



Leading Beyond:

Through Change to Transformation



SPIM 2021
Conference and Institute
April 1-3 and 8- 11, 2021

SPIM —

SOCIETY OF PSYCHOLOGISTS
IN MANAGEMENT



What a relief it is to be able to connect virtually this year! Our desire to connect, learn, and challenge preconceived ideas has overcome the physical limitations imposed by the pandemic. Thank you for trusting the Society of Psychologists in Management to provide a stimulating collection of topics and presenters worthy of your time and attention.

I am in awe of this year's Conference Committee, chaired by Christina Frederick, PhD. The Committee pivoted to a virtual format on short notice and assembled a first-rate roster of experts worthy of any on-site gathering. The Conference Committee increased the number of pre- and post-conference workshops. The Committee found timely topics, including climate change, civil discourse, adaptations to the COVID pandemic era, and issues of diversity, equity, and inclusion. The 2021 conference agenda reflects not only our new reality, but our future, thus the conference theme, "Leading Beyond: Through Change to Transformation."

Appreciation is also due to Dr. Elizabeth Thompson, SPIM Continuing Education (CE) Co-Chair, who verified the eligibility of this year's presentations for APA continuing education credits. As the requirements become increasingly stringent, verification of CE credit eligibility is a heavy lift. I am grateful to Dr. Thompson for her diligence.

Please save time to attend this year's Business Meeting, during which you will hear about progress SPIM has made toward an emphatic statement on diversity, equity, and inclusion in our organizational structure and initiatives; a re-branding of the organization to better reflect the contributions of our members to research, organizational health, and executive performance; rejuvenation of the SPIM Board of Directors with new members; and a deeper footprint for The Psychologist-Manager Journal. We will also recognize committed volunteers who are rotating out of the Board of Directors.

When I assumed the role of SPIM President I did not anticipate the challenges of the pandemic. I am grateful to every member of the SPIM Board of Directors for fulfilling their commitments to SPIM despite increased personal and professional demands. It leaves me more certain than ever of the integrity, professionalism, and generosity of the SPIM membership.

Those close to me have heard me refer to "my COVID year" as the toughest year of my career. They have heard me share that rather than leaving me discouraged, the pandemic leaves me un-intimidated by what may lie ahead. After all, how can future challenges be any tougher than what we have already experienced and conquered? During our time together, let's encourage each other to exceed our own expectations and find new ways to contribute our psychological insights to organizations and the leaders within them.

Tamara S. Lyn, PhD
Warden, Federal Correctional Institution, Low, Butner, NC



Agenda



Institute Agenda Snapshot

All session times are EDT

Thursday, April 1	6:30 pm – 8:30 pm	Welcome Circle
Friday, April 2	8:00 am – 12:00 pm	Transitioning from Psychologist to Psychologist-Manager <i>Separate Registration Fee Required</i>
Saturday, April 3	8:00 am – 12:00 pm	Transitioning from Psychologist to Psychologist-Manager <i>Separate Registration Fee Required</i>
Thursday, April 8	9:00 am – 1:00 pm	Breaking into Business: Harnessing the Power of Thought Leadership Principles <i>Separate Registration Fee Required</i>
	2:00 pm – 6:00 pm	Diversity and Inclusion <i>Separate Registration Fee Required</i>
	6:15 pm – 8:15 pm	Outgoing SPIM Board Meeting



Conference Agenda Snapshot

All session times are EDT

Friday, April 8

9:30 am – 10:00 am

President's Address

10:00 am – 11:30 am

Keynote: Understanding the Contemporary Pushback Against Civility

11:30 am – 11:45 am

Break

11:45 am – 1:15 pm

The Climate Change and Leadership: Three Perspectives

1:15 pm – 2:15 pm

APA Update

2:15 pm – 2:30 pm

Break

2:30 pm – 3:30 pm

New Perspective on the Black Experience

3:30 pm – 4:30 pm

Millennials are the New Leaders:
Changing Leadership Norms for the New Generation

4:30 pm – 5:45 pm

LGBTQ Issues and the Workplace

5:45 pm – 6:45 pm

Gig Workers: Highly Engaged and Leadership Independent

7:30 pm – 9:00 pm

Virtual Tour of Mount Vernon [Ticket Required]

Saturday, April 9

9:00 am – 10:00 am

Keynote: Impact of Social Media on Leadership

10:00 am – 11:00 am

Robots, Automation, and the Future of Human Work

11:00 am – 11:15 am

Break

11:15 am – 12:15 pm

Wired this Way: Being a Creator

12:15 pm – 1:15 pm

Business Meeting

1:15 pm – 2:30 pm

Break

2:30 pm – 3:30 pm

Keynote: Grounded & Conscious –
An Enterprise Approach to Health and Performance

3:30 pm – 4:45 pm

Leadership Lessons Learned During the Pandemic
Panel Presentation

4:45 pm – 5:30 pm

Break

5:30 pm – 6:30 pm

Saturday Networking Event

Sunday, April 10

8:00 am – 12:00 pm

Ethics Session

Separate Registration Fee Required

1:00 pm – 2:00 pm

Incoming SPIM Board Meeting Orientation



6:30 pm – 8:30 pm

Welcome Circle

Richard R. Kilburg, PhD

CEO, RRK Coaching and Executive Development

Psychologists working in leadership and managerial positions often face the challenges of not being able to identify themselves by their profession as part of their job responsibilities or being the only psychologist member of an executive team. This often creates a sense of professional isolation and alienation for individuals. This workshop is designed to assist participants in connecting to a group of like-minded and similarly committed psychologists. The activities focus on the use of personal narratives as avenues for developing deeper professional relationships, reduce the sense of isolation, and identify common challenges and approaches to managing them as shared by the attendees.

8:00 am – 12:00 pm

*Separate registration
fee required*

Transitioning from Psychologist to Psychologist-Manager**4 CE**

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.

Module 1: Leading Self

I. Marlene Thorn, PhD

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

Module 2: Leading and Managing Others

Connie Schroyer, PhD

Senior Client Partner, Korn Ferry

Module 3: Leading and Managing the Business

Dee Ramsel, PhD

Owner, Ramsel Consulting

**We will send you an e-mail with Zoom login credentials for this session.*

8:00 am – 12:00 pm

*Separate registration
fee required*

Transitioning from Psychologist to Psychologist-Manager
Same details as Friday sessions above
4 CE

**We will send you an e-mail with Zoom login credentials for this session.*

9:00 am – 1:00 pm

Breaking into Business: Harnessing the Power of Thought Leadership Principles

4 CE

Separate registration
fee required

Traditional marketing and networking are no longer enough to differentiate your practice and build a business. Yes many psychologists avoid “being in the lime light” and may be uncomfortable with “putting themselves out there” through social media. However, proactively taking control of your online presence, through sharing insights and thought leadership, can increase visibility into the profession of consulting psychology and ultimately, help more people in the process. Finding your own unique brand of thought leadership can build credibility, boost impact, and strengthen your company branding. Over time, this leads to an increase in opportunities, such as speaking engagements or new collaborations, which can create additional income avenues. This talk will cover the myths and realities about branding, the power of branding for building a business, and critical ethical and legal issues that require attention. Case examples, visual examples of the impact of different methods, tips and resources will be shared in this interactive session.

Mira Brancu, PhD

CEO, Associate Professor, Deputy Director, Brancu & Associates

Stefanie Mockler, PhD

Leadership Consultant and Executive Coach, Organizational Psychologist,
Vantage Leadership Consulting

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2:00 pm – 6:00 pm

The Inner Work Needed To Become Anti-Racist, Personally and Professionally

4 CE

Separate registration
fee required

The critical work needed to become anti-racist and ensure greater equity and inclusivity is also the work that is wrought with great anxiety and tension. This workshop reviews the psychological constructs that sustain bias, racism and marginalization through open and safe dialogue to reduce that anxiety and enhance insight-oriented change. Topics addressed include a psychological model for learning and change, the impact of a lack of inclusion (including personal and institutional microaggressions and racism) and how to identify and change our own unconscious bias which sustain racism at all levels. Skills learned in this workshop will be practical, and can be transferred to helping others we coach and work with. Discussion will be highly encouraged.

