

S P I M C O N F E R E N C E A N D I N S T I T U T E S

**LEADING
INSTITUTIONAL
CHANGE IN
TURBULENT
TIMES**

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

S O C I E T Y O F P S Y C H O L O G I S T S I N M A N A G E M E N T

AGENDA

WEDNESDAY, February 24

TRAINING INSTITUTE – 1 1/2 DAYS

2:00pm – 6:00pm

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

Total 13 CEs



Leading Self

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

Myranda Grahek, PhD,

Vice President & General Manager, Leadership Worth Following, LLC

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: 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.

Rich Ponton, PhD,

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

Strategic Management

The purpose of this fourth module is to illustrate the basics of strategic management. Topics to be discussed include thinking strategically about what you wish to accomplish in your management position, how to manage the change associated with implementing your strategic plan, and the basic tenets of political savvy/managing up to improve your chances of realizing your plan. At least one and perhaps two case studies will be introduced and discussed in-depth. Participation by members of the group will be encouraged and small-group discussions will be utilized.

Dee Ramsel, PhD, MBA,

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

THURSDAY, February 25

8:00am – Noon

VALUES AND CHARACTER: A Leadership Call

4 CEs

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

Aaron Friedman, PhD,

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

Rich Ponton, PhD,

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

A. Dale Thompson, PhD,

Founder & CEO, Leadership Worth Following, LLC

8:00am – Noon

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

4 CEs

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

Jill Draime, PsyD,

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

Dee Ramsel, PhD, MBA,

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

James Tuchschildt, MD, MM

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

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

FRIDAY, February 26

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

10:30am – 11:30am	BUILDING A TALENT ENGINE AT COCA-COLA	1 CE
	<p>As global companies continue to face the challenges of competing in a war for talent, operating in a fast-moving and dynamic digital age, and maximizing operating effectiveness as well as engagement, the need for the right talent focused on the right things has never been more important. The Coca-Cola Company will share some real-life examples of how they are ensuring their talent and performance strategies are hard-wired to make this great iconic company work.</p> <p>Stacey Valy Panayiotou, <i>Global Head of Talent and Development, The Coca-Cola Company</i></p>	
11:30am – 12:30pm	LUNCH AND DPIM AWARD	1 CE
12:30pm – 1:30pm	<p>INCIVILITY AND POLITICAL DYSFUNCTION: What Can We Do About It?</p>	1 CE
	<p>The vast majority of Americans are frustrated and concerned about the state of our democracy. Only 9% of Americans approve of Congress; the lowest confidence rating ever recorded. This presentation will explore the systemic and behavioral causes of how we got here and what the leverage points are for doing something about it.</p> <p>At the National Institute for Civil Discourse we work with elected officials, journalists, and the public to strengthen our democratic institutions. The presentation will include programs and impacts.</p> <p>Carolyn J. Lukensmeyer, PhD, <i>Executive Director, National Institute for Civil Discourse</i></p>	
1:30pm – 2:30pm	LEADING TRANSFORMATIONAL CHANGE	1 CE
	<p>This session will recount the narrative of Newell Rubbermaid, a Fortune 500 consumer products goods company headquartered in Atlanta. The CEO Michael Polk will present the rationale, strategy and organizational changes that have propelled the company's transformation and growth over the past several years. Mr. Polk will reflect on the leadership challenges he has confronted and respond to questions from the audience about his and Newell's leadership journey.</p> <p>Michael Polk, <i>President and Chief Executive Officer, Newell Rubbermaid</i></p>	
2:30pm – 3:00pm	BREAK	
3:00pm – 4:15pm	MY CAREER AS A PSYCHOLOGIST: Lessons Learned	1.25 CEs
	<p>In this presentation, Nadine J. Kaslow, PhD, ABPP (2014 President of APA and Chair of the Special Committee for the Independent Review) will share her personal journey in psychology. She will share the lessons that she has learned along the way. Particular attention will be paid to how her experiences have shaped her as a leader and have resulted in her efforts to be a collaborative, transformational, courageous and ethical leader.</p> <p>Nadine J. Kaslow, PhD, <i>Professor and Vice Chair for Faculty Development, Emory University School of Medicine</i></p>	

4:15pm – 5:15pm CREATE A FEEDBACK CULTURE, CREATE CHANGE,
MAINTAIN DIGNITY 1 CE

Change requires creating and sustaining the desired supporting culture, including defining it in behavioral terms that can be observed, measured and integrated into HR systems and talent planning. If the culture cannot be defined in behavioral terms, then we cannot create it, encourage it, reward it and nurture it. Feedback is critical and must also be the responsibility of all employees, which is a culture unto itself. A critical challenge is to keep feedback from becoming intrusive, overbearing, irrelevant and demeaning as technology evolves.

David W. Bracken, PhD,
Vice President, OrgVitality LLC

SATURDAY, February 27

7:00am – 8:00am BREAKFAST

8:00am – 8:30am LESSONS FROM THE FIRST DAY .5 CE

Facilitated by
Al Parchem, PhD,
ALP Endeavors LLC
Jill Draime, PsyD,
Associate Director, Employee Engagement, VHA Office of Patient Centered Care and Cultural Transformation, Department of Veterans Affairs Veterans Health Administration

8:30am – 9:30am PERSONALITY, LEADERSHIP, AND ORGANIZATIONAL CHANGE 1 CE

Organizations must obey the Darwinian mandate: Adapt, migrate, or die. This presentation concerns the organizational and leadership dynamics that impede or facilitate adapting to changing business and market demands.

