Approach to Workplace Leadership | Nadine Kaslow, PhD | 1.0 APA 1.0 ICF | Grand Ballroom (Level: Mezzanine) |
| 9:15 AM - 9:40 AM | Break | | | Grand Ballroom Foyer (Level: Mezzanine) |
| 9:15 AM - 10:15 AM | Hospitality Suite: Leadership Worth Following | | | Post Oak (Level: Mezzanine) |
| 9:45 AM - 11:15 AM | Concurrent Sessions | | | |
| <i>Video Recorded*</i> | Fundamentals of Consulting Psychology: Using Video Recorded Feedback in Organizational Consulting | Brodie Gregory Riordan, PhD | 1.5 APA 1.5 ICF | Grand Ballroom (Level: Mezzanine) |



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R. Bob Smith III, Ph.D.
A. Dale Thompson, Ph.D.
I. Marlene Thorn, Ph.D.
Jennifer Wisdom, Ph.D.



SCHEDULE-AT-A-GLANCE

THURSDAY, FEBRUARY 7

| TIME | EVENT | PRESENTERS | CE | LOCATION |
|------------------------|---|--|-------------------------------|---|
| 9:45AM - 11:15AM | Concurrent Sessions | | | |
| | Consulting in Military Psychology with High Performance Personnel | Stephen Bowles, PhD Michelle Ambrose, PsyD Michael Devries, PhD Laurel Cofell Rashti, PhD | 1.5 APA | West Fork II (Level: Trinity) |
| | The Future of Women's Leadership Development: What's Psychology Got To Do With It? | Shari Miles-Cohen, PhD | 1.5 APA | Central (Level: Trinity) |
| | Breaking into Consulting: Practical Strategies to Building Confidence and Competence | Rob Fazio, PhD Gregory Pennington, PhD MySha Whorley, PhD | | West Fork I (Level: Trinity) |
| | <u>Tools of the Trade</u> Tools for Transformation: Building a High Performance Business Culture | Daniel Denison, PhD | 1.5 APA 1.5 ICF | Elm Fork I (Level: Trinity) |
| 11:20 AM - 12:20 PM | Keynote <i>Video Recorded*</i> The Dynamics, Complexities, and Uniqueness of Family Businesses | Ernesto Poza, MBA | 1.0 APA | Grand Ballroom (Level: Mezzanine) |
| 12:20 PM - 1:30 PM | Lunch (provided) | | | Grand Ballroom Foyer (Level: Mezzanine) |
| 12:20 PM - 1:30 PM | First Time Attendee/Buddy Lunch | | | Hacienda (Level: Mezzanine) |
| 12:20 PM - 1:20 PM | Hospitality Suite: MRG | | | Post Oak (Level: Mezzanine) |
| 1:30 PM - 3:00 PM | Concurrent Sessions | | | |
| | An Introduction to Consulting Psychology: Working with Individuals, Groups, and Organizations | Rodney Lowman, PhD, ABAP | 1.5 APA | West Fork I (Level: Trinity) |
| <i>Video Recorded*</i> | Improving Employee Engagement in the Department of Veterans Affairs: What We Know and Why We Care | Katerine Osatuke, PhD Nancy Yanchus, PhD Dee Ramsel, PhD, MBA Jill Draime, PsyD | 1.5 APA 1.5 SHRM | Grand Ballroom (Level: Mezzanine) |
| | Roundtable on Unique Aspects of Consulting and Leading Family Businesses | Ernesto Poza, MBA | 1.5 APA | Central (Level: Trinity) |