Rehman Abdulrehman, PhD

Lead with Diversity, Inc., University of Manitoba

**We will send you an e-mail with Zoom login credentials for this session.*

6:15 pm – 8:15 pm

Outgoing SPIM Board Meeting

Private Meeting

9:30 am – 10:00 am

President's Address

Tamara S. Lyn, PhD

Warden, Federal Correctional Institution, Low, Butner, NC

10:00 am – 11:30 am

Keynote: Understanding the Contemporary Pushback Against Civility

1.5 CE

The idea that we should be civil has become controversial in the current American political climate, but also has implications for the teaching and practice of psychology. In this talk, I argue that all rejections of civility fit into one of three categories. The first contends that blunt language is the most efficient way to achieve social goals. The second presents uncivil language as a performative means of establishing alternative subcultures. A third rejection, however, denies that we have any sort of shared set of facts or reference points. It is this third conception of incivility that is most troubling. If psychologists are to help resolve disputes over the role of civil discourse, we must measure the causes and consequences of these three rejections of civility.

Robert Boatright, PhD

Professor of Political Science, Clark University

11:30 am – 11:45 am

Break

11:45 am – 1:15 pm

The Climate Change and Leadership: Three Perspectives

1.5 CE

Addressing climate change is arguably one of the most pressing tasks facing our planet and its inhabitants" [APA, 2009]. This presentation will provide a multi-disciplinary perspective on "nature-based solutions" (NbS) to climate change. As a psychologist and executive coach, Dinah Nieburg will discuss leadership lessons from coaching and partnering with leaders and organizations working to preserve ecosystems and biodiversity. As a macro economist and finance expert, Ralph Chami will discuss how his work on valuing nature can attract greater investment into the protection of nature, generate a more sustainable blue-green economy, and help mitigate climate change. As a climate change scientist and documentary filmmaker, Michael Becker will describe his work with the One Trillion Trees project and how this NbS campaign gives him a new platform for mobilizing grassroots action and change. Together these three perspectives and narratives will provide insights and lessons learned around effective climate change communication and leadership.

Dinah Nieburg, PhD

Executive Coach

Ralph Chami, PhD

Assistant Director, Institute for Capacity Development, International Monetary Fund

Michael Becker, PhD

Communications Lead at IT.org, World Economic Forum

1:15 pm – 2:15 pm

APA Update**NO CE**

As a nation, we are faced with many important and complex societal challenges, central to most of which is the element of human behavior. There is no better time for the entire field of psychology to step up to these challenges and share and apply psychological science for the benefit of society. In this lunchtime presentation, the 2020 President and Chief Executive Officer of the American Psychological Association (APA) will describe the organization's strategic approach to having an impact, explain why psychology is needed to help lead our nation toward a positive future, and share their thoughts on how we position the field of psychology to get us there. Much of the presentation time will be devoted to hearing your thoughts and answering your questions.

Sandy Shullman, PhD
2020 President, American Psychological Association

Arthur C. Evans, PhD
CEO, American Psychological Association

2:15 pm – 2:30 pm

Break

2:30 pm – 3:30 pm

New Perspective on the Black Experience**1 CE**

What can we learn from experiences of race, work and leadership, and how can we apply these insights toward strengthening our organizations' strategic and mission alignment? Drawing from a compilation of research studies, I highlight key challenges that racially diverse professionals face in gaining access, authenticity, advancement, authority and accountability for attracting, developing, retaining diverse talent in just and equitable ways.

Laura Morgan- Roberts, PhD
Professor, Darden School of Business University of Virginia

3:30 pm – 4:30 pm

**Millennials are the New Leaders:
Changing Leadership Norms for the New Generation****1 CE**

Millennials, currently 20-40 years old, are already becoming the next generation of leaders. Millennials generally demonstrate different values than their older counterparts in Generation X and the Baby Boomer generation, which has implications for their willingness to take on leadership and their leadership behaviors. This presentation describes differences in cultural experiences and values across the five generations currently in the workforce. The presenter then summarizes research related to Millennials' perspectives of leadership, views of authority, communication styles, relational expectations, and work motivations. Finally, the presenter describes implications for hiring, retaining, and consulting with Millennial leaders.

Jennifer Wisdom, PhD
Wisdom Consulting

4:30 pm – 5:45 pm

Leading the Way for LGBTQ Equity and Inclusion**1.25 CE**

The movement toward full equality for LGBTQ Americans is still a work in progress; LGBTQ Americans lack codified federal civil rights protections, and a patchwork of state and municipal level laws and policies leave many people vulnerable to discrimination. Decades of peer reviewed social science point to disparities in health, employment, and housing as a result of bias, stigma, and discrimination. Beyond the pressing need to secure legal equality, we must also do the work of creating a culture of inclusion within our institutions of daily life; our schools, our workplaces, our places of worship, our systems of care. This workshop will provide guidance to leaders on how to create LGBTQ-inclusive policies and practices, from the operational and structural levels to the everyday interactions with LGBTQ employees, clients, and consumers; we will address language and terminology, understanding LGBTQ identities and experiences, and the building blocks to roll out the welcome mat to a diverse LGBTQ community. We will also explore opportunities to advocate for LGBTQ inclusion across all spheres of your influence, from the workplace to your broader community, city, state, and beyond.

Ellen Kahn, M.S.S.

Senior Director of Programs and Partnerships, Human Rights Campaign

Daniel B. Stewart, MSG

Associate Director, Aging Equality Project at Human Rights Campaign

5:45 pm – 6:45 pm

Gig Workers: Highly Engaged and Leadership Independent**1 CE**

Engaging a diverse workforce is a primary responsibility of leaders who are tasked to motivate workers and empower them to do their work. Existing literature indicates that gig workers led by leaders who are resourceful and participative are more likely to be highly productive due to the leaders' extrinsic touchpoints. We recently completed a study that showed that highly skilled gig workers had intrinsic mechanisms driving the workers' customer loyalty, affinity to their organization's brand, and passion for their work that was leading them to be highly productive despite the laissez-faire leadership under which they worked. Thus, gig workers who are intrinsically motivated as self-leaders demonstrating confidence, reliability, and competence can be highly engaged with their work in the absence of external leadership.

Stephanie K. Douglas, PhD

Worldwide College of Business, Embry-Riddle Aeronautical University

Robin A. Roberts, PhD

Worldwide College of Business, Embry-Riddle Aeronautical University

7:30 pm – 9:30 pm

Virtual Tour of Mount Vernon**Separate Ticket Required**

Come explore Mount Vernon, the home of George Washington, from the comfort of your own home during this Virtual VIP Tour. During this virtual experience, our Mount Vernon expert will delve into the estate through tours of the mansion, grounds, and slave quarters. We will focus on the striking décor and many original objects that reflect the Washington's refined taste as well as discuss the character and life of George Washington as seen through his Mount Vernon estate. George Washington's influential leadership will also be featured, as well as how slavery was an influence on George and Martha Washington throughout their lifetimes.

9:00 am – 10:00 am

Keynote: Impact of Social Media on Leadership

1 CE

Over the last decade, social media has transformed marketing, communications, and maybe even politics—yet perhaps its biggest impact has been on the worlds of leadership and management. The transition many are experiencing from traditional command-and-control management to today's "future of work" companies on the vanguard has been fueled by social media practices and philosophies. In this session, workplace culture expert Jamie Notter will explore several dominant organizational culture patterns emerging from his research and practice and show how leaders are adapting to increasing demands for transparency, agility, and innovation.

Jamie Notter

Co-Founder and Growth Strategist at PROPEL, Washington, DC

10:00 am – 11:00 am

Robots, Automation, and the Future of Human Work

1 CE

The future vision for robots is one in which robots will act as teammates, partners, and companions for people. This is especially true in domains where robots are expected to fill significant resource and manning needs in the near future [e.g., military, space, healthcare]. For instance, in healthcare, robots are expected to provide major resource supplements for healthcare professionals who will not be able to meet staffing demands for older adult care. In this talk, I will present how roboticists and other automation scientists are thinking about how to make robots better teammates, companions, and partners for people and invite discussion of how this will change the future of human work.

