



SOCIETY OF  
PSYCHOLOGISTS  
IN LEADERSHIP

## 2023 Conference

**Leadership across Context:  
Leading in Different Communities,  
Situations, and Times**

April 27-30, 2023 | Tulsa Club Hotel, Tulsa, OK

# President's Welcome Message



What a joy to walk into the Society of Psychologists in Leadership conference to see colleagues from years past as well as new friends! On behalf of the SPL Board, I welcome you to the conference and wish you the very best in stimulating conversation, learning, and networking.

This year's Conference Committee, chaired by President Elect Bradley Brummel, has assembled a fantastic gathering for us. The conference theme this year, "Leadership Across Contexts: Leading in Different Communities, Situations, and Times" reflects the many environments in which SPL members serve as psychologists and leaders. Friday we will hear from psychologist-leaders about journalism and executive coaches. We will also hear from our Distinguished Psychologist in Leadership, John Reed, and celebrate the life of former SPL president Arthur Freedman. Saturday we will hear more about psychologists

leading across different contexts, including healthcare ethics, artificial intelligence, the corporate world, and higher education. Join us Saturday evening for our famous Gala and Auction, and take advantage of the many opportunities to catch up and network at the conference.

We would like to thank our sponsors who made this conference possible. They include the Foundation for the Advancement of Psychologists in Management, Hogan Assessments, Restless Coaching LLC, Quinn Reed Associates High Ready Coaching and Consulting, and American Board of Professional Psychology. Friends of SPL include Diamond Level: John Shustitzky, Carl Greenburg, Terry Maple, Al Parchem, Judith Albino, Marlene Thorn, and J. Rick Day; Emerald Level: Christina Frederick, Martha Zlokovich, Tamara S. Lyn, and Elizabeth Thompson; and Ruby Level: Sarah Early, William Anton, Al Hollenbeck, Dana Ackley, Karol Wasylshyn, and Jill Draime.

We also would like to thank our Continuing Education Committee Co-Chairs, Thuy Boardman and Sharon Bowman, who verified the eligibility of this year's presentations for APA continuing education credits. As APA's requirements become increasingly stringent, verification of CE credit eligibility is a significant amount of work. The CE committee has done a spectacular job this year managing both conference and "Conversation in Leadership" CE applications.

As the only organization focused on those of us who are both psychologists and leaders, we have a unique role to bring our strengths to both fields. It has been a pleasure and an honor to serve as your President. Enjoy the conference!

Jennifer P. Wisdom PhD MPH ABPP  
President  
Society of Psychologists in Leadership



# Conference Agenda

# Thursday, April 27th

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**8:00 am - 6:00 pm**

10 CE (separate registration)

Gathering Room (11th Floor)

## **Transitioning from Psychologist to Psychologist-Leader: Leadership and Management Skills for Success**

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**

*Connie Schroyer, PhD | Senior Client Partner, Korn Ferry*

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.

### **Module 2: Leading and Managing Others**

*Marlene Thorn, PhD, BCC, PCC | Founder, CEO and Consultant; IMT Consulting Associates, LLC*

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.

### **Module 3: Leading and Managing the Business**

*Dee Ramsel, PhD | Owner, Ramsel Consulting*

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.

**12:00 pm - 2:00 pm**

Offsite

## **FAPIM Board Meeting and Lunch (by invitation only)**

**12:00 pm - 8:00 pm**

Sky Terrace Lobby (11th Floor)

## **Registration**

**Afternoon**

(Optional at your leisure)

**Tulsa Art Deco/Oil Baron Architecture Tour** (group tour at 3:00 pm) +  
**Greenwood Rising and Black Wall Street Tour** (group tours at 1:00 and 3:00 pm)

**4:00 pm - 6:30 pm**

**Outgoing SPL Board Meeting (by invitation only)**

Sky Terrace Lobby (11th Floor)

**6:30 pm - 8:00 pm**

**Welcome Reception + Appetizers and Drinks**

Sky Terrace Lobby (11th Floor)

**8:00 pm**

**Welcome Circle**

Sky Terrace Lobby (11th Floor)

*Richard 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.

## Friday, April 28th

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**7:00 am - 8:00 am**

**Breakfast and Registration**

Tulsa Club Ballroom (9th Floor)

**8:00 am - 8:10 am**

**Conference Introduction**

Tulsa Club Ballroom (9th Floor)

*Bradley Brummel, PhD  
Professor; University of Tulsa; President-Elect, SPL*

**8:15 am - 9:15 am**

**Administrature: How Administrative Infrastructure Will Save Organizations – and the Planet**

1 CE

Tulsa Club Ballroom (9th Floor)

*Jennifer Wisdom, PhD, MPH, ABPP  
Principal, Wisdom Consulting; President, SPL*

This presentation is the Presidential Address of Jennifer Wisdom, PhD MPH ABPP, 2022-2023 President of the Society for Psychologists in Leadership. In this presentation, Dr. Wisdom describes the concept of administrature (the integration of administration and infrastructure) and how it is essential to successful businesses and organizational success. She will address the key components of administrature, including people, structure, processes, and change, and use them to walk through a case study of the SPL Board's journey over the past year. The presentation will emphasize the role of psychologists in attending to administrature in coaching and consulting engagements. She concludes with recommendations for how administrature can be applied globally to improve organizations' effectiveness and increase sustainability.

