

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

AGENDA

WEDNESDAY, February 22

TRAINING INSTITUTE – 1 1/2 DAYS

2:00pm – 6:00pm

SPIM FOUNDATION BOARD MEETING

2:00pm – 6:00pm

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

Continued on Thursday

8:00am – 6:00pm

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.

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.

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, woman 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 has been 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
- 4:00pm – 7:00pm OUTGOING SPIM BOARD MEETING
- 7:00pm – 8:00pm WELCOME RECEPTION
- 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 PRESIDENT'S ADDRESS: The Challenge for Leaders of
Balancing Mind and Heart. How Can the Knowledge and
Wisdom of Psychology Contribute? 1 CE
- Allen L. Parchem, PhD,**
ALP Endeavors LLC

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| 9:00am – 10:15am | RETURNING TO THE HEARTBEAT THAT HEALS <i>Tony Redhouse,</i> <i>Native American Sound Healer</i> | 1.25 CEs |
| 10:15am – 10:45am | BREAK | |
| 10:45am – 12:15pm | WHAT AI TELLS US ABOUT THE FUTURE OF COGNITION <i>Brad Allenby, JD, PhD,</i> <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> | 1.5 CEs |
| 12:15pm – 1:30pm | LUNCHEON AND GUEST SPEAKER FROM TALIESIN WEST <i>Charlyn Burrows,</i> <i>Guide, Frank Lloyd Wright Foundation, Taliesin West</i> | 1 CE |
| 1:30pm – 3:00pm | CREATING CHANGE – THE THREE CRITICAL ELEMENTS <i>Douglas Olsen, PhD,</i> <i>Associate Professor, Department of Marketing, Arizona State University</i> | 1.5 CEs |
| 3:00pm – 3:15pm | TEDTALK SAVING HUMANITY: Training the Brain for Modern Society <i>Dana C. Ackley, PhD,</i> <i>President, EQ Leader, Inc.</i> | .25 CE |
| 3:15pm – 3:45pm | BREAK | |
| 3:45pm – 5:30pm | PSYCHOLOGISTS AS ENTREPRENEURS Moderator: <i>Dana C. Ackley, PhD,</i> <i>President, EQ Leader, Inc.</i> Panelists: <i>Harry J. Ashenhurst, PhD,</i> <i>Retired, Lennox International Inc.</i> <i>Robin Hindsman Stacia, PsyD,</i> <i>President, Sage Consulting Network, Inc.</i> <i>Steven J. Stein, PhD,</i> <i>CEO, Multi-Health Systems</i> <i>Alduan Tartt, PhD,</i> <i>Motivational Speaker, Intervention Specialist and Author</i> <i>George Watts, EdD,</i> <i>Chairman, Top Line Talent</i> | 1.75 CEs |
| 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

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| 7:00am – 8:00am | BREAKFAST | |
| 8:00am – 9:00am | MINDFULNESS AND MINDLESSNESS IN ORGANIZATIONAL CULTURE CHANGE <i>Dan Denison, PhD,</i> <i>Professor Emeritus, IMD Business School</i> <i>Chairman and Founding Partner, Denison Consulting, LLC</i> | 1 CE |
| 9:00am – 10:30am | USING POSITIVE PSYCHOLOGY TO IMPROVE THE PROFESSIONAL WORKPLACE <i>Tom Muha, PhD,</i> <i>Founder and CEO, The PROPEL Institute, LLC</i> <i>Larry Richard, JD, PhD,</i> <i>Founder and Principal Consultant, LawyerBrain LLC</i> | 1.5 CEs |
| 10:30am – 11:00am | BREAK | |

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| 11:00am – 12:30pm | EXAMINING THE TOP TEN BUILDING BLOCKS OF HIGH PERFORMING BOARDS <i>Robin Hindsman Stacia, PsyD,</i> <i>President, Sage Consulting Network, Inc.</i> | 1.5 CEs |
| 12:30pm – 1:30pm | LUNCHEON AND SPIM BUSINESS MEETING | |
| 1:30pm – 2:30pm | DPIM PRESENTATION | 1 CE |
| 2:30pm – 2:45pm | TEDTALK JOURNEY TO SERVANT LEADERSHIP <i>Dee Ramsel, PhD, MBA,</i> <i>Executive Director, VHA National Center for Organization Development,</i> <i>Department of Veterans Affairs, Veterans Health Administration, Associate Professor,</i> <i>Department of Psychiatry and Behavioral Sciences, Medical College of Wisconsin</i> | .25 CE |
| 2:45pm – 3:15pm | BREAK | |
| 3:15pm – 5:00pm | CHOICE POINTS AND LEADERSHIP CHALLENGES IN CORRECTIONS: An In Vivo Executive Coaching Case <i>Richard R. Kilburg, PhD,</i> <i>CEO, RRK Coaching and Executive Development</i> <i>Tamara S. Lyn, PhD,</i> <i>Psychology Services Branch Administrator, Federal Bureau of Prisons</i> | 1.75 CEs |
| 5:30pm – 7:00pm | AWARDS WINE AND CHEESE RECEPTION | |

SUNDAY, February 26

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| 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? 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. <i>Richard R. Kilburg, PhD,</i> <i>CEO, RRK Coaching and Executive Development</i> <i>This Institute is APA Ethics Approved</i> | 4 CEs |

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 13th for Early Rates

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

INSTITUTE FEES

(These fees are separate from conference fees)

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

ADDITIONAL INFORMATION

ABOUT OUR LOCATION

The conference will be held at the newly renovated Scottsdale Resort at McCormick Ranch. The resort is situated in the heart of the Sonoran Desert in close proximity to shopping, restaurants, galleries and outdoor adventures of Scottsdale and nearby Phoenix. Discover Scottsdale's rich variety of art and culture opportunities by visiting www.experiencescottsdale.com.

HOTEL RATE

The hotel is \$209 per night plus applicable state and local tax. Reservations must be guaranteed with a major credit card. Cancellations made up until 72 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 and CE credits 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 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 13, 2017. 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, 2017. No refunds will be made if cancellation is received after January 31, 2017.



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