Beth Phillips, PhD

Dept. of Psychology, George Mason University

11:00 am – 11:15 am

Break

11:15 am – 12:15 pm

Wired this Way: Being a Creator

1 CE

Over the past few years, there has been a surge of interest in the mental health and well-being of creators. Research has shown 72% of entrepreneurs self-report a lifetime history of mental health concerns (depression, substance abuse, ADHD, and bipolar), as many others experience various forms of emotional, physical, and spiritual distress. While the media has been quick to declare a mental health "crisis" among entrepreneurs, the reality may not be so simple. This presentation will explore the myriad reasons for these inflated rates; from the nature of the work to culture to genetics, and offer a fresh perspective on this so-called epidemic: Individuals may not self-select into entrepreneurial and creative work despite these challenges, but because of them.

Jessica Carson

Author and Director of Innovation, American Psychological Association

12:15 pm – 1:15 pm

Business Meeting

2:30 pm – 3:30 pm

Keynote: Grounded & Conscious – An Enterprise Approach to Health and Performance

1 CE

In today's business environment, leaders at all levels—across industries, sectors and geographies—are confronted by powerful, disruptive forces that are making their jobs more challenging than ever. Simply put, the world is changing faster than the ability of leaders to transform themselves and their organizations. How can you and your organization survive and thrive in these stressful and disruptive times? Some of us are changing and adapting with the times, but many are falling behind. The primary culprit is our lack of awareness. Our priorities as individuals and organizations today are leadership health and well-being, change agility, organizational resilience, inclusion and equity and remote work

Bob Rosen, PhD
CEO/Founder, Health Companies International

3:30 pm – 4:45 pm

Leadership Lessons Learned During the Pandemic Panel Presentation

NO CE

The past year has been full of challenges for leaders across employment sectors. Of the many issues leaders faced, perhaps none has been as persistent, difficult and change-provoking as the one provided by Covid-19. Covid changed the nature of jobs, redefined our view of essential services, taxed our health services, and called on leaders to step up in ways previously not imagined. The pandemic also affected everyone, young to old, as it impacted educational and work settings. In this panel discussion, 3 prominent leaders will discuss how they led during the pandemic in their respective employment sectors: education, non-profit leadership and consulting. Each will provide their unique perspective on the challenges leaders faced, and continue to face, as a result of Covid. The talk will conclude with a breakout session so that participants can interact in small groups with each speaker.

Nonprofit Sector: Martha S. Zlokovich, PhD
Executive Director, Psi Chi, the International Honor Society in Psychology

Educational Sector: Mark Ginsberg, PhD
Provost, George Mason University, Higher Education

Consulting Sector: Connie Schoyer, PhD
Senior Client Partner, Korn Ferry

5:30 pm – 6:30 pm

Saturday Networking Event

8:00 am – 12:00 pm

*Separate registration
fee required***Ethics Leadership, APA Ethical Standards,
and the Management of Diversity****4 CE**

The APA Ethical Code in Principle E (Respect for People's Rights and Dignity) states that "psychologists are aware of and respect cultural, individual, and role differences, including those based on age, gender, gender identity, race, ethnicity, culture, national origin, religion, sexual orientation, disability, language, and socioeconomic status and consider these factors when working with members of such groups." Psychologists are encouraged to eliminate the effect biases based on these matters from their work. Later in Standard 2.01, psychologists are specifically required to have or obtain training, experience, consultation, or supervision regarding these domains of diversity to ensure the competence of their services. They are also prohibited from engaging in unfair discrimination based on these 12 dimensions of diversity or behaving in a harassing or demeaning way with such persons.

The Ethical Code does not discuss the kinds of judgments and discriminations that psychologists in leadership positions must routinely make in hiring, supervision, and the management of performance. The purpose of this workshop is to examine carefully the politics, practices, problems, and morality of leading contemporary organizations with extremely diverse workforces. A variety of methods will be used including large and small group discussions, case studies, and presentation. Current relevant literature on diversity management and leadership will be presented.

Richard R. Kilburg, PhD
CEO, RRK Coaching and Executive Development

**We will send you an e-mail with Zoom login credentials for this session.*

1:00 pm – 2:00 pm

Incoming SPIM Board Meeting Orientation**Private Meeting**

Presenters





Rehman Abdulrehman, PhD
Lead with Diversity, Inc., University of Manitoba

Lauded as a “beguiling storyteller, gifted speaker, and subject matter expert on inclusion and diversity,” as well as “an emerging force on leadership and cultural diversity,” Dr. Rehman Abdulrehman has a well-honed ability to catalyze insight-oriented change through powerful storytelling and practical psychology that sticks with people.

A Canadian of Zanzibari descent, Dr Abdulrehman draws on his extensive professional expertise as a consulting and clinical psychologist – and his life as an immigrant from an ethnic, cultural and religious minority – to illustrate the necessary concepts and actions for lasting change. In addition to speaking, he coaches, consults and delivers compelling experiential learning events, all designed to create a bridge of understanding and compassion across common human experiences and activate potent human transformation.

Dr. Abdulrehman has worked with a broad range of organizations including the Canadian Broadcasting Corporation, the Royal Canadian Mounted Police, the Mastercard Foundation, Kaplan, is a subject matter specialist for Google/Youtube on unconscious bias, and is a member of the Conference Board of Canada’s Council of Inclusive Work Environments.

He has well over 15 years of experience in the innovative application of psychology to develop creative yet practical solutions to dilemmas that arise in addressing diversity and inclusion. He has held numerous leadership roles within professional psychological associations himself, including being the president of the Manitoba Psychological Society and the Chair of the Committee on International Relations for Psychology with the American Psychological Association.

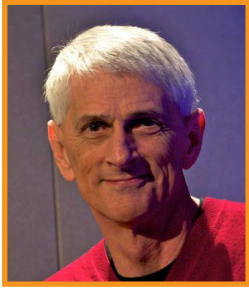
Dr. Abdulrehman is an assistant professor at the University of Manitoba, has been a visiting professor at the State University of Zanzibar, Zanzibar University and Muhimbili University over the past decade, and was a TEDx speaker on the topic of “Resolving Unconscious Bias”. He is also a lover of cakes, bakeries, and is the Robin to a 7-year-old Batman.



Mira Brancu, PhD
Brancu & Associates, Duke University, Department of Veterans Affairs

Dr. Mira Brancu is a psychologist specializing in leadership, team, and organizational consulting and executive coaching. She oversees the operations of a translational mental health research center in the Department of Veterans Affairs (VA) and is an Associate Professor of Psychiatry and Behavioral Sciences at Duke University School of Medicine. As CEO and Founder of Brancu & Associates, PLLC, her mission is to help emerging women leaders master the art of workplace politics, and help their organizations make it easier for them to navigate and succeed.

Dr. Brancu has over 20 years of experience working in large, complex organizational systems, including federal government, education, academic/university, and healthcare. She has authored 40+ publications, delivered 50+ scientific and educational presentations, and has a national Psychology Today blog focused on women’s leadership. Dr. Brancu holds a B.A. in psychology, M.Ed. and Advanced Certificate in counseling and supervision, and a Ph.D. in clinical psychology. Dr. Brancu also holds certifications in business, Lean Six Sigma, and transformational and mentor coaching.