**9:15 am - 9:30 am**

**Break**

**9:30 am - 10:30 am**

1 CE

Tulsa Club Ballroom (9th Floor)

## **Characteristics of Successful Executive Coaches**

*Allen Parchem, PhD  
Founder, ALP Endeavors LLC*

*Zenglo Chen, PhD  
Program Manager, Coaching and Development Programs, Harris Health System*

This presentation will explore one set of criteria used to evaluate psychologists for their suitability as management psychologists, executive coaches, and trusted advisors following the psychologist-as-instrument model. The presentation will also present an example of the psychologist-as-instrument implementer to pursue the same goals of becoming management psychologists, executive coaches, and trusted advisors. There will be a special emphasis as how societal and business changes have influenced criteria over time and the implications these changes have for development.

**10:30 am - 10:45 am**

## **Break**

**10:45 am - 12:00 pm**

1.25 CE

Tulsa Club Ballroom (9th Floor)

## **Leadership Reflections: A Life-Span Developmental Perspective**

*Mira Brancu, PhD  
Founder & CEO, Brancu & Associates, PLLC*

*Lindsay Childress-Beatty, JD, PhD, CAE  
Interim Director, Ethics Office, American Psychological Association*

*Rachel Wernicke, PhD  
Associate Dean and Chief Mental Health Officer, George Mason University*

*Nicholas Apostoleris, PhD, MBA  
CEO - Tri-County Family Medicine Program, Inc.*

*Dale Thompson (commentator)*

*Thuy Boardman (moderator)*

Leader development and identity occurs in a dynamic social and cultural context, with interactions of learning, practice, feedback, and self-view occurring across life-span experiences and developmental stages. Identifying these experiences and contexts provide additional ways to enhance leadership practice. The panelists will share their reflection of changes in their leadership identity and approaches over time as their lived experiences and changing values inform their priorities and behaviors both inside and outside their careers.

**12:00 pm - 1:30 pm**

Tulsa Club Ballroom (9th Floor)

## **Lunch with Dr. Leah Upton, Medical Director of Community Health Connection**

**1:30 pm - 2:30 pm**

1 CE

Tulsa Club Ballroom (9th Floor)

## **Lessons Learned in 25+ years Consulting to News Professionals and Organizations**

*Elana Newman, PhD  
McFarlin Professor of Psychology, Research Director of Dart Center for Journalism and Trauma, University of Tulsa*

For the past 20 years Newman has held many roles with the Dart Center for Journalism and Trauma. As research director, her research examines the occupational health of journalists who cover trauma. She provides training to journalists, managers, and newsrooms about trauma science, interviewing survivors, self-care, resilience, interpersonal violence, disaster mental health, and trauma-related newsroom practices. Newman co-directed the Dart Center for Journalism and Trauma's first satellite office in NYC after 9-11 to offer technical support to journalists covering these events. In this presentation, she will describe the lessons learned over time about consulting, mistakes and insights in conducting this work.

**2:30 pm - 2:45 pm**

## **Break**

**2:45 pm - 3:45 pm**

1 CE

Tulsa Club Ballroom (9th Floor)

**Distinguished Psychologist in Leadership Invited Address: A Near-Century of Impact: Psychology's Contribution in Executive Coaching**

*John Reed, PhD  
Managing Principal, Quinn Reed Associates, LLC*

Psychologists working in the executive coaching market encounter competitors trained in business and other disciplines, often with polished value propositions and other convincing messages. Psychologists in these situations may at times lose sight of the comparative value of their own training. They can enjoy success by remembering and articulating the unique strengths psychology brings to executive coaching. This session is designed to briefly highlight the unmatched role of psychologists in developing the coaching discipline over its lifespan. With contributions dating from the early years of coaching to current benefits from psychologists as leading practitioners, researchers and educators, the psychology profession is second to none in driving the quality, effectiveness and continuous improvement of executive coaching to benefit clients.

