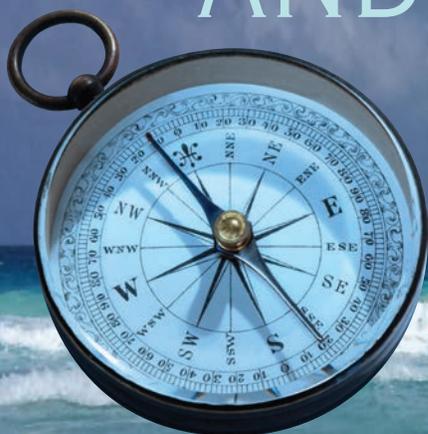


SPIM CONFERENCE AND INSTITUTES

# NAVIGATING LEADERSHIP AND ORGANIZATIONAL TRANSITIONS



SPIM

SOCIETY OF PSYCHOLOGISTS  
IN MANAGEMENT

FEBRUARY 21-25, 2018  
ONE OCEAN RESORT AND SPA,  
ATLANTIC BEACH, FLORIDA

## AGENDA

### WEDNESDAY, February 21

2:00pm – 6:00pm

*Continued on Thursday*

8:00am – 6:00pm

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

13 CEs



#### Leading Self

The careers of psychologists can and often do provide them opportunities to take on supervisory, managerial, and even senior executive roles. However, the skills to become effective managers and leaders are rarely taught as a part of advanced degree programs in psychology. In this workshop, participants will have the opportunity to consider, first, what the best research suggests are essential skills for effectively leading and managing others. It will then lead participants on a process of self-discovery to examine to what extent they are naturally inclined to have, or to easily develop, those skills, and whether others see them as currently having those skills. Finally, participants will be taught principles of leadership development to enable them to leverage their strengths and address any skills gaps they discover in themselves, as they emerge into people leadership roles.

**Joe Mosher, PhD**

*Vice President & Executive Consultant, Leadership Worth Following, LLC*

#### Leading and Managing Others

The purpose of this second module is to illustrate the basics of leading managing others. Topics to be discussed include: supervisor-subordinate roles in effective performance management, learn a performance management process, how to set work and developmental objectives, the use of positive psychology for motivating performance, analyzing performance problems and problem performance management, and identifying policies, programs, resources and tools for managing performance. At least one and perhaps two case studies will be introduced and discussed in-depth. Participation by members of the group will be encouraged and small-group discussions will be utilized.

**I. Marlene Thorn, PhD**

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

#### Mindful Resource Management

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 intentional resource management designed for psychologist-managers. By means of interactive presentation, participant discussion, and a practice exercise this module offers both a conceptual framework and practical tools for ensuring resource management and program quality.

**Myranda Grahek, PhD**

*President, Leadership Worth Following, LLC*

*\*The Administrator of Continuing Education for the Society of Psychologists in Management ("SPIM"), has reviewed this presentation and determined that there is no conflict of interest or commercial support involved with said presentation. Questions or concerns should be directed to Allen Parchem (aparchem@alpendeavors.com).*

## 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 22

- 8:00am – 6:00pm**      TRANSITIONING FROM PSYCHOLOGIST TO PSYCHOLOGIST-MANAGER: Leadership and Management Skills for Success\* – *Continued*
- 8:00am – 12:00pm**      ENCOURAGING AND COACHING YOUR DREAM\*      **4 CEs**
- This presentation will encourage participants consider entrepreneurial activities and provide information about possibilities, psychological barriers, and practical steps to starting a business. 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**  
*Professor, City University of New York School of Public Health*
- 12:45pm – 4:45pm**      DEVELOPING AND DEMONSTRATING COMPETENCE IN TIMES OF TRANSITION – To Leader, Consultant or Coach\*      **4 CEs**
- There will be an overview many of the critical skills and perspectives that psychologists can bring into these pursuits, to include a coaching / consulting competency success profile, a technical leadership success profile, and a managerial leadership success profile. The leaders will clearly differentiate between therapy and other clinical activities, consulting, coaching, and leadership. Leadership and coaching / consulting derailment risks will be discussed as will an approach to support thinking about career transitions and competence.
- As part of the discussion we will introduce the competencies outlined by the American Board of Professional Psychology [ABPP] Organization and Business Consulting Psychology specialty area. This specialty area includes psychologist-managers. Each participant will be asked to bring a case / work product description for discussion with the group. If desired, that case may be able to be a proposed work sample for ABPP.
- Cathleen Civiello, PhD, MPA, ABPP**  
*Clinical and Consulting Psychologist*
- J. Rick Day, MBA, PhD, PsyD, ABPP**  
*President and Managing Principal, Clinical and Consulting Psychologist, JRDA, Inc.*

*\*The Administrator of Continuing Education for the Society of Psychologists in Management ("SPIM"), has reviewed this presentation and determined that there is no conflict of interest or commercial support involved with said presentation. Questions or concerns should be directed to Allen Parchem (aparchem@alpendeavors.com).*