Richard R. Kilburg, PhD
CEO, RRK Coaching and Executive Development

Dick Kilburg received his Ph.D. in clinical and community psychology from the University of Pittsburgh in 1972. He attended a postgraduate program in mental health administration at the Community Psychiatry Laboratory at Harvard University in 1976-1977 and obtained a masters degree in professional writing from Towson University in 1992. He has held positions in the Department of Psychiatry of the University of Pittsburgh as an Assistant Professor, as the Director of the Champlain Valley Mental Health Council, a community mental health center in Burlington Vermont, the American Psychological Association's offices of Professional Affairs and Public Affairs, the Human Resources Department of the Johns Hopkins University where he directed the human resources development programs, and been in private practice as a clinician and consultant. He was an Associate Professor and Director of the Masters in Business Administration/Organization Development Program in the Carey Business School at the Johns Hopkins University located in Baltimore, Maryland from 2007-2010. He is the CEO of RRK Coaching and Executive Development, a consulting firm based in Baltimore. He has published widely in the fields of management, professional impairment, and executive coaching. His six books, published by the American Psychological Association, were *Professionals in Distress: Issues, Syndromes, and Solutions in Psychology*; *How to Manage Your Career in Psychology*; *Executive Coaching: Developing Managerial Wisdom in a World of Chaos*; *Executive Wisdom: Coaching and the Emergence of Virtuous Leaders*; *The Wisdom of Coaching*, co-edited with Dr. Richard Dietrich; and *Virtuous Leaders: Strategy, Character, and Influence in the 21st Century*. He was the founding President of the Society of Psychologists in Management, and he is a Fellow of Division 13, the Consulting Psychology Division of the American Psychological Association. He is the recipient of the 2002 Distinguished Contribution to Psychology in Management Award given by the Society of Psychologists in Management, the 2005 Harry and Miriam Levinson Award for Outstanding Contributions to Consulting Organizational Psychology given by the American Psychological Foundation, the Elliott Jacques Memorial Publication Award for most outstanding article in the *Consulting Psychology Journal* in 2001, 2008, and 2011, the 2012 Vision of Excellence Award from the Institute of Coaching, and the 2013 RHR International Award for Excellence in Consultation presented by the Society of Consulting Psychology. He has one son, Benjamin, and currently lives in Towson, Maryland with his wife, Joy Moore.



Tamara S. Lyn, PhD
Warden, Federal Correctional Institution, Low, Butner, NC

Dr. Tamara S. Lyn is the Warden at the Federal Correctional Institution, Low, at Butner, North Carolina. The federal prison for low security male offenders offers extensive educational, vocational, mental health, and release preparation programming. Dr. Lyn is one of only three psychologists currently appointed to the position of Warden in the federal prison system, and part of a very small cohort of female Wardens [currently 20%]. Prior to becoming Warden, Dr. Lyn was the Administrator of the Psychology Services Branch for the Federal Bureau of Prisons (BOP). She had oversight over all mental health programs in 122 correctional facilities for federal inmates, including court-ordered assessments, substance abuse treatment, trauma-informed care, treatment of the seriously mentally ill, and release preparation. Her oversight also included recruitment, retention, and training of mental health staff.

Dr. Lyn has previously held positions as Associate Warden in facilities in Kentucky and West Virginia, and served as Chief Psychologist at facilities in Virginia and South Carolina. Throughout a distinguished career, she has applied experience and insights

into all aspects of leadership and correctional mental health to initiatives that advance criminal justice interventions and professional development for corrections professionals.

Dr. Lyn holds both a masters degree and a doctorate in psychology from the University of Michigan, Ann Arbor. She graduated with honors from Harvard-Radcliffe Colleges. Dr. Lyn is a licensed psychologist and is published in peer-reviewed academic journals. She is President of the Society of Psychologists in Management and is a member of the Association of Women Executives in Corrections, the American Psychological Association, the Society of Police and Criminal Psychology, the International Association of Chiefs of Police, and other professional organizations.



Stefanie Mockler, PhD
Leadership Consultant and Executive Coach,
Organizational Psychologist, Vantage Leadership Consulting

Stefanie helps talented professionals accelerate their leadership capabilities and realize their full potential. Balancing becoming a mother at a young age with being an ambitious professional with a full slate of responsibilities, Stefanie has a deep understanding for how challenging it can be to achieve success in today's complex, ever-changing business context. Acknowledging that the boundaries between personal and professional life blur and intersect, Stefanie takes a holistic approach to leadership coaching to enrich her clients' performance across all life domains.

In her career thus far, Stefanie has coached new and seasoned leaders going through critical role transitions, onboarding into new positions, navigating high potential development programs, and evolving their approach to meet the needs of a progressively ambiguous environment. She's been told that her "challenging, yet supportive and caring approach" is a differentiator in her capacity for helping leaders achieve their goals, and she seeks to provide direct and actionable feedback in the context of an encouraging and confidential coaching relationship.

She combines her passion for helping others with an analytical mindset and questioning approach to get to know her clients, understand their unique needs, and provide tailored solutions to drive results. She sees balanced feedback – focusing on both strengths and weaknesses – as key to sustainable behavioral change. She ensures her clients take ownership over their own development while she serves as a trusted advisor to guide them along the way. In her coaching sessions, she blends discussion, education, practice, and ongoing feedback, while providing her clients with the resources they need to boost performance both now and into the future.

Stefanie is a passionate advocate for women and working parents. In 2018, she founded The Female Leader's Edge, where her mission is to help build inclusive, flexible, and family-friendly organizations. She is also a TEDx and South by Southwest-invited speaker and frequent panelist who enjoys engaging with audiences, both large and small. Her insights and research have been featured in The Handbook of Strategic 360 Feedback, HR People + Strategy, Society for Women Engineers Magazine, academic publications, and on her personal blog.

Stefanie lives with her high school sweetheart, teenage son, and two beloved puggles in Northwest Indiana. In her free time, she enjoys exploring the world, trying new restaurants, hiking the Dunes, soaking up new information in just about every domain, and losing herself in a great Netflix show.



Dee Ramsel, PhD
Owner, Ramsel Consulting

Dee Ramsel's credentials include a doctorate in clinical psychology and an MBA, as well as experience as a clinician, mental health executive, organization development consultant, and medical college professor. From 2012-2019, she has served as the Executive Director of VHA's National Center for Organization Development. In that capacity, she was responsible for assisting leadership to improve the organizational health of VA. NCOD implements and supports national organizational health improvement activities and provides organization development and consulting services at the individual, team and organization level.

Dr. Ramsel stays active in professional societies and community organizations. She is Past President of both the Society of Psychologists in Management and the Society of Consulting Psychologists/APA Division 13 and a former associate professor at the Medical College of Wisconsin.

Currently she is the founder of Ramsel Consulting. Her primary interests in consulting include executive coaching, team development, and organizational assessments.



Connie Schroyer, PhD
Senior Client Partner, Korn Ferry

Dr. Schroyer has over 25 years experience in helping organizations implement their strategy through top team effectiveness, cultural transformation, leadership development/coaching, executive assessment, succession planning, and talent management. She is an expert executive assessor who has worked with many organizations to select the best leaders, including assessing team effectiveness as well as fit to role.

Since joining Korn Ferry (Hay Group) over twenty years ago, Dr. Schroyer has worked with numerous clients at the senior executive and board level to help them develop and translate their strategies and maximize the effectiveness of their executive teams. She has implemented large scale assessment and change efforts and helped to drive strategic changes in organizations through her work in executive coaching, top team facilitation and leadership development.



I. Marlene Thorn, PhD
Founder and CEO/Consultant, IMT Consulting Associates, LLC and Center for Creative Leadership Adjunct Feedback Assessor and Executive Coach

Dr. Thorn is an international leader in organizational development and human capital management in private, public, nonprofit, and international organizations. She has over 35 years of work experience with organizations, executives, and employees to improve effectiveness in the workplace. Her full-time professional experiences include: The International Monetary Fund (IMF), G.E. Information Services, Corporation for Public Broadcasting, U.S. General Accountability Office, Gallaudet University, St. Elizabeth's Mental Health Hospital, and the District of Columbia Rehabilitation Administration.

She is President of IMT Consulting Associates, LLC, consulting in organizational reviews, evaluations, and development; human capital management; management consulting; executive assessment; and development and executive coaching. Her clients have

included: Director, United Nations Ethics Office; Director, U.N International Fund for Agricultural Development, Rome, Italy; Deputy Director of Budget, General, Personnel, and Management Systems, Asian Development Bank, Manila, Philippines; President, DMS International; President of the University Research Company–Center for Human Services; and the World Bank/International Monetary Fund. She is a psychological assessor and executive feedback coach and facilitator for the Center for Creative Leadership, Greensboro, N.C.; the National Leadership Institute, College Park, Md., and the Hay Group. She has also been an adjunct professor, Business and Executive Programs, Graduate School of Management and Technology at the University of Maryland University College.

