

2024



SOCIETY OF
PSYCHOLOGISTS
IN LEADERSHIP

SPL Conference

**Celebrating 40 Years of SPL: The Past, Present,
and Future of Psychologist Leaders and our Drive
Toward Inclusion**

April 18-21, 2024 | Denver, CO



Thursday, April 18, 2024

8:00am - 6:00pm

Stout Room

*Additional Fees Apply
for 10 CE Credits*

Early Career Workshop: Transitioning from Psychologist to Psychologist-Leader

This workshop presents best practices for psychologists transitioning into the psychologist-manager role. The participants will develop insight and knowledge to improve leadership and management skills by building on the foundation of psychological principles and practice. The workshop will provide clear and useful applications to leadership and managerial positions to improve and influence the workplace. Modules including leading self, leading and managing others, and leading and managing the business.

12:00pm - 8:00pm

Registration

4:00pm - 6:00pm

The Vault

Outgoing SPL Board Meeting

6:00pm - 8:00pm

Magnolia Lounge

Welcome Reception

8:00pm

Magnolia Lounge

Welcome Circle

Dick Kilburg, PhD

Attendees can choose to partake in our Welcome Circle, hosted by Dr. Richard Kilburg on our first evening together. The Welcome Circle is a facilitated and confidential session that involves past SPL attendees introducing themselves and updating others on the highlights and challenges of the past year, and new SPL attendees doing the same. The session is an opportunity to get to know each other and to reflect together on life, leadership, and work. The circle is designed to assist participants in connecting to a group of like-minded and similarly committed psychologists. Sometimes people are surprised by the level of sharing; you can share as little or as much as you are comfortable.

Friday, April 19, 2024

7:00am - 8:00am

Magnolia Lounge

Breakfast

7:00am - 6:00pm

Registration

8:00am - 8:30am

Magnolia Ballroom

President's Welcome: 40 Years of SPL

Bradley Brummel, PhD

8:30am - 10:30am

Magnolia Ballroom
2 CE's

SPL Past Presidents Panel and Presentation: Co Creating Association for the Future of Psychologists Who Lead

Jennifer Wisdom, PhD, MPH, ABPP, & Dick Kilburg, PhD

This presentation is led by SPL's first president, Dick Kilburg, and SPL's most recent president, Jennifer Wisdom. The presenters will (1) recognize SPL's past presidents and past board members and thank them for their service; (2) describe skills and tasks needed for successful association leadership and identify how professional training may not provide those skills; (3) describe methods and findings from their qualitative research project interviewing living SPL past presidents; and (4) engage the audience in identifying next steps for leadership of SPL specifically and associations generally. Audience engagement will be solicited through small group discussions using questions of: (1) How do we better prepare association members to become leaders and how can associations best support leaders during their leadership? (2) How can psychologists best contribute to development of association leadership? How do we practice what we preach? Presenters will elicit responses, facilitate discussion, and discuss implications.

10:30am - 11:00am
Magnolia Ballroom

Break

11:00am - 12:00pm
Magnolia Ballroom
1 CE

Distinguished Psychologist in Leadership Awardee Presentation

Rick Day, PhD

With the backdrop of SPL's 40-year celebration and honoring our past presidents, as well as the various other leaders in our Association, this presentation will initially focus on recognizing and appreciating current and previous members' numerous competencies and contributions over the decades. Additionally, as we identify and are reflective about the modern complexities, uncertainties, and challenges in our worlds of work, we will consider our unique present capabilities to respond to these dilemmas. Furthermore, we will explore future essential proficiencies as psychologist leaders, consultants, and coaches as we look to the future with refined expertise for action and intentional impact.