**3:45 pm - 4:00 pm**

**Break**

**4:00 pm - 5:00 pm**

Tulsa Club Ballroom (9th Floor)

**The Life and Work of Arthur Freedman**

*Skipton Leonard, PhD  
Principal and Managing Director, Learning Thru Action  
Dee Ramsel, PhD  
Owner, Ramsel Consulting  
Dale Thompson, PhD  
Founder & CEO, Leadership Worth Following, LLC*

Arthur Freedman, PhD MBA (1937-2021), was a consulting psychologist, former President of the Society of Psychologists in Leadership, and an awardee of the Distinguished Psychologist in Management award from SPL (then SPIM). He is also the author of "Leading Organizational Change Using Action Learning" with Skip Leonard, "Leading Radical Change in Complex Organizations: A Field Book," and many other publications. This panel describes Arthur's life and work. Skip Leonard worked closely with Arthur for many years; he will provide an overview of Arthur's approach to organizational consulting models and a description of some of the projects they worked on together. Dee Ramsel will discuss her work with Arthur at the Veterans Administration National Center for Organizational Development. Finally, Dale Thompson will describe some lessons learned from years as Arthur's colleague and friend.

**5:00 pm - 6:00 pm**

Tulsa Club Ballroom (9th Floor)

**Reception Honoring Arthur Freedman**

*sponsored by FAPIM*

**6:30 pm**

**Dine Around Small Group Dinners**

Sign up at the registration table. Meet in the lobby.

## Saturday, April 29th

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**7:00 am - 8:00 am**

Tulsa Club Ballroom (9th Floor)

**Breakfast and *Psychology of Leaders and Leadership Journal* Overview**

*sponsored by FAPIM*

**8:00 am - 8:15 am**

Tulsa Club Ballroom (9th Floor)

**Conference Day 2 Introduction**

*Bradley Brummel, PhD  
Professor, University of Tulsa; President-Elect, SPL*

**8:15 am - 9:30 am**

1.25 CE

Tulsa Club Ballroom (9th Floor)

## **Becoming a Trusted Leader Advisor**

*George Watts, EdD  
Chairman, TLT Coaching*

For long-term success, consultants must add strategic value in helping clients achieve goals. This creates depth and stickiness with the “C” suite; leaders realize that when the consultant is in the room, outcomes are significantly enhanced. This presentation introduces a groundbreaking model based upon the Big Five theory that conceptualizes personality and business systems theory from an entirely new perspective. The model presents a visual image that matches business activities and corresponding roles with natural personality strengths. The model is elegantly simple, yet profound. Consultants can see how, why and where they add the most strategic value. Participants will also be able to precisely and accurately communicate their “Career Brand” which helps to present themselves in a compelling way that differentiates them from all other consultants.

**9:30 am - 9:45 am**

**Break**

**9:45 am - 10:45 am**

1 CE

Tulsa Club Ballroom (9th Floor)

## **Cross-Cultural Leadership: Cross-cultural Differences in Leadership Expectations and Style**

*Adrian Furnham, DSc, DPhil  
Professor, Norwegian Business School*

The central question is the universality of the basic principles of leadership. Can an America lead a big business in Nigeria? Could an Indian be successful as a leader of a large American company? The central question is whether the principles and processes of good leadership are universal or culturally constrained. In short, how can one successfully lead people from a very different national culture? The lecture will discuss the literature on cross-cultural differences in values and what implications they have for leadership. I will briefly review the literature on culture shock and the difficulties in being an expatriate manager. I will then consider how, when and why various misunderstandings occur between the leaders and the led. I will end with some recommendations for those leaders who have the challenge and privilege of motivating and leading people from very different backgrounds to their own.

**10:45 am - 11:00 am**

**Break**

**11:00 am - 12:00 pm**

1 CE

Tulsa Club Ballroom (9th Floor)

## **Leadership in an AI world**

*Ernest Wayde, PhD MIS  
CEO, Wayde Consulting, LLC*

The emergence of Artificial Intelligence (AI) offers strategic advantages to a business. However, executive-level fluency in AI remains limited. For an organization to realize the full potential of AI, business leaders must understand what AI is and what it is not. Leaders must appreciate the benefits of AI to a business as well as the concerns related to AI implementation and use. This session will lift executive fluency in AI by explaining what AI is and how it works. The session will also discuss the major benefits and concerns related to AI use and implementation in an organization.

**12:00 pm - 1:30 pm**

Tulsa Club Ballroom (9th Floor)

## **Lunch and SPL Business Meeting**

**1:30 pm - 2:30 pm**

1 CE

Tulsa Club Ballroom (9th Floor)

## **Bridging from the Clinical to the Corporate World: Leadership Lessons and Opportunities**

*Kristine Wroblewski, PhD  
Senior Director, US Value Evidence and Outcomes, GSK*

This presentation will highlight the unique skills psychologists bring to the pharmaceutical sciences, technology, and consulting fields, providing scientific and strategic leadership to cross-functioning teams to improve health outcomes and access to healthcare.