As a scholar, she has published articles in the area of international leadership, management, and human resource development and numerous policy and Board papers.

She is Past President and Past Board Chair of the Society of Psychologists in Management (SPIM) and has chaired the Communications Committee and the Strategic Planning Committee. She is currently on the Boards of the Foundation for the Advancement of Psychologists in Management and the Center for Progressive Development.

Dr. Thorn received her PhD in Human Development with a specialty in Organizational Management from the University of Maryland, and her M.A. and B.A. degrees, in counseling and psychology, from the University of Florida. She holds an Executive Development Certification from ESADE Business School, Barcelona, Spain.

She is a CCE Board Founder and Certified Coach (BCC), and an International Coaching Federation Professional Certified Coach (PCC). She has received numerous awards and honors for professional and community service. The biggest being a mother of two Eagle Boy Scouts!



Jennifer Wisdom, PhD **Principal, Wisdom Consulting**

Jennifer Wisdom, PhD MPH, helps curious, motivated, and mission-driven professionals to achieve their highest potential by identifying personal and organizational goals and then providing them with the roadmap and guidance to get there. Jennifer is a former academician who is now an author, consultant and speaker. Her book, *Millennials' Guide to Work*, has been highly praised. She has worked with complex health care, government, and educational environments for 25 years, including the serving in the U.S. military, working with non-profit service delivery programs, and as faculty in higher education. She has a PhD in Clinical Psychology (2001) from The George Washington University in Washington, DC, and a Master's of Public Health in Epidemiology and Biostatistics (2003) from Oregon Health & Science University in Portland, Oregon. She is an intrepid adventurer based in New York City and Portland, Oregon. She can be reached at www.leadwithwisdom.com.



Michael Becker, PhD
Communications Lead at IT.org, World Economic Forum

Michael Becker, PhD is a climate change scientist and documentary filmmaker. He is currently the Communications Lead at IT.org at the World Economic Forum, a global campaign for reforestation. Michael specializes in polar and marine environments with ten years' experience and 16 expeditions in the Arctic and Antarctic. His scientific background is as an ecologist, specializing in polar desert ecosystems in the High Arctic and Antarctica. He is interested in the effects of climate change on arctic biodiversity and community patterns, and the evolution of permafrost polar landscapes. Michael's documentary and journalistic work is cross-platform. For television, he has worked on the largest global wildlife series for the BBC, Netflix, and National Geographic. He has scripted, directed, and led complex wildlife behavior sequences in exceptionally challenging environments. He has also written science journalism for outlets such as the New York Times and the BBC, and his photography has been published in a number of global outlets. His life's ambition is to convince people that nature is a beautiful thing and that our world is worth saving. He is really good at being cold. He currently resides in Lausanne, Switzerland.



Robert Boatright, PhD
Professor of Political Science, Clark University

Robert G. Boatright is Professor and Chair of the Department of Political Science at Clark University and the Director of Research for the National Institute for Civil Discourse at the University of Arizona. His research focuses on the effects of campaign and election laws on the behavior of politicians and interest groups, with a particular focus on primary elections and campaign finance laws and practices. He is the author or editor of eight books, including *The Deregulatory Moment? A Comparative Perspective on Changing Campaign Finance Laws* (2016); *Getting Primaried: The Causes and Consequences of Congressional Primary Challenges* (2013); and *Interest Groups and Campaign Finance Reform in the United States and Canada* (2011). He is currently completing a book manuscript on how American politicians discuss political corruption. He received a Ph.D. from the University of Chicago and a B.A. from Carleton College.



Jessica Carson
Author and Director of Innovation, American Psychological Association

Jessica is a speaker, teacher, and author who weaves together diverse studies — including psychology, archetypes, art, mythology, history, and more — to offer a framework of creative self-discovery. She is the author of *Wired This Way*, and is currently an Expert in Residence at Georgetown University and Director of Innovation at the American Psychological Association as the first person to hold each of those roles. Previously, Jessica worked in startups and venture capital, and was a Neuroscience & Psychology Research Fellow at the National Institutes of Health. Jessica's work has been featured by TEDx, Oxford University Press, London School of Economics, Columbia Business School, Georgetown University, WeWork Labs, and more / www.jessicacarson.co



Ralph Chami, PhD
Assistant Director, Institute for Capacity Development,
International Monetary Fund

Ralph Chami, PhD is currently Assistant Director in the Institute for Capacity Development, at the International Monetary Fund. He has a forthcoming book "Macroeconomic Policy in Fragile State," which is being published by Oxford University Press. From 2009 – 2014, he was also Division and Mission Chief for Low income and fragile states in the Middle East and Central Asia Department at the IMF. From 1991–1999, he was on the faculty of finance at the Mendoza School of Business, University of Notre Dame, IN, USA. Ralph is the recipient of the IMF 2014 Operational Excellence Award for his field work on fragile and Low income states. Ralph has PhD in Economics from the Johns Hopkins University, MBA from University of Kansas, and BS from the American University of Beirut. His areas of expertise also include: banking, remittances and climate change. He is a semi-professional musician <https://youtu.be/C-lfOUiT8Gg> In the area of climate change, Ralph and his team have developed innovative work around the valuation of biodiversity and nature. This recently published work "On Valuing Nature-Based Solutions to Climate Change: A Framework with Application to Elephants and Whales" can be found here. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3686168. He is a founding partner, along with Walid Saddaq and Ian Redmont, of www.Re:Balance.earth.



Stephanie K. Douglas, PhD
Worldwide College of Business, Embry-Riddle Aeronautical University

Dr. Stephanie Douglas is a professor in the Management and Technology Department with the Embry-Riddle Aeronautical University College of Business. She teaches courses in organizational leadership, change management, decision-making and leadership communication. Her research focuses on organizational effectiveness, systemic leadership development, organizational resilience, employee engagement and human capital management strategy. She has been published in the International Journal of Aerospace Psychology, the Journal of Business Diversity and Strategic HR Review. Through various organizational partnerships, Dr. Douglas also serves as an organization development consultant focused on supporting organizational strategies for leveraging human capital and improving organizational effectiveness. She has supported non-profit organizations as well as military bases in improving the overall organization and human capital strategies.



Arthur C. Evans, PhD
CEO, American Psychological Association

Clinical and community psychologist, policymaker, and health care innovator Arthur C. Evans Jr., PhD, is CEO of the American Psychological Association, the leading scientific and professional organization representing psychology in the United States. Dr. Evans' focus as CEO has been around transforming the organization to ensure that APA is having a positive impact on the critical issues facing the field of psychology and society at-large. Under his leadership, APA's Council of Representatives adopted a new strategic plan for the Association in 2019, only the second in its 125+ year history. Drawing on his experiences as an administrator and in organizational change management, Dr. Evans is positioning APA – and as a result, the broader field of psychology – to lead in advancing, communicating, and applying psychological science.

Before joining APA in 2017, Dr. Evans spent 12 years as commissioner of Philadelphia's Department of Behavioral Health and Intellectual disAbility Services. In that post, he led the transformation of the \$1.5 billion agency's approach to serving a wide range of individuals with complex needs, saving the agency more than \$110 million that was reinvested to improve and expand services and employ innovative strategies to reach more people. Prior to this work, Dr. Evans was the deputy commissioner for the Connecticut Department of Mental Health & Addiction Services, where he led major strategic initiatives for the state's behavioral health care system.

Over the years he has received national and international recognition, including the American Medical Association's top government service award in healthcare, the Lisa Mojer-Torres Award from Faces and Voices of Recovery, and the Visionary Leadership Award from the National Council of Behavioral Health, as well as being named as an "Advocate for Action" by the White House's Office of National Drug Control Policy. A major emphasis of his career has been equity and social justice and he has received multiple awards named for Rev. Martin Luther King Jr. for this work.

Evans has held faculty appointments at Yale University's and the University of Pennsylvania's Schools of Medicine. He holds a doctorate in clinical/community psychology from the University of Maryland and a master's degree in experimental psychology from Florida Atlantic University, where he also completed his undergraduate work.