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SCHEDULE-AT-A-GLANCE

THURSDAY, FEBRUARY 7

| TIME | EVENT | PRESENTERS | CE | LOCATION |
|---|--|---|---|---|
| 1:30 PM - 3:00 PM | Concurrent Sessions | | | |
| | You Can't Assess Self-Awareness by Asking People to Describe Themselves: Using a 360-Approach with Personality Assessment | Jeff Foster, PhD | 1.5 APA 1.5 ICF | West Fork II (Level: Trinity) |
| 1:30 PM - 3:00 PM | Creating Effective Teams: Insights from the Science of Teamwork | Eduardo Salas, PhD | | Elm Fork I (Level: Trinity) |
| 3:00 PM - 3:25 PM | Break | | | Grand Ballroom Foyer (Level: Mezzanine) |
| 3:30 PM - 5:00 PM | Concurrent Sessions | | | |
| | Banking on Science to Build Your Practice: Learning Interventions for Consultants - Building the Talent That Drives Business - From APA Fundamentals in Consulting Psychology Series | Thomas Diamante, PhD | 1.5 APA 1.5 SHRM 1.5 ICF | West Fork I (Level: Trinity) |
| | Designing and Implementing Culture Change: A 2-Year Journey Led by a Student Consulting Organization | Nicolette Hass, PhD Christa Mason, MS Caroline Frey | 1.5 APA | Central (Level: Trinity) |
| | <u>Tools of the Trade</u> Driven Consulting: Using the DRiV in your Leadership and Team Coaching | Chris Coultas, PhD Russell J. Barcelona, PhD Justin Long, PhD | 1.5 APA 1.5 ICF | Elm Fork I (Level: Trinity) |
| <i>Video Recorded*</i> | The Agile Culture: Equipping the Workforce for Success in Times of Constant Change | Shonna Waters, PhD Julia Corcoran, PsyD Maya Garza, PhD | 1.5 APA 1.5 SHRM 1.5 ICF | Grand Ballroom (Level: Mezzanine) |
| | Leading Creatively: Developing Leadership and Creativity Skills to Lead Creative Teams | Roni Rieter-Palmon | 1.5 APA 1.5 ICF | West Fork II (Level: Trinity) |
| 5:05 PM - 6:35 PM <i>Video Recorded*</i> | Keynote Seven Conversations (We Should Be Having) About Diversity, Inclusion, and Positive Organizing at Work | Laura Morgan Roberts, PhD | 1.5 APA 1.5 ICF | Grand Ballroom (Level: Mezzanine) |
| 6:35 PM - 7:40 PM | Welcome Party & Diversity Celebration | | | Grand Ballroom Foyer (Level: Mezzanine) |
| 7:40 PM - Until | Dinner (on your own) | | | |