**2:30 pm - 2:45 pm**

**Break**

**2:45 pm - 3:45 pm**

1 CE

Tulsa Club Ballroom (9th Floor)

### **Psychology Leadership in Higher Education**

*Mark Ginsberg, PhD*

*Provost and Executive Vice President, George Mason University*

*Brent Smith, PhD*

*Senior Associate Dean of Executive Education and Associate Professor of Management and Psychological Sciences, Rice University*

*Patti Neuhold-Ravikumar, PhD*

*President, University of Central Oklahoma*

*Mary Coussons-Read, PhD*

*Professor of Psychology, University of Colorado Colorado Springs*

*Rachel Wernicke, PhD (facilitator)*

*Associate Dean and Chief Mental Health Officer, University Life, George Mason University*

Psychologists have plentiful opportunities for leadership in different industries including higher education. Panelists will share their reflections of their experiences in leadership roles in higher education, how their experience as a psychologist has prepared them for leadership, and how their role as a psychologist has contributed to their approach to current leadership and organizational challenges in higher education. Panelists will also discuss the training and experiences outside of their education in psychology that prepared them for their leadership roles.

**3:45 pm - 4:00 pm**

**Break**

**4:00 pm - 5:00 pm**

1 CE

Tulsa Club Ballroom (9th Floor)

### **High Stakes Decision Making: The Untapped Potential of Psychology Leaders as Healthcare Ethics Consultants**

*Jennifer Shields, PhD*

*Director, Ethics, Mercy West Communities*

In 1992, the Joint Commission on Accreditation for Healthcare Organizations (JCAHO) mandated that all American hospitals establish a mechanism to ensure that ethical issues related to patient care be formally managed. In response to this mandate, hospitals began to employ clinical bioethicists in order to support patients, families, and healthcare professionals to resolve values-laden concerns that emerge in healthcare. But who are clinical bioethicists and what do they do? Can anyone be an expert in giving moral advice? The field of Clinical Bioethics today is rich with interdisciplinary expertise, most often from medicine, law, and moral theology. While psychologists possess the training necessary to support and enhance these interdisciplinary teams, only five psychologists to date have pursued formal certification as healthcare ethics consultants (HEC-C). This session will discuss the specific competencies needed to perform the role of the HEC-C and discuss the untapped potential for psychologist leaders to serve in this important role.

**5:00 pm - 5:15 pm**

**Closing Comments**

Tulsa Club Ballroom (9th Floor)

**6:00 pm**

**Closing Reception, Gala, and Auction**

Tulsa Club Ballroom (9th Floor)

# Sunday, April 30th

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**8:00 am**

**Continental Breakfast**

Sky Terrace Lobby (11th Floor)

**8:00 am - 12:00 pm**

**Promoting Counterfactual and Forecasting Cognition in Moral Reasoning**

4 CE (separate registration)

*Richard R. Kilburg, PhD*

*CEO, RRK Coaching and Executive Development*

Gathering Room (11th Floor)

This workshop is dedicated to the exploration of counterfactual and forecasting approaches in cognition and their potential for applications in moral reasoning for leaders, coaches, and consultants. The methods used will include the examination of a set of moral reasoning problems using clips from the 1987 film, "Wall Street." Small group discussions will introduce counterfactual and forecasting methods that participants explore. A presentation will outline key approaches, research findings, and conceptual issues. A large group discussion will integrate these components of the workshop. A brief overview and group discussion of the status of the APA's Ethics Committee Task Force revisions of the Association's Ethical Principles and Standards will conclude the workshop.

**9:00 am - 11:20 am**

**Incoming Board Meeting**

Sky Terrace Lobby (11th Floor)

**Afternoon**

**Optional at your Leisure: Tulsa Art Deco/Oil Baron Architecture Tour**

**Optional at your Leisure: Greenwood Rising and Black Wall Street Tour**

A blue-tinted photograph of a crowd of people, with the back of a person's head in the foreground. The image is used as a background for the text.

# Presenters

# Institute Speakers



## **Richard Kilburg, PhD**

**CEO, RRK Coaching and Executive Development**

Dick Kilburg received his PhD 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 master's degree in professional writing from Towson University in 1992. He has held a variety of leadership and academic positions during his career. 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 seven 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, *Virtuous Leaders: Strategy, Character, and Influence in the 21st Century*, and co-authored with Dr. Skipton Leonard and Dr. Arthur Freedman, *Essentials for Organizational and Systems Change: An overview for consultants*. He was the founding President of the Society of Psychologists in Management, and he is a Fellow of Division 13 of the American Psychological Association.

## **Dee Ramsel, PhD, MBA**

**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.



# Institute Speakers



## **Connie Schroyer, PhD**

Senior Client Partner, Korn Ferry

Connie is a seasoned executive coach, facilitator and transformation consultant who works with senior executives to create teams, individuals and environment that 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-five 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 Thorne, PhD, BCC, PCC**

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.

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!



# Conference Speakers



## **Nicholas Apostoleris, PhD, MBA**

CEO, Tri-County Family Medicine Program, Inc.

Nicholas H. Apostoleris, PhD MBA is a clinical psychologist who became CEO of Tri-County Family Medicine in 2018. He previously served as CEO of Appalachian Mountain Community Health Centers, a new Federally Qualified Health Center system in western North Carolina, and he has a 20-year career in health center program development and medical education including being an Associate Clinical Professor at UMass Medical School. His career has centered on the building of sustainable clinical programs and organizations addressing health disparities while mentoring future leaders. His interests include making music, reading history, backyard astronomy, and (primarily) being with his family.