Mark Ginsberg, PhD
Provost, George Mason University, Higher Education

Mark R. Ginsberg is the Provost and Executive Vice President of George Mason University, the largest public research university in Virginia with over 38,000 students and a Carnegie research- one [R1] institution. He joined the University in 2010 as the dean of the College of Education and Human Development at George Mason University and was appointed as the university's Provost on April 15, 2020.

Dr. Ginsberg's career spans more than a 35-year period as a professor, psychologist and skilled administrator. He has published extensively in the areas of education, psychology, human development and human services. In addition, he has lectured and presented at over 200 conferences, seminars and other educational meetings and professional development events, both within the United States and internationally.

Dr. Ginsberg served as the Executive Director and Chief Executive Officer of the National Association for the Education of Young Children (NAEYC) from January 1999 until June 2010. Prior to joining NAEYC, Dr. Ginsberg was chair of the Department of Counseling and Human Services in the Graduate Division of Education at The Johns Hopkins University and a member of the faculty of both the Department of Psychiatry and Behavioral Sciences and the Department of Medicine in the School of Medicine. He had served as a member of the Hopkins full-time and part-time faculty for more than 25 years. Before joining Johns Hopkins, Dr. Ginsberg held the position of Executive Director of the American Association for Marriage and Family Therapy from 1986-93. From 1981-86 he was a senior member of the management staff of the American Psychological Association, after having been a faculty member in the Department of Psychology at the University of Rochester.

Dr. Ginsberg serves as the Vice-Chair of the Board of Directors of the respected international organization, Parents as Teachers. He also serves on the Board of Directors of Hopecam, a non- profit organization that supports children with cancer and their families and as an appointed member of the Fairfax County Successful Children and Youth Policy Team. He is a Past-Chair of the Board of Directors of the

American Association of Colleges for Teacher Education and had served as a member of the Executive Committee of the Council of Academic Deans of Research Education Institutions and the Board of Directors of the Virginia Early Childhood Foundation. He also is a past-president of both the International Step by Step Association, a nongovernmental organization of education and child/youth development focused NGOs in Europe and Central Asia, and the Society of Psychologists in Management.

Dr. Ginsberg is a Fellow of both the American Psychological Association and the Maryland Psychological Association, a Clinical Member and Fellow of the American Association for Marriage and Family Therapy, and a member of the American Counseling Association, American Educational Research Association, National Association for the Education of Young Children and American Society of Association Executives of which he was elected to serve on the national Board of Directors. Dr. Ginsberg completed his master's degree in 1978 and his doctoral degree in 1981 at The Pennsylvania State University, after having been awarded a bachelor's degree from the State University of New York at Cortland in 1975. He also completed a Fellowship in Clinical Psychology at the Yale University School of Medicine. In 2006, he was awarded the honorary degree of Doctor of Humane Letters by the State University of New York.



Ellen Kahn, M.S.S.

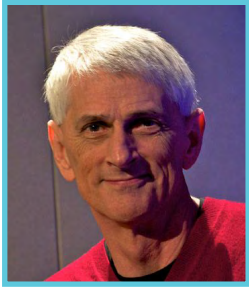
Senior Director of Programs and Partnerships, Human Rights Campaign

Ellen Kahn is the Senior Director of Programs and Partnerships at the Human Rights Campaign overseeing a portfolio of programs and projects aimed at improving the lives of LGBTQ youth and families, including Welcoming Schools, All Children-All Families, Project THRIVE, Parents for Transgender Equality, HIV and Health Equity, and the HBCU Program. In her 14+ years at HRC, Ellen has shaped innovative system-change work in child welfare, education, and healthcare. She is nationally recognized as an expert on LGBTQ family life, LGBTQ youth, and frequently writes and speaks on these topics for a wide variety of audiences.

A self-described trans-affirming, progressive lesbian feminist social worker, and mother of two wonderful daughters, Ellen has dedicated her career to improving the lives of LGBTQ people--from working on behalf of people with HIV/AIDS in the early days of the epidemic, to facilitating dozens of "Maybe Baby" groups for prospective LGBTQ parents. Before joining HRC, Ellen spent 12 years at Whitman-Walker Health (formerly Whitman-Walker Clinic), leading the Lesbian Services Program for eight of those years; in that role Ellen led the expansion of programs to meet the needs of the growing community of LGBTQ people prospective parents, and those already navigating life with children.

Following her departure from WWH in 2005, Ellen worked with a small group of dedicated volunteers to establish Rainbow Families as a non-profit; she was a founding Board member and served in that role for ten years, including a term as President. Ellen's leadership and commitment helped Rainbow Families grow and diversify its membership, launch a successful conference, and add social events like the annual winter dance and the Pride parade contingent.

When she isn't working to change the world, Ellen enjoys a drama-free domestic life with her lovely spouse, Judy. In her free time Ellen enjoys spinning, swimming, and running in Rock Creek Park, and with some reluctance, scrolling Facebook to stay informed and entertained.



Richard R. Kilburg, PhD
CEO, RRK Coaching and Executive Development

Dick Kilburg received his Ph.D. in clinical and community psychology from the University of Pittsburgh in 1972. He attended a postgraduate program in mental health administration at the Community Psychiatry Laboratory at Harvard University in 1976-1977 and obtained a masters degree in professional writing from Towson University in 1992. He has held positions in the Department of Psychiatry of the University of Pittsburgh as an Assistant Professor, as the Director of the Champlain Valley Mental Health Council, a community mental health center in Burlington Vermont, the American Psychological Association's offices of Professional Affairs and Public Affairs, the Human Resources Department of the Johns Hopkins University where he directed the human resources development programs, and been in private practice as a clinician and consultant. He was an Associate Professor and Director of the Masters in Business Administration/Organization Development Program in the Carey Business School at the Johns Hopkins University located in Baltimore, Maryland from 2007-2010.

He is the CEO of RRK Coaching and Executive Development, a consulting firm based in Baltimore. He has published widely in the fields of management, professional impairment, and executive coaching. His six books, published by the American Psychological Association, were *Professionals in Distress: Issues, Syndromes, and Solutions in Psychology*, *How to Manage Your Career in Psychology*, *Executive Coaching: Developing Managerial Wisdom in a World of Chaos*, *Executive Wisdom: Coaching and the Emergence of Virtuous Leaders*, *The Wisdom of Coaching*, co-edited with Dr. Richard Dietrich, and *Virtuous Leaders: Strategy, Character, and Influence in the 21st Century*. He was the founding President of the Society of Psychologists in Management, and he is a Fellow of Division 13, the Consulting Psychology Division of the American Psychological Association. He is the recipient of the 2002 Distinguished Contribution to Psychology in Management Award given by the Society of Psychologists in Management, the 2005 Harry and Miriam Levinson Award for Outstanding Contributions to Consulting Organizational Psychology given by the American Psychological Foundation, the Elliott Jacques Memorial Publication Award for most outstanding article in the *Consulting Psychology Journal* in 2001, 2008, and 2011, the 2012 Vision of Excellence Award from the Institute of Coaching, and the 2013 RHR International Award for Excellence in Consultation presented by the Society of Consulting Psychology. He has one son, Benjamin, and currently lives in Towson, Maryland with his wife, Joy Moore.



Laura Morgan-Roberts, PhD
Professor, Darden School of Business University of Virginia

Dr. Laura Morgan Roberts is an innovative global scholar, speaker and consultant on the science of maximizing human potential in diverse organizations and communities. Her thought leadership in diversity, authenticity and leadership development has been recognized by Thinkers50 Radar [2021]; LinkedIn [Top 10 Voice in Equity; 2020]; ThinkList #Amplify [2020], and the Academy of Management Organizational Behavior Award for Societal Impact [2020]. Laura has published over fifty research articles, teaching cases, and practitioner-oriented tools for strength-based development, workplace equity and inclusion. Laura has co-edited three books: *Race, Work and Leadership* [2019 Axiom Business Book Award winner]; *Positive Organizing in a Global Society*; and *Exploring Positive Identities and Organizations*. She has also self-published *The Alignment Quest™ Toolkit for Activating Best Selves* and several poetry collections. Laura is a frequent contributor to *Harvard Business Review* and the *Academy of Management Review*, and is regularly quoted in global media outlets.