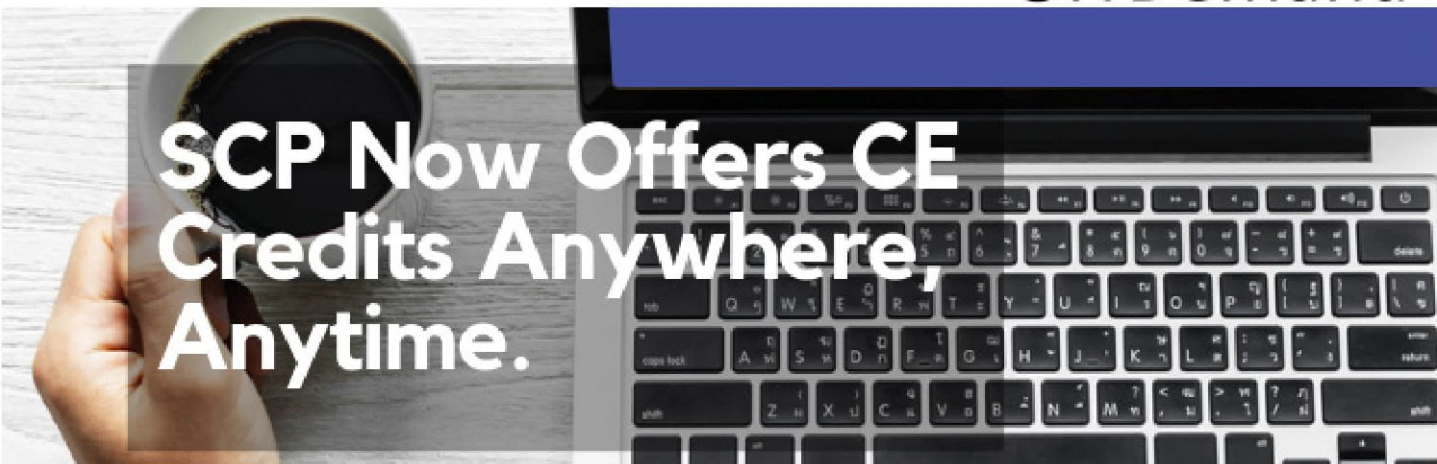


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SCHEDULE-AT-A-GLANCE

FRIDAY, FEBRUARY 8

| TIME | EVENT | PRESENTERS | CE | LOCATION |
|---------------------|---|---|------------|---|
| 7:00 AM - 5:00 PM | Registration | | | Grand Ballroom Foyer (Level: Mezzanine) |
| 7:00 AM - 8:00 AM | Breakfast (provided) | | | Grand Ballroom Foyer (Level: Mezzanine) |
| 8:00 AM - 8:30 AM | Summit Day Kick-off | | | Grand Ballroom (Level: Mezzanine) |
| 8:30 AM - 10:00 AM | Sailing in Stormy Seas: Leading the 21st Century Academic Health Center | Jeff Balsler, MD, PhD Co-Presenter: Richard R. Kilburg, PHD | 1.5 APA | Grand Ballroom (Level: Mezzanine) |
| 10:00 AM - 10:25 AM | Break | | | Grand Ballroom Foyer (Level: Mezzanine) |
| 10:30 AM - 12:00 PM | Transforming APA: Applying Lessons Learned Along the Way | Arthur C. Evans, Jr., PhD Co-Presenter: Rick Day, PHD, PSYD, MBA, ABPP | 1.5 APA | Grand Ballroom (Level: Mezzanine) |
| 12:00 PM - 1:00 PM | Hospitality Suite: Hogan | | | Post Oak (Level: Mezzanine) |
| 12:00 PM - 1:00 PM | Fireside Chat: So You Want to be a Consulting Psychologist? | Greg Pennigton, PhD Judith Blanton, PhD | | Bur Oak (Level: Mezzanine) |
| 12:00 PM - 1:30 PM | Lunch (provided) | | | Grand Ballroom Foyer (Level: Mezzanine) |
| 1:30 PM - 3:30 PM | Transformers, Pioneers, and Contrarians: Lessons Learned From What Went Right and What Went Wrong in Making a Difference! | Karen Katz George Todd Suzanne Wade Co-Presenter: Dale Thompson, PHD | 2.0 APA | Grand Ballroom (Level: Mezzanine) |
| 3:30 PM - 3:55 PM | Break | | | Grand Ballroom Foyer (Level: Mezzanine) |
| 4:00 PM - 5:30 PM | Unleashing the Power of People to Change Lives, an Industry, and a Country | Bryant Ambelang Co-Presenter: Dale Thompson, PHD | 1.5 APA | Grand Ballroom (Level: Mezzanine) |
| 5:30 PM - 7:20 PM | Poster Gallery Walk and Cocktails | | | Post Oak, Bur Oak, Grand Ballroom Foyer |
| 7:30 PM - Until | Social Outings/ Dining Groups | | | |

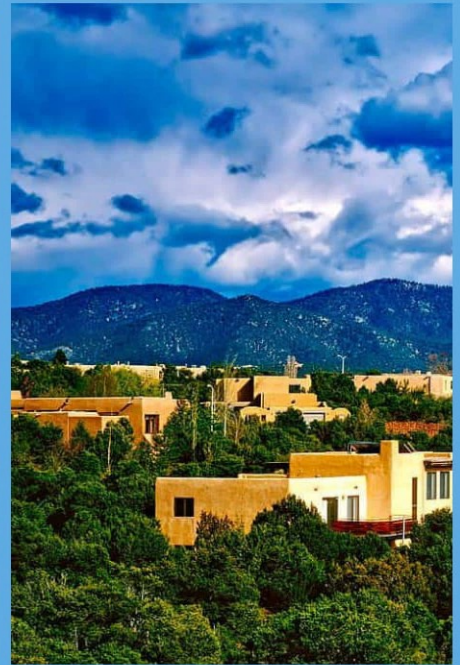
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February 6-9, 2020