## **Mira Brancu, PhD**

Founder & CEO, Brancu & Associates, PLLC

Dr. Mira Brancu is the founder and CEO of Towerscope, an award-winning social impact consulting firm that helps executives and their teams to lead well today and better navigate tomorrow. To this work, she brings two decades of experience in academia and healthcare. Mira is also an Associate Professor at Duke University, a senior organization development psychologist for the Department of Veterans Affairs, and author of Millennials Guide to Workplace Politics. She writes about women in leadership for Psychology Today. She was the 2020 recipient of the Early Career Woman Psychologist in Management Award from the Society of Psychologists in Leadership and the 2022 recipient of the Top 50 Influential Women in the Triangle. Her company received the 2021 Corporate Philanthropy Award from the Triangle Business Journal.



## **Zenglo Chen, PhD**

Program Manager, Coaching and Development Programs, Harris Health System

Zenglo is an internal executive coach at Harris Health System (a member of Texas Medical Center in Houston). Zenglo started his career in RHR International Company 30 years ago and subsequently took on various leadership development, talent management, HR and sales roles in organizations like Lenovo (former IBM Personal Computer Division), Motorola, the Coca-Cola Company, Kraft Foods, Wilhelmsen Ships Services, University of Texas Medical Branch (UTMB), Service Corporation International, and Northwestern University. Zenglo has Bachelor, Master, and Doctor Degrees in psychology. He is a certified master coach in Stakeholder Centered Coaching (SCC).

## **Lindsay Childress-Beatty, JD, PhD, CAE,**

Interim Director, Office of Ethics

Lindsay Childress-Beatty, JD, PhD, CAE, is the Interim Ethics Director at the American Psychological Association (APA) and Immediate Past Chair of the American Society of Association Executives (“ASAE”) Ethics Committee. She has been involved with ethics at APA for over 20 years, first as Deputy General Counsel, then leading the adjudication team in the Ethics Office, before becoming the interim director in March of 2017. The APA Ethics Committee is involved in both the professional ethics of psychologists as well as organizational ethics. She is currently guiding the association through its most recent revision of its Ethical Principles of Psychologists and Code of Conduct, one of the most widely cited professional ethics codes among associations. Lindsay also guided the ASAE through a 2022 revision of its Standards of Conduct for association professionals/executives, consultants, and industry partners. Lindsay presents on ethics at national and international psychology conferences, as well as association, medical and multidisciplinary legal conferences, and provides consultations on psychological and organizational ethics. She is a co-author on a chapter on ethics in the fourth edition of Professional Practices in Association Management (Susan Radwan, Executive Editor). She has a Master of Philosophy degree in International Relations from Cambridge University (UK), a law degree from the University of Michigan Law School, and a PhD in Clinical Psychology from Columbia University.



# Conference Speakers



## **Mary Coussons-Read, PhD**

Professor, Department of Psychology, University of Colorado Colorado Springs

Mary Coussons-Read, PhD is a Professor of Psychology at the University of Colorado Colorado Springs (UCCS), a biomedical scientist with an extensive research record in understanding interactions between stress, behavior, and health, and an experienced professional and personal development coach. As Founding Principal of Restless Coaching, LLC, Mary supports accomplished professionals in stepping up to leadership and achieving transformational professional and personal changes with a special focus on long-term weight management strategies for lifelong health. Mary is a seasoned health psychology researcher, teacher and mentor, an experienced academic and organizational leader, consultant, and coach, and is completing the process of

becoming a certified personal coach through the Newfield Network and the ICF as well as a professional bariatric counselor through the American Association of Bariatric Counselors. Mary received her PhD in Psychology and Neurobiology from the University of North Carolina, Chapel Hill and completed postdoctoral training in Biopsychology at the University of Colorado School of Medicine prior to embarking on her 30+ year career as a faculty member. Her academic and research activities have been funded by the U.S. Department of Education, the National Science Foundation, the American Lung Association, and the National Institutes of Health, and she has authored more than 80 scholarly publications and books. She currently serves as the Treasurer for the Society of Psychologists in Leadership and the Foundation for the Advancement of Psychology in Management. She is active in her community, serving or having recently served on several non-profit boards and other local organizations, including the El Paso County Democratic Party, the American Red Cross, and Goodwill Industries.