Laura currently serves as Professor of Practice at her alma mater, the University of Virginia, in the Darden School of Business. She earned a Ph.D. in Organizational Psychology from the University of Michigan and has served on the faculties of Harvard Business School, Georgetown University and Antioch University.



Dinah Nieburg, PhD **Executive Coach**

Dinah Nieburg, PhD is an executive coach and clinical psychologist who brings over 35 years of combined experience as a manager of multi-cultural teams, training and development specialist, psychologist, and executive and systemic team coach. As an executive coach she works primarily with international managers across the UN system as well as with NGOs focused on environmental protection. She also maintains a part-time private clinical practice. Dinah is also an avid environmentalist with a special interest in the protection of biodiversity. She has raised funds to protect elephants, bonobos, and whales and served for over three years on the Board of the Great Whale Conservancy. Dinah now focuses on bringing more leaders across disciplines into nature conservation and climate change action. She is currently collaborating with a team of economists to show that by valuing the “benefits” and “services” from nature and biodiversity, greater investment in “nature-based solutions” for climate change can be generated. She is a member of www.Re:Balance.earth – a multidisciplinary start-up creating carbon offset credits for forest elephant “services” in Africa. She is a member of the American Psychological Association, Climate Coaching Alliance and is becoming certified in Systemic Team Coaching. Dinah lives in Charlottesville, Virginia.



Jamie Notter **Co-Founder and Growth Strategist at PROPEL, Washington, DC**

Jamie is an author and growth strategist at PROPEL, where he helps leaders integrate culture, strategy, and execution to achieve breakthrough performance and impact. He brings twenty-five years of experience to his work designing culture-driven businesses, and has specialized along the way in areas like conflict resolution and generations. Jamie is also the co-author of three books—*Humanize*, *When Millennials Take Over*, and *The Non-Obvious Guide to Employee Engagement*—and holds a Master’s in conflict resolution from George Mason and a certificate in Organization Development from Georgetown, where he serves as adjunct faculty.



Beth Phillips, PhD **Dept. of Psychology, George Mason University**

Dr. Elizabeth “Beth” Phillips is an Assistant Professor in the Department of Psychology and Human Factors and Applied Cognition Group at George Mason University. She completed her Ph.D. in Applied Experimental and Human Factors Psychology at the University of Central Florida in 2016, and her Post-Doctoral training in the Humanity Centered Robotics Initiative at Brown University in 2018. Broadly, her expertise is in human interactions with robots, autonomous systems, and related technologies like augmented and virtual reality [AR/VR]. She studies how we can design these systems and leverage technologies like AR/VR to make robots better teammates, partners, and companions for people in the near future.



Kyle Rahn, PhD **President and CEO, United Way of Southern Nevada**

With over 30 years of progressive experience across industries, ranging from private organizations to international nonprofits, Kyle B. Rahn is an expert in leading high performing teams, strengthening donor and board relations and creating strategic plans with a fundraising focus. As the first female President of United Way of Southern Nevada, Kyle is passionate about providing cradle to career support and increasing revenue to help more families, children and individuals succeed. She's intimately acquainted with leadership and development and working with and on behalf of those who need it most: the citizens of Clark County.

Most recently from the National Society of Black Engineers, Kyle was the first white female hire in the 45-year history of the organization. At NSBE, as the Senior Director of Fund Development she developed the entire fundraising strategy and moved the organization to a strategic partnership model resulting in organizational revenue growth of over 64%. Providing oversight to a \$14M annual fundraising strategy, she worked to develop and expand the base of donors, corporations and foundations that provided support for the Society's mission.

Before joining NSBE, Kyle led programs and initiatives that raised more than \$33 million annually as Vice President of Resource Development for United Way of the National Capital Area.

Kyle's belief in the power of community is deeply rooted by her broad life experience and the United Way. Born into an entrepreneurial, community- minded family in Indiana, she watched her father and grandfather lead local United Way campaigns and saw the pivotal role that United Way played in the lives of their employees and the community.

After growing up in the family business, she ventured out to management positions in the tech sector then launched her own marketing company before deciding to put her passion for helping people to work. Kyle began her nonprofit journey as the Director of U.S. Development for Mercy Ships International in 2007. Her success led to a three-year tenure as Director of Development for Cultural Tourism DC, supporting the organization's promotion of the diverse diplomatic cultures and heritage of Washington, D.C.

Kyle's love of people and her passion for equity and inclusion have guided her work throughout her professional career. As President and CEO of United Way of Southern Nevada, she utilizes these attributes and her extensive experience to guide the organization's cradle-to-career Community-based Agenda; overseeing its work with community partners to provide demonstrated measurable outcomes in early education, student success, post-secondary attainment and workforce supports. Always an involved citizen, Kyle continues to serve in numerous volunteer positions in the community.

United Way of Southern Nevada is part of a network of nearly 1,800 community- based United Ways in 45 countries and territories. United Way Worldwide is the largest nonprofit in the world, raising \$5 billion annually in support of families and individuals in need.



Robin A. Roberts, PhD
Worldwide College of Business, Embry-Riddle Aeronautical University

Robin is a full-time professor at Embry-Riddle Aeronautical University (ERAU), Worldwide Online Campus, College of Business, Department of Management and Technology. She teaches undergraduate and graduate Leadership and Human Resources courses and professional development short courses for external entities.

Prior to that, Robin served as the Director of the ERAU Leadership Institute. In that role, Robin designed, developed, and implemented leadership workshops and resources for ERAU employees that helped them to function as a culture of leaders. Before that she was the Director of Diversity and Inclusion (D&I) at the ERAU Daytona Beach campus and created a new business model, Human Utility Business™ that assisted faculty, staff, and students to learn how to intentionally create communities that thrive by valuing the unique contribution of individuals toward the collective organizational good.

Robin's career spans 40 years of teaching college courses for students and employees. Robin consults in Fortune 100 companies conducting workshops focused on leveraging high performance teams and highly unique and potential talents. Robin is a veteran of the United States Air Force serving our country for four years and as a dependent spouse for 23 years supporting her husband and other military members in their active duty roles.



Bob Rosen, PhD
CEO/Founder, Healthy Companies International

Bob is a trusted CEO adviser, psychologist, and bestselling author. He has long been on a mission to transform the world of business, one leader at a time. Bob founded Healthy Companies International thirty years ago with the singular goal of helping executives achieve their leadership potential. With support from a multiyear grant from the John D. and Catherine T. MacArthur Foundation, Bob and his colleagues began an in-depth study of leadership. Since then, he has personally interviewed more than 500 CEOs—in fifty-five countries—in organizations as diverse as Ford, Motorola, Johnson & Johnson, Singapore Airlines, Brinks, Northrop Grumman, Toyota, Citigroup, PepsiCo, ING, and PricewaterhouseCoopers. He has become an adviser to many of these companies.

Bob is a frequent global keynote speaker and sought-after advisor to boards, CEO's, and executive teams around the world. Bob has spoken on issues ranging from Leading Transformation and Leading People to Leading Growth and Leading Globally. The underlying foundation of all his work is the power of being a grounded and conscious leader as the catalyst for personal and organizational success. Clients include Global 2000 corporations, government and nongovernmental organizations, and selected associations around the world.

Bob is a frequent media commentator who has been quoted in the New York Times, Wall Street Journal, Fortune, Bloomberg Businessweek, Financial Times, Time, Chief Executive Magazine, and more. Bob's books include *The Healthy Company*, *Leading People*, *Just Enough Anxiety*, *Global Literacies*, *The Catalyst* and the New York Times Bestseller *Grounded*. His book *CONSCIOUS: The Power of Awareness in Business and Life*, was a Washington Post Bestseller.

Bob graduated from the University of Virginia. He subsequently earned a PhD in clinical psychology at the University of Pittsburgh. Bob teaches in executive education programs, and has been a longtime faculty member in the Department of Psychiatry and Behavioral Sciences at George Washington University's School of Medicine.