2020 SPIM Conference and Institutes
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February 26th – March 1st, 2020

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SCHEDULE-AT-A-GLANCE

SATURDAY, FEBRUARY 9

| TIME | EVENT | PRESENTERS | CE | LOCATION |
|------------------------|---|--|--------------------------|---|
| 7:00 AM - 5:00 PM | Registration | | | Grand Ballroom Foyer (Level: Mezzanine) |
| 7:00 AM - 8:00 AM | Breakfast (provided) | | | Grand Ballroom Foyer (Level: Mezzanine) |
| 8:00 AM - 9:00 AM | Keynote Brewing Formulas for Success: Building on a Foundation of Generations Integrating Diversity of Cultures and Resources Leveraging an Approach to Living Leadership | Michelle Nettles | 1.0 APA | Grand Ballroom (Level: Mezzanine) |
| 9:00 AM - 9:25 AM | Break | | | Grand Ballroom Foyer (Level: Mezzanine) |
| 9:00 AM - 10:00 AM | Hospitality Suite - MHS | | | Post Oak (Level: Mezzanine) |
| 9:30 AM - 11:00 AM | Concurrent Sessions | | | |
| | Defining the Culture in a National Security Organization - Don't Mess This Up! | Carroll Greene PhD; Laurie Moret, PhD | 1.5 APA | West Fork I (Level: Trinity) |
| | Engaging Ourselves and Our Clients in the Complexities of Diversity and Inclusion Work: An Interactive Panel Discussion | Bernardo Ferdman, PhD Rehman Abdulrehman, PhD Lubna Somjee, PhD Colleen Bastain, PhD | 1.5 APA | Central (Level: Trinity) |
| <i>Video Recorded*</i> | Ouch that Hurt! The Neuroscience of Feedback in Coaching | Ken Nowack, PhD | 1.5 APA | Grand Ballroom (Level: Mezzanine) |
| | Embrace the Murk: Tools for Consulting Supervisors to Assist New Psychologists/ Interns/Students with Managing their Early Career Development | Nancy Bostain, PhD | 1.5 APA | West Fork II (Level: Trinity) |
| | Tools of the Trade Using the IDI to Reveal Motivation and Unlock Potential | Maria Brown, PhD Andrew Rand, PhD Tricia Naddaff, MS | 1.5 APA 1.5 ICF | Elm Fork I (Level: Trinity) |
| 11:05 AM - 12:05 PM | Keynote Five Factors for Change: An Original Lens for Improving the Efficacy of Change Management Efforts | Elizabeth Roll, MBA | 1.0 APA 1.0 IFC | Grand Ballroom (Level: Mezzanine) |
| <i>Video Recorded*</i> | | | | |
| 12:10 PM - 2:10 PM | SPIM Business Meeting, Awards & DPIM Presentation (Lunch provided) | | 1.0 APA | Rio Grande (Level: Trinity) |