## **Adrian Furnham, DSc, DPhil**

Professor, Norwegian Business School

Adrian Furnham was educated at the London School of Economics where he obtained a distinction in an MSc Econ., and at Oxford University where he completed a doctorate (DPhil) in 1981. He has subsequently earned a DSc (1991) and DLitt (1995) degree. Previously a lecturer in Psychology at Pembroke College, Oxford, he was Professor of Psychology at University College London from 1992 to 2018. He has lectured widely abroad and held scholarships and visiting professorships at the University of New South Wales, the West Indies, Hong Kong and KwaZulu-Natal. He has also been a Visiting Professor of Management at Henley Management College. He is currently Adjunct Professor of Management at the Norwegian School of Management. He has written over 1300 scientific papers and 95 books. He also has extensive consulting experience having run his own company for 30 years. He has taught on leadership courses on all five continents. Like Noel Coward, he believes work is more fun than fun and considers himself to be a well-adjusted workaholic. Adrian enjoys writing popular articles, travelling to exotic countries, consulting on real-life problems, arguing at dinner parties and going to the theatre.



## **Mark R. Ginsberg, PhD**

Provost, Executive Vice President & Professor, George Mason University

Dr. Mark Ginsberg serves as Provost and Executive Vice President of George Mason University and as a Professor (with tenure). He joined the University in 2010 as the dean of the College of Education and Human Development at Mason. He has published extensively in the areas of education, psychology, human development and human services. Dr. Ginsberg served as the Executive Director and Chief Executive Officer of the National Association for the Education of Young Children (NAEYC) from 1999 - 2010. Prior to this, Dr. Ginsberg was chair of the Department of Counseling and Human Services in the Graduate Division of Education at The Johns Hopkins University and faculty member of the Department of Psychiatry and Behavioral Sciences and the Department of Medicine in the School of Medicine. Before joining Johns Hopkins, Dr. Ginsberg served as Executive Director of the American Association for Marriage and Family Therapy (AAMFT). Before this, he was a senior member of the management staff of the American Psychological Association (APA), after having been a faculty member in the Department of Psychology at the University of Rochester. Dr. Ginsberg has served and led on numerous national and international Boards of Directors and is a past-president of both the International Step by Step Association (ISSA) and the Society of Psychologists in Management (SPIM). Dr. Ginsberg is a Fellow of the American Psychological Association (APA) and the Maryland Psychological Association (MPA) and a Clinical Member and Fellow of the American Association for Marriage and Family Therapy (AAMFT).

# Conference Speakers



## **Patti Neuhold-Ravikumar, MA**

CEO and Principal Consultant, arc Consulting

Patti Neuhold-Ravikumar (New-hold Ruh'-vee-koo-mar) recently served as the 21st president of the University of Central Oklahoma and the institution's first female president in its 130-year history. A contributing member of the university community since 2007, she served in a variety of roles during that time. Patti earned her bachelor's degree in psychology with an emphasis in management from Oklahoma Christian University. She earned her master's degree in industrial/organizational psychology from the University of Tulsa and is currently expected to graduate in May from Concordia University-Chicago with a doctorate in organizational leadership. President Neuhold-Ravikumar has served on several boards of directors including: Coalition of Urban and Metropolitan

Universities, Regional Food Bank of Oklahoma, Greater Oklahoma City Hispanic Chamber of Commerce, RIVERSPORT Foundation, and The Oklahoma Academy for State Goals. She has served on the board of advisors for the Edmond Chamber of Commerce, the Greater Oklahoma City Chamber of Commerce and was a member of the Oklahoma Business Roundtable. Patti is now the CEO and principal advisor for arc Consulting which is a c-suite advisory that works with executives to lead strategy, organization transformation, change management, and leadership onboarding/development/and team performance.

## **Elana Newman, PhD**

McFarlin Professor of Psychology, Research Director of Dart Center for Journalism and Trauma, University of Tulsa

Elana Newman, McFarlin Prof of Psychology/The University of Tulsa, Research Director/Dart Center for Journalism & Trauma and Co- Director of The University of Tulsa Institute of Trauma, Adversity, & Injustice is a journalist ally & PTSD/traumatic stress expert. She has researched a variety of topics throughout her career bringing breadth and depth to her work. Her past work has examined the physical and psychological effects of trauma exposure upon adults and children (including meaning of such events), research ethics in studying trauma survivors, and the developmental impact of prenatal substance abuse exposure. Her current research focuses on: journalists' occupational health, framing of news, and disaster interventions for children. She is also a skilled clinician and trainer in a wide range of trauma-related therapies and disaster interventions across the life span and co-editor of the book *Trauma Therapy in Context*. Newman provides training about trauma science, interviewing survivors, self-care, resilience, interpersonal violence, disaster mental health, occupational health, online harassment, and trauma-related newsroom practices to journalists. She consults to lawyers and museums about trauma-related topics. Newman & Joan Cook, fostered the creation and acceptance of the APA New Haven Competencies/Guidelines on Trauma Competencies for Education and Training. Newman is a past president of the International Society of Traumatic Stress Studies.



## **Allen Parchem, PhD**

Founder, ALP Endeavors L.L.C.