For more information please visit BobRosen.com and healthycompanies.com. Follow Bob on Twitter at @BobRosen.



Connie Schroyer, PhD
Senior Client Partner, Korn Ferry

Dr. Schroyer has over 25 years experience in helping organizations implement their strategy through top team effectiveness, cultural transformation, leadership development/coaching, executive assessment, succession planning, and talent management. She is an expert executive assessor who has worked with many organizations to select the best leaders, including assessing team effectiveness as well as fit to role.

Since joining Korn Ferry (Hay Group) over twenty years ago, Dr. Schroyer has worked with numerous clients at the senior executive and board level to help them develop and translate their strategies and maximize the effectiveness of their executive teams. She has implemented large scale assessment and change efforts and helped to drive strategic changes in organizations through her work in executive coaching, top team facilitation and leadership development.



Sandy Shullman, PhD
2020 President, American Psychological Association

Dr. Shullman is Managing Partner, Columbus Office, Executive Development Group, LLC. She is internationally known in leadership and executive assessment/development and manages large and long-term organizational clients for the firm. Sandy teaches leadership at the HEC School of Business for their EMBA and MBA programs in Paris, Doha, Beijing, and Shanghai, and has also served as faculty for the Duke University Fuqua School of Business Global Learning Network. Her organizational work experience has focused on leadership and executive development, executive coaching, strategic planning and multicultural and diversity initiatives, working with major global organizations and leaders.

She is the co-author of *Performance Appraisal on the Line*, a groundbreaking book on performance evaluation, and has written numerous articles and book chapters on significant organizational performance issues, including foundational work on sexual harassment and hostile work environments. Her most recent publications have focused on leadership in ambiguous and uncertain circumstances, the emerging challenges facing global leaders, and the role of psychologists as learning leaders.

Sandy holds a bachelor's degree (mathematics) from Dickinson College, a master's degree from Harvard University and her Ph.D. in Counseling Psychology from Ohio State University. Previously, she served as founding faculty in the Cleveland State University Diversity Management Program and lectured and facilitated leadership development programs for over fifteen years at the John Glenn School of Public Management at The Ohio State University. She served for seventeen years as President of a behavioral healthcare organization, Organizational Horizons, Inc. Prior to that, she served as faculty and then Acting Director of the Counseling Psychology Ph.D. Program at Kent State University and Director of Managerial Effectiveness Programs for the Center for Creative Leadership, where she worked with numerous research projects and leadership development programs. She was awarded the 2012 national Elizabeth Hurlock Beckman Award for Excellence in Education and Inspirational Leadership.

Shullman served as 2020 President and two terms as a member of the Board of Directors for the American Psychological Association. She also previously served as a member of the Board of Directors for the American Psychological Foundation. Sandy is past Chair of the APA Leadership Institute for Women in Psychology and also serves as a faculty member for a number of leadership development academies, preparing technical and scientific professionals for broader leadership roles. She was honored by

the American Psychological Association in 2012 with the APA Award for Distinguished Contributions to Professional Practice for her organizational and leadership development work.

Sandy co-chaired the APA Council of Representatives Work Group on the original APA Multicultural Guidelines, chaired the APA Task Force on the World Congress against Racism Report, chaired the BEA/CIRP Task Force on APA's Role in International Quality Assurance, chaired the APA Board of Professional Affairs, and served as a member of the Policy and Planning Board, as a member of the Board for the Advancement of Psychology in the Public Interest and as a member of the Committee on Women. She is a Fellow of the American Psychological Association and chaired its original APA Workgroup on Executive Coaching. She is a Past President of the Ohio Psychological Association. Sandy most recently chaired the APA Good Governance Project, a strategic initiative designed to help the American Psychological Association align its governance structure effectively with its strategic plan. She was the 2016 recipient of the Leona Tyler Award for Lifetime of Achievement in Counseling Psychology. In 2016, Sandy also received the Gold Medal for Lifetime Achievement in the Practice of Psychology from the American Psychological Foundation. In 2019, she received both the Division 13 (Consulting Psychology) RHR International Award for distinguished contributions to consulting psychology and the SPIM (Psychologists in Management) Distinguished Psychologist in Management Award.



Daniel B. Stewart, MSG

Associate Director, Aging Equality Project at Human Rights Campaign

Dan Stewart is the Associate Director of the Aging Equality Project for the Human Rights Campaign. In this role he oversees the Long-Term Care Equality Index, a national initiative to fundamentally improve the experiences of LGBTQ older adults seeking long-term care and services. Prior to his work at HRC, Dan worked at PROMO, Missouri's LGBTQ equality organization where he managed SAGE of PROMO Fund, a statewide program for LGBTQ elders, as well as a robust LGBTQ cultural competency training and policy program for healthcare and social service providers.



Jennifer Wisdom, PhD

Principal, Wisdom Consulting

Jennifer Wisdom, PhD MPH, helps curious, motivated, and mission-driven professionals to achieve their highest potential by identifying personal and organizational goals and then providing them with the roadmap and guidance to get there. Jennifer is a former academician who is now an author, consultant and speaker. Her book, *Millennials' Guide to Work*, has been highly praised. She has worked with complex health care, government, and educational environments for 25 years, including the serving in the U.S. military, working with non-profit service delivery programs, and as faculty in higher education. She has a PhD in Clinical Psychology (2001) from The George Washington University in Washington, DC, and a Master's of Public Health in Epidemiology and Biostatistics (2003) from Oregon Health & Science University in Portland, Oregon. She is an intrepid adventurer based in New York City and Portland, Oregon. She can be reached at www.leadwithwisdom.com.



Dr. Martha S. Zlokovich, PhD
Developmental Psychologist and Executive Director of Psi Chi,
the International Honor Society in Psychology

Dr. Martha S. Zlokovich, current Past President of the Society for Psychologists in Management (SPIM), is a Developmental Psychologist and Executive Director of Psi Chi, the International Honor Society in Psychology. As Executive Director she provides long-term vision for the Society and maintains Board focus on the Society's strategic plan as the structure on which the Board's work builds. She represents Psi Chi to other psychological organizations in order to develop benefits for members, manages 13 staff members, and collaborates with nine Board members as well as Psi Chi committee chairs and members at universities across the globe.

Previously she taught as a Professor of Psychology at Southeast Missouri State University, also serving there as Psychology Department Chair, Interim Chair of the Center for Scholarship in Teaching and Learning, and Faculty Senate Chair. She served as Faculty Advisor for both the Psychology Club and Psi Chi chapter, which won the Hubbard Cousins National Chapter of the Year Award in 1996. While a faculty member, she was elected to the Cape Girardeau Public Schools Board, as Psi Chi Midwestern Vice President, then Psi Chi Board President. She also served on the Cape Girardeau Public Schools Foundation Board.

During her tenure as Psi Chi's ED, she also served as Interim Editor of the Psi Chi research journal for 1.5 years, helped established the Network for International Cross-Cultural Exchange (NICE) Committee, was elected President of the Association of College Honor Societies Board, President of the Society for Psychologists in Management (SPIM) Board, and was recently elected to a second term as Treasurer of APA Division 52 (International Psychology). Her research interests are international crowd-sourced research methods, sexuality and contraception in adolescence and emerging adulthood, and college student study habits, study beliefs, and persistence to graduation.

Dr. Zlokovich earned her MS and PhD in Developmental Psychology from the University of Florida, and her BA in psychology with a concentration in German from UCLA after transferring there from the University of Hawaii, Manoa. She speaks German well and is sporadically working to learn Spanish, French, and Italian.

She and her husband Neil live in Chattanooga, TN where Psi Chi's headquarters are located. They have two sons and four grandchildren.

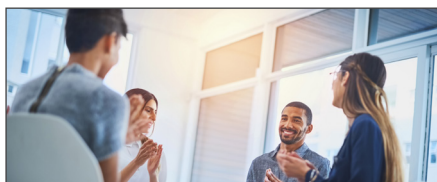
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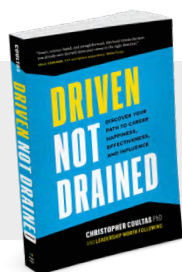
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