12:00pm - 1:00pm
Magnolia Lounge

Luncheon

1:00pm - 3:00pm
Magnolia Ballroom
2 CE's

Unintended Consequences of DEI Interventions

RuthAnn Atchley, PhD, Chamarlyn Fairley, PhD, & Anthony DePass, PhD

Although well intended, many DEI efforts fail to realize their intended outcomes, and worse, assert the very maladies they were intended to mitigate. Reasons for such failures include: assumptions about individuals from minoritized and marginalized populations that reinforce stereotypes and stereotype threats; approaches that appear to assume inferiority in abilities and capacities of members of impacted populations; exclusively attributing cognitive causes for observed gaps rather than considering the negative impacts of non-cognitive factors that selectively influence outcomes; approaches that identify issues but lack strategies to accomplish the buy-in that is often critical for successful solutions; and politicization of DEI issues. In this panel, Dr. Atchley will discuss cognitive neuroscience approaches to understand DEI and provide a case study, Dr. Fairley will discuss scenarios for managing resistance to DEI interventions, and Dr. DePass will provide examples of DEI approaches and engage the audience in the pursuit of more potentially productive solutions. Example cases are provided that illustrate the complex challenges that must be navigated (e.g., internal and external constituencies), and that multiple different types of difficult conversations are often necessary to achieve progress.

3:00pm - 3:30pm
Magnolia Ballroom

Break

3:30pm - 5:00pm
Magnolia Ballroom
1.5 CE's

Understanding the Genesis and Health Impacts of Negative Leadership from a Motivational Perspective

Mary Coussons-Read, PhD, Roberta Mancuso, PhD, & Christina Frederick, PhD
Leadership has far-reaching effects on followers and organizations, ranging from overall morale and performance to wellness and health effects. Self-Determination Theory provides a framework for classifying leadership qualities that are motivating versus demotivating, as well as intervening to reduce the health effects of bad leadership. According to SDT, humans have three basic psychological needs, which can be fulfilled or thwarted. Health psychology studies document significant performance and health effects of bad leadership. This presentation will discuss leadership behaviors based in a SDT framework, the performance and health impact of bad leadership, and SDT-based approaches to addressing bad leadership and its downstream effects. By tying leader behaviors to leader and follower health and organizational outcomes, behaviors that thwart basic needs can be recognized quickly and modified.

5:00pm - 5:15pm
Magnolia Ballroom

Wrap-up

Bradley Brummel, PhD & Mary Coussons-Read, PhD

6:00pm

Dine Around

Saturday, April 20, 2024

7:00am - 8:00am
Magnolia Ballroom

Breakfast Journal Presentation

7:00am - 8:00pm

Registration

8:00am - 9:00am
Magnolia Ballroom
1 CE

CEO's Role Building on Tradition and Shaping Tomorrow's Agenda

Dante Capitano, PsyD

RHR International, founded in 1946, is considered a pioneer in shaping organizational psychology. This session offers a personal perspective from its newly appointed Chairperson about how the consulting firm applied the services it offers to its global clients to its own development. In a wide-ranging interview format, the session will provide insights into major milestones for the firm. In addition to reflections on the overall theme of how an organization balances a need to maintain traditions and adapt to changes, it will share observations about how leaders balance personal influence and impact with organizational needs and opportunities. Key illustrations will include how RHR has used its own succession services to assure leadership development and continuity in the firm; how it expanded its traditional core processes to anticipate and meet changing client needs; and how it integrated and leveraged diversity, equity and inclusion into its vision, values, and practices.

9:00am - 10:00am
Magnolia Ballroom
1 CE
Virtual Presentation

Distinguished Leadership in Diversity and Inclusion Awardee
Presentation: Poor Psychologist; How I Conquered Unequal Structures

Katriona O'Sullivan, PhD

This keynote address will use an auto-ethnographic approach to poverty; I will use my lived experience of poverty and trauma to discuss the psychological, structural and social factors which supported me to escape poverty. The lecture will describe my experiences of being raised in a home shaped by her parents' heroin addiction, and the immense challenges this posed for my early life and my development. My story will describe my journey through poverty and teenage pregnancy to homelessness. Discussing the people, policies and practices which supported me to eventually graduate with a PhD in psychology from Trinity College Dublin and to becoming an award-winning lecturer and author, advocating for education and breaking down barriers.