Parchem is an independent management psychologist specializing in executive coaching since his retirement as CEO and Chairman of RHR international in 2009. Dr. Parchem received his undergraduate degree from Macalester College and an MA and PhD from the University of Vermont. He taught at Denison University as assistant professor and director of the Denison Wilderness Program. He then moved to Reading Industries as Director of Human Resources responsible for labor relations and negotiations, management development, and productivity improvement studies. Finally, Dr. Parchem joined RHR international in 1979 as a consultant. After five years, he moved through the management ranks culminating in his service as CEO and Chairman from 1997 until his retirement in 2009. During his career Parchem consulted with clients both domestically and internationally. He initiated partnerships in Australia and China. He served on the boards of the Society of Consulting Psychology and the Society of Psychologists in Management. He is a Fellow of the APA. Parchem is married to another Macalester College graduate and has two adult children and two grandchildren.

# Conference Speakers



## **John Reed, PhD, MBA**

Managing Principal, Quinn Reed Associates LLC

John is known as a top executive coach and trusted advisor to senior leaders, and as the leading advocate for stronger quality standards and competencies for practicing coaches to professionalize the industry. A Navy veteran and an MG100 Coaches member, he is a certified master coach in 3 organizations including the International Coach Federation and Marshall Goldsmith Stakeholder Centered Coaching. He has been a Managing Principal since 2005 at Quinn Reed Associates and previously worked in the strategy practice of Accenture and the public sector practice of CGI. He is a Founding Fellow and Contributing Author of the Institute of Coaching at McLean/Harvard Medical School. John integrates depth in leadership, strategy consulting and psychology, as well as coaching. He has a Dartmouth MBA and a PhD from the University of Georgia with an internship at Emory. His license - issued in 2000 - is current. He has supported 50+ client organizations in 18 sectors with coaching and trusted leadership advising, executive assessment, organizational change and strategy consulting. His coaching experience includes 6000+ practice hours and 400+ training hours. He and his wife Perry Ann, a healthcare leader, live in Miami and have 4 children and 2 grandchildren.

## **Jennifer D. Shields, PhD, HEC-C**

Director, Ethics, Mercy West Communities

Dr. Jennifer D. Shields is a Licensed Clinical Psychologist, healthcare consultant, and clinical bioethicist with over a decade's worth of experience aiding patients and professionals in navigating the challenges faced from chronic exposure to adversity. She currently serves as the Director of Ethics for Mercy West Communities in Oklahoma City, OK. Prior to joining Mercy, she worked as an Assistant Professor of Psychology at the University of Oklahoma Health Sciences Center, College of Medicine. Dr. Shields also maintains a small private practice in Edmond, OK. As a clinical ethics consultant, Dr. Shields supports patients, families, surrogate decision makers, and healthcare professionals in resolving the conflicts that develop as a result of value-laden concerns in healthcare. Her background as a clinical psychologist supports her work in building consensus amongst diverse groups of individuals, empowering them to take on the "tough conversations" with greater clarity, confidence, and skill. As a nationally recognized speaker, Dr. Shields frequently engages healthcare leaders in discussions surrounding mental health, provider wellness, and moral development. In light of the COVID-19 pandemic, Dr. Shields has placed a specific emphasis on supporting healthcare leaders in their development of policies that tend to the moral distress & injury of their teams in order to promote their sustained ability to care.



## **Brent Smith, PhD**

Senior Associate Dean, Rice | Business

An organizational psychologist, Dr. Brent Smith has educated, coached, and consulted for over twenty years. His guiding purpose is to bridge the increasing gap between the science and practice of management. Currently, Dr. Smith is the Senior Associate Dean of the Jesse H. Jones Graduate School of Business and a Professor of Management and Psychological Sciences at Rice University. He has been a member of the faculty at London Business School and Cornell University and has taught at UC Berkley, Oxford University, INSEAD, Columbia, DTU in Copenhagen, and the Indian School of Business in Hyderabad. Dr. Smith has conducted executive programs around the world for companies such as Goldman Sachs, Shell, IBM, EY, DeBeers, ExxonMobil, HSBC, Credit Suisse, Genentech, Schneider Electric, Microsoft, RedBull, Royal Bank of Scotland, Saudi Aramco, and ConocoPhillips. Dr. Smith is a frequent keynote speaker at management meetings, technology, and trade conferences. He currently serves as a founding board member of the MD Anderson Cancer Center Leadership Institute and the Doerr Institute for New Leaders. Dr. Smith has twice received the Scholarly Achievement Award from the Academy of Management and the Outstanding Publication in Organizational Behavior Award for his research on personality, organizational culture, and employee attitudes.

# Conference Speakers

## Leah Upton, DO

Chief Medical Officer, Community Health Connection

Dr. Leah Upton is a physician leader in a community clinic who builds structures for whole-person, whole-family care that encourages physical, mental, and social health. She learned at a young age the impact that lack of wealth and loss of health have on individuals and families. As a result of lived experience, she approaches her work with a passion for making peace, shifting power, and shattering the barriers that imprison our most neglected communities. Currently Dr. Upton is currently the Chief Medical Officer of Community Health Connection in Tulsa, OK.