5:00pm – 7:00pm	OUTGOING SPIM BOARD MEETING	
7:00pm – 8:00pm	WELCOME RECEPTION	
8:00pm – 10:00pm	KICK-OFF MEETING*	1 CE
	Convened by: <b>Richard R. Kilburg, PhD</b> <i>CEO, RRK Coaching and Executive Development</i>	

## FRIDAY, February 23

7:00am – 8:00am	BREAKFAST Networking and Buddy Pairing	
8:00am – 9:00am	PRESIDENT'S ADDRESS* <b>Jill J. Draime, PsyD</b> <i>Associate Director, VHA Office of Patient Centered Care and Cultural Transformation</i>	1 CE
9:00am – 9:30am	BEFORE, DURING AND AFTER: Building a Community of Practice in Three Sessions* <b>Tamara Lyn, PhD</b> <i>Administrator, Psychology Services Branch, Federal Bureau of Prisons</i> <b>Beulah Trey, PhD</b> <i>President, Vector Group Consulting</i>	.5 CE
9:30am – 10:30am	RADICAL UNCERTAINTY: Wrestling with Scenarios* <b>Jeremy B. Bentham</b> <i>Vice President, Global Business Environment and Head of Shell Scenarios, Royal Dutch Shell</i>	1 CE
10:30am – 11:00am	BREAK	
11:00am – 12:00pm	LONG YEARS' JOURNEY INTO EXECUTIVE DEVELOPMENT AT A FORTUNE COMPANY* <b>Karol M. Wasylyshyn, PsyD</b> <i>President, Leadership Development Forum</i>	1 CE
12:00pm – 1:15pm	LUNCHEON AND GUEST SPEAKER <b>Neil McGuinness</b> <i>Beaches Museum &amp; History Park</i>	
1:15pm – 2:15pm	EVOLVING AS A LEADER AND AS AN AGENT OF ORGANIZATIONAL CHANGE* <b>Paul Layne</b> <i>Executive Vice President, Master Planned Communities</i>	1 CE
2:15pm – 3:00pm	BEFORE, DURING AND AFTER: Building a Community of Practice in Three Sessions* <b>Tamara Lyn, PhD</b> <i>Administrator, Psychology Services Branch, Federal Bureau of Prisons</i> <b>Beulah Trey, PhD</b> <i>President, Vector Group Consulting</i>	.75 CE
3:00pm – 3:15pm	BREAK	
3:15pm – 3:30pm	SPIM BITS TO LEAVE OR STAY: Consulting on this Important Decision* <b>Jennifer Wisdom, PhD</b> <i>Professor, City University of New York School of Public Health</i>	.25 CE

\*The Administrator of Continuing Education for the Society of Psychologists in Management ("SPIM"), has reviewed this presentation and determined that there is no conflict of interest or commercial support involved with said presentation. Questions or concerns should be directed to Allen Parchem (aparchem@alpendeavors.com).

3:30pm – 5:00pm	LEADERSHIP IN HIGHER EDUCATION: Developmental Imperatives and Challenges* <b>Christina M. Frederick, PhD</b> <i>Professor and Graduate Program Coordinator, Embry-Riddle Aeronautical University</i> <b>Alvin Y. Wang, PhD</b> <i>Dean and Professor of Psychology, University of Central Florida</i>	1.5 CEs
Evening	DINNER IN LOCAL RESTAURANTS	

## SATURDAY, February 24

7:00am – 8:00pm	BREAKFAST SPIM JOURNAL DISCUSSIONS	
8:00am – 9:00am	SO, YOU THINK YOU KNOW WHAT STIMULATES INNOVATION AND GROWTH: The Leader Behaviors That Matter* <b>Michael Seitchik, EdD</b> <i>Director of Research and Assessment, Bates Communications</i>	1 CE
9:00am – 10:30am	STEERING THE SHIP WITH NO GOLD OR BRIG: Developing Talent and Discouraging Misbehavior in a Resource-poor Environment* <b>Mary Coussons-Read, PhD</b> <i>Professor and Chair, Department of Psychology, The University of Colorado Colorado Springs</i>	1.5 CEs
10:30am – 11:00am	BREAK	
11:00am – 12:00pm	DPIM PRESENTATION*	1 CE
12:00pm – 1:15pm	LUNCHEON AND SPIM BUSINESS MEETING	
1:15pm – 2:15pm	DRIVING CULTURAL CHANGE IN A GROWTH ENVIRONMENT* <b>Roderick McLean</b> <i>Vice President and General Manager, F-16/F-22 Integrated Fighter Group, Lockheed Martin – Aeronautics</i>	1 CE
2:15pm – 3:00pm	BEFORE, DURING AND AFTER: Building a Community of Practice in Three Sessions* <b>Tamara Lyn, PhD</b> <i>Administrator, Psychology Services Branch, Federal Bureau of Prisons</i> <b>Beulah Trey, PhD</b> <i>President, Vector Group Consulting</i>	.75 CE
3:00pm – 3:15pm	SPIM BITS LEADERSHIP TRAINING: "Making it Stick"* <b>Judith Albino, PhD</b> <i>President Emerita and Professor, University of Colorado Anschutz Medical Campus</i>	.25 CE
3:15pm – 3:30pm	BREAK	
3:30pm – 5:00pm	WORKING AT THE TOP OF THE HOUSE* <b>J. Rick Day, MBA, PhD, PsyD, ABPP</b> <i>President and Managing Principal, JRDA, Inc.</i> <b>Richard R. Kilburg, PhD</b> <i>CEO, RRK Coaching and Executive Development</i> <b>Karol M. Wasylshyn, PsyD</b> <i>President, Leadership Development Forum</i>	1.5 CEs
5:30pm – 7:00pm	AWARDS RECEPTION AND AUCTION Heavy Hors d'oeuvres and Cocktails	

