

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

PSYCHOLOGISTMANAGERS AS THE NEW SOCIAL INFLUENCERS



SPIM

SOCIETY OF PSYCHOLOGISTS
IN MANAGEMENT

HILTON SANTA FE / HISTORIC PLAZA,
SANTA FE, NM
FEBRUARY 27 – MARCH 1, 2020

CONFERENCE AGENDA

THURSDAY, FEBRUARY 27, 2020

8:00 am – 6:00 pm



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

10 CEs

Continental breakfast and lunch are included

Module 1: Leading Self

This module helps psychologists transition into the psychologist-manager role. Psychologists' careers often provide opportunities to assume supervisory, managerial, and even senior executive roles. However, effective managerial and leadership skills are rarely taught as a part of advanced degree programs in psychology. In this workshop, participants are exposed to research-based essential skills for effectively leading and managing others, followed by an assessment-based process of self-discovery to explore the extent to which they have, or may more easily develop those skills, and whether others recognize them as demonstrating those skills. Finally, participants are taught principles of leadership development to enable them to leverage their strengths and address development opportunities as they engage in leadership roles.

Myranda Grahek, PhD

President, Leadership Worth Following, LLC

Module 2: Leading and Managing Others

The purpose of this second module is to outline the basics of leading and managing others. Topics to be discussed include: understanding appropriate supervisor-subordinate roles in effective performance management, learning a performance management process, setting work and developmental objectives, using positive psychology to improve performance, analyzing and addressing performance problems, and identifying policies, programs, resources and tools for managing performance. Participation will be interactive and small-group discussions will enable participants to consider areas for skill development. Role-playing will enable in-depth application of the above topics.

I. Marlene Thorn, PhD

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

Module 3: Leading and Managing the Business

The purpose of the third module is to outline the basic fundamental resources and tools needed to manage the new supervisor's area of business. Topics covered include financial, organization, human, and physical capital; improving employee engagement; marketing basics; strategic planning; change management; and managing up. Participants will take a brief self-assessment of their resource challenges, will walk through a brief strategic planning case, and will discuss their own dilemmas in managing up through interactive dialogue and case discussion.

Connie Schroyer, PhD

Senior Client Partner, Korn Ferry

1:00 pm – 5:00 pm



CREATING THE WORKPLACE OF THE FUTURE WITH EQi

4 CEs

Western thought has largely been shaped by an admiration of logic, as opposed to emotion. Descartes said, "I think, therefore I am." Stoics like Marcus Aurelius taught that it is best to ignore feelings. Today, however, we have done a complete 180. Business leaders are prized for being multi-faceted and passionate. Qualities once seen as weaknesses, such as empathy and sensitivity, are now viewed as strengths. Emotional intelligence (EQ) has become more than a buzzword. Research has proven that EQ has a significant impact on occupational performance. According to Time Magazine, 90% of top performers have high emotional intelligence. Plus, according to a study conducted by Lyle Spencer, Jr., CEOs with high EQ add 127% more to their companies' bottom lines than average executives who possess lower EQ levels.

Symbol Key



As we move into an era that's hyper-focused on mindfulness and self-awareness, the outdated notion of an unapproachable, money-driven leader will become far less common. Corporations around the world turn to EQ measurement in hiring, promoting, and developing their employees because they know that to foster a community-oriented environment, leaders must be engaging, compassionate, and morally competent. Those who possess higher social skills and empathetic qualities will drive the companies of our future forward.

Is your organization positioned to leverage this trend? In this workshop, participants will increase their understanding of the business case for EQ and its contributions to the success of leaders, their employees, and their organizations. Participants will become able to spot the qualities of potential leaders. Lastly, this workshop will offer tools for analyzing and improving EQ skills to help others use both emotions and logic to maximize performance.