Bob Hogan, PhD,
President, Hogan Assessment Systems

9:30am – 10:00am BREAK

10:00am – 11:30am MAKING BOARDS GREAT 1.5 CEs

This session is intended for those interested in consulting to or serving on boards. The results of RHR's "Great Boards" research program will be presented which focused on the factors that differentiate a high performing board from an average board. A board evaluation survey that has been correlated with board effectiveness will be shared with participants. Implications for consulting to and serving on boards will be discussed. Following the presentation, there will be discussion with those who wish to stay for it.

Paul Winum, PhD,
Senior Partner and Practice Leader, Board and CEO Services, RHR International LLP

11:30am – 12:30pm LUNCHEON AND SPIM BUSINESS MEETING

12:30pm – 1:30pm	LEADING TO ACHIEVE LASTING VALUE	1 CE
	<p>This is an experiential learning. The presentation material is developed based on industry wide practices, which are supported by the instructor's published research and 38 years of global experience. The presenter will provide the practical implementation of organizational behavior, leadership competencies, process science and investment in human capital to ensure lasting value in products and services provided by institutes.</p>	
	<p>Alexander Eksir, DM, <i>Vice President, Quality and Mission Success Aerospace/Adjunct Professor, UTEP</i></p>	
1:30pm – 1:45pm	BREAK	
1:45pm – 3:00pm	A METRO REGION'S PLAN – Born From Collective Strength	1.25 CEs
	<p>The Atlanta Regional Commission (ARC) performs essential planning and administrative functions for its Region in critical areas of concern including transportation, water supply, workforce development, economic competitiveness and aging services. It's geographic scope ranges from 5 counties to 20, depending on the topical area. The core 10 counties alone encompass 70 different cities and are home to over 4.1 million citizens. For the first time in its history, the ARC has undertaken to complete "The Atlanta Region's Plan" – a comprehensive, all inclusive plan embracing all of its mandates and geopolitical breadth through the year 2040. An examination of this 2 year process yields valuable insights into successful, collaborative planning against an ever changing and unpredictable backdrop.</p>	
	<p>W. Kerry Armstrong, <i>Chairman, Atlanta Regional Commission</i> <i>Sr. Vice President, Pope and Land Enterprises, Inc.</i></p>	
3:00pm – 4:30pm	<p>THRIVING DURING ADVERSITY: Translating Neuroscience into Practice</p>	1.5 CEs
	<p>Change (whether it be adverse or positive) presents a threat to the brain and as such, represents an emotional trigger that often leads to fear, anxiety, difficulty coping, and "resistance." Understanding what happens in the brain in response to change provides a foundation upon which to develop practical strategies for successful transitions. Learn how to counter the negative effects of change, how to prepare leaders and organizations to effectively navigate through change, and how to help others thrive under adversity. You will expand your toolbox for facilitating and promoting stress tolerance and resiliency, while helping leaders to drive engagement and commitment within their organizations during challenging times.</p>	
	<p>Catherine Hambley, PhD, <i>Promoting Effective Leaders and Organizations, Co-Founder,</i> <i>Academy of Brain-Based Leadership</i></p>	
5:30pm – 7:00pm	AWARDS WINE AND CHEESE RECEPTION	

SUNDAY, February 28

8:00am – 11:00

INCOMING SPIM BOARD MEETING

8:00am – Noon

THE POLITICS OF THE ETHICAL PRACTICE
OF PSYCHOLOGY IN ORGANIZATIONS

4 CEs

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

Richard R. Kilburg, PhD,

CEO, RRK Coaching and Executive Development

APA Ethics Approved

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 15th for Early Rates

Early Member	\$535
Members	\$580
Early Non-Member	\$635
Non-Member	\$680
Day Rate	\$325
Early Guest Registration	\$360
Guest Registration	\$385

INSTITUTE FEES

(These fees are separate from conference fees)

Training Institute (11/2 Days 13CEs)	\$600
Institute A (AM Half-Day 4CEs)	\$150
Institute B (AM Half-Day 4CEs)	\$150
Institute C (PM Half-Day 4CEs)	\$150
Institute D (PM Half-Day 4CEs)	\$150
Institute E (PM Half-Day 4CEs)	\$150

ADDITIONAL INFORMATION

ABOUT OUR LOCATION

The conference will be held at The Westin Buckhead Atlanta, which is situated in the heart of affluent Buckhead. The 22-story landmark building is located on Peachtree Road surrounded by exceptional shopping and dining. Atlanta is home of the Georgia Dome, Georgia Aquarium, Zoo Atlanta and the Martin Luther King Jr. National Historic Site. As one of the south's largest cities, you will never be short of something to experience and enjoy. The hotel is only 19 miles from the Hartsfield-Jackson International Airport with many transportation options. Visit www.atlanta.net for more information on Atlanta.

HOTEL RATE

The hotel is \$174 per night plus applicable state and local tax. Reservations must be guaranteed with a major credit card. Cancellations made up until 48 hours prior to check-in will be accepted with no penalties.

DAY RATE

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

GUEST REGISTRATION

Guests will be 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 awards wine and cheese 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 up to 33.75 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, 2016. 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 29, 2016. No refunds will be made if cancellation is received after January 29, 2016.



SOCIETY OF PSYCHOLOGISTS
IN MANAGEMENT