\*The Administrator of Continuing Education for the Society of Psychologists in Management ("SPIM"), has reviewed this presentation and determined that there is no conflict of interest or commercial support involved with said presentation. Questions or concerns should be directed to Allen Parchem ([aparchem@alpendeavors.com](mailto:aparchem@alpendeavors.com)).

## SUNDAY, February 25

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

8:00am – 12:00pm APA ETHICAL PRINCIPLES AND STANDARDS  
AND THE DEVELOPMENT OF EXECUTIVE CONSCIENCE\*

4 CEs

PsychINFO currently lists 3100+ citations on moral reasoning and 3600+ on conscience. State and provincial licensing boards promote and often require continuing education on Ethics. Rarely do such offerings focus on ethical behavior and leadership or discuss how the moral reasoning capacities of executives develop. The purposes of this workshop are to examine the development of executive conscience from psychodynamic, cognitive, social psychological, and neuropsychological perspectives. Participants will be invited to explore aspects of the emergence of their consciences. Moral challenges in leaders lives will be emphasized. 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

*\*The Administrator of Continuing Education for the Society of Psychologists in Management ("SPIM"), has reviewed this presentation and determined that there is no conflict of interest or commercial support involved with said presentation. Questions or concerns should be directed to Allen Parchem (aparchem@alpendeavors.com).*

*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*

## CONFERENCE FEES

### Register by January 12th for Early Rates

Early Member	\$535
Member	\$625
Early Non-Member	\$585
Non-Member	\$675
Day Rate	\$325
Early Guest Registration	\$360
Guest Registration	\$385

## INSTITUTE FEES

(These fees are separate from conference fees)

Training Institute (11/2 Days 13 CEs)	\$600
Half-Day Institutes (4 Hours 4 CEs)	\$155



## ADDITIONAL INFORMATION

### ABOUT OUR LOCATION

The conference will be held at the One Ocean Resort & Spa in Atlantic Beach, FL. The resort is situated on the white sands of the Atlantic Ocean and a short drive from the Jacksonville International Airport. One Ocean Resort is an inviting hotel with a luxury spa, sparkling outdoor pool, fitness center, business center, Azurea Restaurant & Lounge, and a peaceful atmosphere. You will be just steps away from The Beaches Town Center. This beachfront destination features brick-lined streets and flower-filled courtyards. With a community atmosphere and small town charm, this retail neighborhood offers plenty of outdoor spaces to people watch along with art galleries and one-of-a-kind boutiques. Discover Jacksonville's rich variety of history, art, beaches and water activities by visiting [www.visitjacksonville.com/](http://www.visitjacksonville.com/)

### HOTEL RATE

The hotel is \$209 per night plus applicable state and local tax. A major credit card is required to guarantee reservations. Cancellations made up until 72 hours prior to check-in will be accepted with no penalties.

### GOVERNMENT ROOM RATE

One Ocean Resort & Spa is offering a government rate of \$159 per night. There is a limited supply for these rooms, you must contact Liz Woodward at [liz@wplanning.com](mailto:liz@wplanning.com) or 773-331-0457 to confirm this rate.

### DAY RATE

With this registration fee you are welcome to attend one full day (Friday or Saturday) of the conference. Your meals and CE credits are included.

### GUEST REGISTRATION

Guests of an attendee are welcome to attend any of the sessions throughout the main conference as well as the breakfasts and lunches. This does not include institutes fees, CE credits or the Saturday reception.

### CONTINUING EDUCATION CREDIT

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. Earn over 30 CE credits with attendance in the institutes and conference.

### REGISTRATION CANCELLATION/REFUND POLICY

Full refund of registration fees will be made if notice of cancellation is made in writing to conference registrar on or before January 15, 2018. Full refunds are subject to a \$75 processing fee. A 50 percent refund will be made if notice of cancellation is made on or before January 31, 2018. No refunds will be made if cancellation is received after January 31, 2018.

**SPIM**

SOCIETY OF PSYCHOLOGISTS  
IN MANAGEMENT