Roberta Moore

President and CEO, EQ-i Coach

5:00 pm – 7:00 pm OUTGOING SPIM BOARD MEETING

7:00 pm – 8:00 pm WELCOME RECEPTION

8:00 pm – 10:00 pm KICK-OFF MEETING

Richard R. Kilburg, PhD

CEO, RRK Coaching and Executive Development

FRIDAY, FEBRUARY 28, 2020

7:00 am – 8:00 am BREAKFAST

Networking and Buddy Pairing

8:00 am – 8:30 am PRESIDENT'S ADDRESS

Martha Zlokovich, PhD

Executive Director, Psi Chi, The International Honor Society in Psychology

8:30 am – 9:45 am

FEAR NOT! CREATING SOCIAL IMPACT BY DRIVING SOCIAL INNOVATION:
A Community Case Study in the Making & the Role Psychologists Leaders Can Play **1 CE**



Kathy Laster, PhD

President and CEO, Avedis Foundation



Salah Boukadoum

CEO and Founder, Good Returns Group/Impact City Initiative

9:45 am – 10:00 am BREAK

10:00 am – 11:00 am BLOOPERS, DO-OVERS AND OUTTAKES **Not CE Eligible**



A George Watts, EdD

Chairman, Top Line Talent



B Martha Zlokovich, PhD

Executive Director, Psi Chi, The International Honor Society in Psychology



C Al Parchem, PhD

ALP Endeavors LLP

D Rose Sokol-Chang, PhD

Journal Publisher, American Psychological Association

11:00 am – 11:15 am BREAK

11:15 am – 12:15 pm COMMUNICATING ACROSS GENERATIONS: HOW BOOMERS AND
GEN X CAN BRING OUT THE BEST IN MILLENNIALS AND GEN Z **1 CE**



Jennifer Wisdom, PhD

Principal, Wisdom Consulting

12:15 pm – 1:30 pm LUNCHEON AND GUEST SPEAKER (TBD)

1:30 pm – 2:45 pm RECRUITING AND NUTURING A DIVERSE TALENT POD IN STEM FIELDS **1 CE**







Kevin Edwards


Global Manager of Diversity and Inclusion, Bechtel Corporation

Symbol Key



2:45 pm – 3:00 pm	BREAK	
3:00 pm – 4:00 pm	LEADING TRANSFORMATIONAL CHANGE: The Human Connection	1 CE
 	Pam Coleman <i>Director, New Mexico State Personnel Office</i>	
4:00 pm – 5:00 pm	SHARPENING THE PERFORMANCE EDGE FOR PHYSICIANS AND OTHER HIGH FUNCTIONING PROFESSIONALS	1 CE
 	Sarah Early, PsyD <i>Executive Director, Colorado Physician Health Programs</i>	
	Joyce Davidson <i>Director of Clinical Services, Colorado Physician Health Programs</i>	
Evening	DINE-AROUNDS	

SATURDAY, FEBRUARY 29, 2020

7:00 am – 8:00 am	BREAKFAST	
	SPIM JOURNAL DISCUSSIONS	
	<i>Led by TPMJ Editors: Jennifer Wisdom, PhD and George Yancey, PhD</i>	
8:00 am – 9:00 am	ASPIRING OUT OF LEADERSHIP: Successfully Navigating the Change You Need	1 CE
 	Christina Frederick, PhD <i>Professor, Embry-Riddle Aeronautical University</i>	
9:00 am – 10:00 am	REFLECTIONS ON A CAREER IN MANAGEMENT: Leadership Lessons Learned the Hard Way	1 CE
 	Steven Conway <i>Senior Lecturer, Texas A&M University at Galveston</i>	
10:00 am – 10:15 am	BREAK	
10:15 am – 11:15 am	DPIM AWARD PRESENTATION	1 CE
11:15 am – 12:15 pm	STEPPING OUTSIDE THE LINES: Diversity and Inclusion Through Mentorship	1 CE
 	Sharon Bowman, PhD, ABPP <i>Professor and Chair, Ball State University</i>	
12:15 pm – 1:30 pm	LUNCHEON AND SPIM BUSINESS MEETING	
1:30 pm – 2:30 pm	INTERSECTIONALITY AND CULTURAL COMPETENCE IN LEADERSHIP	1 CE
  	Jean Lau Chin, EdD <i>Professor, Adelphi University</i>	
2:30 pm – 2:45 pm	BREAK	
2:45 pm – 3:45 pm	STICKINESS ISN'T JUST FOR SUSHI RICE: How to apply core psychological precepts to better engage and retain ECPs in management and leadership development	1 CE
 	Morgan Sammons, PhD, ABPP <i>Executive Officer, National Register of Health Service Psychologists</i>	
3:45 pm – 4:00 pm	BREAK	
4:00 pm – 5:00 pm	BREAKOUT SESSIONS	
 	A Writing and Publishing in an Academic Journal	Pending CE Approval
	Jennifer Wisdom, PhD <i>Principal, Wisdom Consulting</i>	