10:00am - 10:30am
Magnolia Ballroom

Break

10:30am - 12:00pm
Magnolia Ballroom
1.5 CE's

Breaking Barriers, Building Bridges: The Evolution of Leadership Development and EDI in Psychology - A 40-year Retrospective

Janice Haskins, PhD

This presentation explores the imperative of fostering diversity in psychology, particularly in the development of leaders from underrepresented communities. With a lens on broadening the field, it delves into initiatives and efforts within the discipline to create inclusive environments. Emphasizing the role of applied psychology, the discussion outlines the evolving strategies employed over the past 40 years to nurture leaders from historically marginalized communities. Insights span initiatives such as mentorship programs, educational outreach, and changes in institutional practices. By scrutinizing the historical context and contemporary advancements, this presentation aims to inspire a collective commitment to advancing diversity, thereby enriching the field and promoting equitable representation in leadership.

12:00pm - 1:30pm
Magnolia Ballroom

Lunch and SPL Business Meeting

1:30pm - 3:30pm
Magnolia Ballroom
2 CE;s

Both Sides of Psychological Safety: Awareness, Understanding, and Action

Regina Lewis, PhD

Any topic around Diversity, Equity, and Inclusion is often not easy work because moving the "strong perspective needle" is challenging. Psychological safety allows individuals to process their beliefs and understandings out loud without being stifled in their development. The other side of psychological safety is the psychology of passing information in a way that others receive it without our personal biases getting in the way. Join Dr. Regina Lewis in this interactive and highly insightful psychological approach to Diversity, Equity, and Inclusion. During this session, we will discuss and examine 1) Understanding our mindsets and allowing for mind shifts, 2) Finding ourselves within "D," "E," and "I," 3) Through empathy and vulnerability, learn to allow ourselves to take responsibility for the impact of our biases, and 4) Build trust through trusting ourselves. Participants will develop personal understanding of the unique combination of experience, communication style, and leadership approaches they bring to their work and conclude by completing a "cultural vitae" that begins to capture these concepts and inform both their work and convey their value added to clients and colleagues.

3:30pm - 4:00pm
Magnolia Ballroom

Break

4:00pm - 5:00pm
Magnolia Ballroom
1 CE

Be Your Own Ally: Fostering Inclusion and Belonging Through Human Connection

Morag Barrett, MA, HRM

In this interactive session, your participants will explore four powerful secrets to cultivating their own resilience, while effectively guiding and coaching corporate leaders (spoiler alert: it's not about bouncing back). As coaches, the emotional and mental demands of assisting clients can be substantial. We'll explore how to manage these challenges, fostering a strong personal foundation of resilience. In doing so we'll deepen our ability to show up as an ally in the most important relationship we have – the one with ourselves. We'll introduce pragmatic methods for self-care and emotional regulation, ensuring coaches are well-prepared to navigate the stresses and anxieties mirrored from their clients. Your participants will leave equipped with tools and strategies to maintain their well-being, thereby enhancing their ability to inspire and support resilient leadership in others.

5:00pm - 5:15pm
Magnolia Ballroom

Wrap-up

Bradley Brummel, PhD & Mary Coussons-Read, PhD

6:00pm - 11:00pm
Magnolia Ballroom

Auction, Gala, Reception

Sunday, April 21, 2024

8:00am - 11:00am
The Vault

Incoming SPL Board Meeting

8:00am - 12:00pm
Stout Room

Post Conference Case Conference Workshop: Navigating the Thorniest of Leadership Challenges

Dick Kilburg, PhD

This non-CE workshop, aimed at mid-career to senior leaders, executives, coaches, and consultants, will focus on real-world challenges faced by participants that tax and challenge the core of our training, experience, and, in some cases, our patience. Facilitating a constructive and extremely candid discussion about the issues brought forward by participants, Dick Kilburg will guide participants in discussions about options, potential consequences, ethical and professional considerations, and the potential up and downsides of various ways of reaching an optimal outcome in the face of complexity and unpredictability.



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Join Us in Chicago for the
2025 SPL Conference!

April 10-13, 2025 | The Westin Michigan Ave, Chicago IL-