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SCHEDULE-AT-A-GLANCE

SATURDAY, FEBRUARY 9

| TIME | EVENT | PRESENTERS | CE | LOCATION |
|------------------------|---|--|---|---|
| 12:10 PM - 2:10 PM | SCP Town Hall & Awards (Lunch provided) | | | Grand Ballroom (Level: Mezzanine) |
| 2:15 PM - 3:45 PM | Concurrent Sessions | | | |
| | Fundamentals of Consulting Psychology: The Ethical Practice of Consulting Psychology | Rodney L. Lowman, PhD | 1.5 APA | West Fork I (Level: Trinity) |
| <i>Video Recorded*</i> | Adding Strategic Value Through Branding | George Watts, EdD | 1.5 APA | Grand Ballroom (Level: Mezzanine) |
| | Publishing Consulting and Management Articles in Psychology Journals: Practical Steps for Success | Jennifer Wisdom, PhD George Yancey, PhD Kenneth Nowack, PhD | 1.5 APA | West Fork II (Level: Trinity) |
| | How Carrying Bias is Human, and How to Overcome it. Helping Leaders Improve Inclusion by Addressing Unconscious Bias. | Rehman Abdulrehman, PhD | 1.5 APA | Central (Level: Trinity) |
| | <u>Tools of the Trade</u> Introduction to Hogan Assessments | Kirsten Mosier, MA | | Elm Fork I (Level: Mezzanine) |
| 3:45 PM - 4:10 PM | Break | | | Grand Ballroom Foyer (Level: Mezzanine) |
| 4:15 PM - 5:45 PM | Concurrent Sessions | | | |
| | Men's Voices About Sexual Harassment: A Psychologist's View on Why We Harass | Dwight Moore, PhD | 1.5 APA | West Fork I (Level: Trinity) |
| <i>Video Recorded*</i> | The Science of Self-Confidence: Helping Leaders Gain and Demonstrate the Confidence They Need to Succeed | Maria Brown, PhD Tricia Naddaff, MS | 1.5 APA 1.5 ICF | Grand Ballroom (Level: Mezzanine) |
| | Action Focused Consulting: A Time-Limited, Data-Driven Approach to Supporting Leaders | Bries Deerrose, PsyD Jill Kays, PsyD Kevin "Kipp" Corbus, PsyD | 1.5 APA | West Fork II (Level: Trinity) |
| | Leading into the Future of Work: Successfully Changing Culture and How Work Gets Done in the 4th Industrial Revolution | Jean Wallace | 1.5 ICF | Central (Level: Trinity) |
| | <u>Tools of the Trade</u> Lessons Learned in Implementing an Emotional Intelligence Based Coaching Program at the Federal Aviation Administration (FAA) | Steven J. Stein, PhD Polli L. De Walt Heather Thorson | 1.5 APA 1.5 SHRM 1.5 ICF | Elm Fork I (Level: Trinity) |

SCHEDULE-AT-A-GLANCE

SATURDAY, FEBRUARY 9

| TIME | EVENT | PRESENTERS | CE | LOCATION |
|---|--|-----------------------------|------------------------------|--------------------------------------|
| 5:50 PM - 6:50 PM <i>Video Recorded*</i> | Keynote Managing Brilliant Jerks | Katrina Burrus, PhD, MCC | 1.0 APA 1.0 ICF | Grand Ballroom (Level: Mezzanine) |
| 6:50 PM - 7:10 PM | Conference Closing Ceremony | | | Grand Ballroom (Level: Mezzanine) |
| 7:15 PM - Until | Dinner (on your own) | | | |
| 8:00 PM - 12:00 AM | Jam Session | | | Trinity Ballroom (Level: Trinity) |

SUNDAY, FEBRUARY 10

| TIME | EVENT | PRESENTERS | CE | LOCATION |
|--------------------|--|---------------------------|---|---|
| 7:00 AM - 8:00 AM | Breakfast (provided) | | | Trinity Ballroom Foyer (Level: Trinity) |
| 8:00 AM - 12:00 PM | Workshops & Assessments | | | |
| | Brain-Based Coaching and Consulting: Leveraging the CONNECT Model | Catherine Hambley, PhD | 4 APA 4 SHRM 4 ICF | Elm Fork II (Level: Trinity) |
| 8:00 AM - 11:00 AM | SPIM Board Meeting | | | Worthington (Level: Mezzanine) |
| 12:00 PM | Conference Concludes | | | |



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