B Mindfulness for Managers: From Science to Practice

1 CE

Linda McRoberts Fleming, PhD

Chief of Staff and Interim VP of Academic and Student Affairs at the Northern Pennsylvania Regional College

Kathleen Lustyk, PhD

Dean and Professor, College of Arts and Sciences, Embry-Riddle Aeronautical University



C The Neuroscience of Trust, Empathy, and High Performance Teams

1 CE

Kenneth Nowack, PhD

Chief Research Officer, Envisia Learning, Inc.

5:30 pm – 7:30 pm

AWARDS RECEPTION

Heavy Hors d'oeuvres and Cocktails

SUNDAY, MARCH 1, 2020

8:00 am – 11:00 am

INCOMING SPIM BOARD MEETING

8:00 am – 12:00 pm

INTERSECTIONALITY AND CULTURAL COMPETENCE IN LEADERSHIP

4 CE



This workshop will build on the concepts of intersectionality, cultural competence and leadership provided in the earlier presentation. Using the DLMOX paradigm (Diverse-Leader-Member-Organization-Exchange) as a framework, participants will engage in self-reflection, develop strategies for effective culturally competent leadership, and apply concepts of intersectionality to their leadership. Using case examples and exercises, participants will discuss what they bring to their leadership, and how their leadership is influenced by the intersectionality of social identities, lived experiences, cultural values and social and organizational contexts.

Jean Lau Chin, EdD

Professor, Adelphi University

Agenda is Subject to Change

For more information about the continuing education credits, the instructional level or learning objectives, please contact the SPIM CE chair, Elizabeth Thompson at thompsons@kennedykrieger.org

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ADDITIONAL INFORMATION

CONFERENCE FEES

Register by January 10th for Early Rates

Early Member \$550 | Member \$640

Early Non-Member \$600 | Non-Member \$690

Day Rate \$340

INSTITUTE FEES

(These fees are separate from conference fees)

Training Institute (10 CE's) \$600

Half-Day Institutes (4 CE's) \$155

ABOUT OUR LOCATION

The conference will be held at the Hilton Santa Fe/Historic Plaza. The hotel is housed in a 300-year-old hacienda which brings cultural heritage in an elegant hotel. The fitness center offers both weight and cardio equipment, while the seasonal outdoor pool and year-round hot tub and kiva fireplace are perfect for taking some time out to relax. Hilton Santa Fe Historic Plaza hotel is just two blocks from the historic Santa Fe Plaza, featuring fantastic shopping opportunities, fine dining and a range of museums at Museum Hill. The hotel is also within walking distance to New Mexico State Capitol, Lensic Theater and the Palace of Governors.

HOTEL RATE

The hotel is \$119 per night plus applicable state and local tax. A major credit card is required to guarantee reservations. The group rate is based on hotel availability, and the last day to book is January 31, 2020. Cancellations made up until 72 hours prior to check-in will be accepted with no penalties.

GOVERNMENT ROOM RATE

The hotel is offering a government rate of \$106 per night. There is a limited supply for these rooms, you must contact Natalie Rivera at natalie@nhsglobalevents.com 847-795-3891 to confirm this rate.

DAY RATE

This registration fee includes one full day (Friday, February 28th or Saturday, February 29th) of the conference. Your meals and CE credits are included.

BRING A COLLEAGUE

You can receive \$10 off for each first time attendee or non-member you bring to the conference. Contact liz@spim.org or 773-331-0457 to get your discount code(s). This offer is unlimited up to the amount of the conference registration!

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.

For more information about the continuing education credits, the instructional level or learning objectives, please contact Elizabeth Thompson at thompson@kennedykrieger.org



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 17, 2020. Full refunds are subject to a \$75 processing fee. A 50% refund will be made if notice of cancellation is made on or before January 31, 2020. No refunds will be made if cancellation is received after January 31, 2020.

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