## George Watts, EdD

Chairman, TLT Coaching

George's passion is to inspire people to believe in themselves by maturing their personality strengths to add strategic value. Because you are at the table, the outcome is clearly enhanced. This is what senior leaders demand from consultancies. George is a frequent speaker and delivers acclaimed leadership coaching and training programs throughout the world. He coaches CEOs and "C" suite executives on how to build and lead formidable teams. Thousands of people, at all levels of leadership, have experienced his approach and commitment to teaching his principles of leadership development. George started his career as an organizational psychologist and rapidly moved into senior management positions. George was a CEO of a mid-cap publicly traded company, and EVP

of two large global service companies. He received his doctoral degree in Counseling Psychology from the College of William and Mary. He has been a member of the Society for Psychologists in Leadership (SPL) for twenty years and is a member of the APA. George is the co-author of *Becoming a Strategic Leader* and co-creator of the TLT Coaching Program. He has written several published books (Praeger Publishing) and numerous professional articles on leadership and talent management in both scientific journals and trade publications.

## Ernest Wayde, PhD, MIS

CEO, Wayde Consulting, LLC

CEO of Wayde Consulting, LLC, Dr. Ernest Wayde, brings a diverse and extensive healthcare and technology background from the public and private sectors. With his training and experience in organizational development work for the Department of Veterans Affairs, Dr. Wayde has provided coaching and consulting to executive leaders in healthcare across the United States. Dr. Wayde is a former Director of data management and evaluation. He has worked in the technology industry as a software developer and project manager implementing business technologies. He also holds a master's degree in Information Systems, and has numerous certifications in Artificial Intelligence, including a certificate from the MIT Sloan School of Management. Combining his experiences working with people and technology, Dr. Wayde strives to help organizations achieve business success through the successful integration of people, process, and technology into business strategy.



# Conference Speakers



## **Rachel Wernicke, PhD**

Associate Dean & Chief Mental Health Officer University Life, George Mason University

Dr. Rachel Wernicke is a clinical and consulting psychologist, leader in higher education, leadership coach, and Tedx speaker. She completed her doctorate in psychology at American University and her clinical training at Massachusetts General Hospital/Harvard Medical School. Her longstanding passion for leader development began when she served as an Army officer early in her career. Since that time, she has held a number of leadership positions in mental health and higher education settings, including her current role as an Associate Dean and Chief Mental Health Officer at George Mason University. In this role, she provides strategic oversight for health, well-being, and disability-related student support units and focuses on implementing initiatives related to inclusive and equitable cultures of health and well-being. As a leadership coach, Rachel helps leaders to strengthen their emotional and social competence, clarify their values and goals, and broaden their perspectives so that they may thrive and succeed in their organizations. She provides talks within and outside of her organization on themes related to mental health in the workplace including in her recent Tedx talk, Mental Health in the New Normal. Rachel lives in Arlington, Virginia with her husband and three children.

## **Jennifer P. Wisdom PhD, MPH, ABPP**

Principal, Wisdom Consulting

Jennifer is a clinical psychologist and former academician who now is an author, consultant, and speaker. She has worked with complex health care, government, and educational environments for 25 years, including serving active duty 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 a board-certified Organizational and Consulting Psychologist and is licensed in New York and Oregon. She is an intrepid adventurer based in New York City and Portland, Oregon. She can be reached at [www.leadwithwisdom.com](http://www.leadwithwisdom.com).



## **Kristin Kahle Wroblewski, PhD, HSPP**

Senior Director, US Value Evidence and Outcomes, GSK

Kristin Kahle Wroblewski enjoys a career focused on leveraging science and data to improve health outcomes for persons suffering with a variety of diseases. She has a PhD in clinical psychology from the University of Kansas and completed her clinical internship at the West Los Angeles VA hospital. Her research post-doc was at the Institute for Brain Aging and Dementia at the University of California-Irvine. Pre-COVID, she maintained a small neuropsychology practice at Indiana University Health, giving her the opportunity to stay directly connected to the patient experience and health care system. Following her training, Kris joined the pharmaceutical industry, leading teams of scientists in generating real world evidence to support the development and launch of pharmaceutical products across a range of therapeutic areas, including neuroscience, women's health, and respiratory diseases. She also leveraged her skills and expertise at a consulting firm, working closely with software engineers in the design and implementation of data/knowledge management platforms and virtual clinical trial platforms. She provides scientific and strategic leadership in cross-functional teams, partnering with colleagues in medical, marketing, and market access to find innovative, patient-centric approaches to improving access to healthcare. She appreciates ongoing opportunities to mentor and coach newer scientists within her company and to provide support and guidance for peers. She currently resides in Indianapolis, IN.

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A panoramic view of the Denver skyline with snow-capped mountains in the background. The image is overlaid with a semi-transparent blue filter. The text is centered and reads: 

See you in Denver for the  
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