

S P I M C O N F E R E N C E A N D I N S T I T U T E S

E N J O Y

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T H R I V I N G I N T H E F U T U R E

HILTON SCOTTSDALE RESORT & VILLAS • SCOTTSDALE, AZ  
FEBRUARY 20-24, 2013

S O C I E T Y O F P S Y C H O L O G I S T S I N M A N A G E M E N T



## SOCIETY OF PSYCHOLOGISTS IN MANAGEMENT

### TO SPIM MEMBERS AND CONFERENCE ATTENDEES:

This year has been extraordinary for SPIM. I have had tremendous support from all of you, and an excellent dedicated Board of Directors who are terrific people and have contributed their knowledge and expertise. The Board has represented your interests and has made a difference in the strategic direction of SPIM. In addition, we continue to have superior support from Liz Woodward, Woodward Planning, and her new staff member Sue Connolly.

The 2012 Conference theme was **Refocus, Inspire, and Innovate**. I have seen SPIM, the SPIM Board, and you the members carry this theme forward in many ways to accomplish important goals. We have moved SPIM to meet the challenges we had this year and position us for the challenges of the future. I hope that you have been able to implement this theme in your organizations and personal life. I will address the SPIM accomplishments at our Business Meeting during the 2013 Conference.

My President's address will focus on the application of psychological theory related to the career development of a psychologist – manager. In addition I hope it will enable us to reflect and share the major career decision points that led us to become who we are today as psychologist managers.

Our President-Elect, John Reed, has worked hard this year with many SPIM members and the Board to put together this year's 2013 Conference in Scottsdale — **Enjoy a Look Ahead: Thriving in the Future**. One focus of the conference will be helping us proactively anticipate, prepare and position ourselves for new levels of success and satisfaction in the coming years. The Conference will once again energize us for the coming year.

My best wishes to you for 2013. I look forward to seeing everyone in Scottsdale, to the anticipation of a terrific conference, to renewing our professional and personal relationships, meeting new colleagues, and establishing new relationships within the SPIM organization and culture.

A handwritten signature in cursive script that reads 'I. Marlene Thorn'.

**I. Marlene Thorn, PhD.**  
President

February, 2013

S P I M C O N F E R E N C E A N D I N S T I T U T E S

# A G E N D A



S O C I E T Y O F P S Y C H O L O G I S T S I N M A N A G E M E N T



## AGENDA

### WEDNESDAY, February 20

8:30 a.m. – 5:00 p.m. SPIM FOUNDATION BOARD MEETING

### TRAINING INSTITUTE – 1<sup>1</sup>/<sub>2</sub> DAYS

### WEDNESDAY, February 20

2:00 p.m. – 6:00 p.m.

*Continued on Thursday*

8:00 a.m. – 6:00 p.m.

TRANSITIONING FROM PSYCHOLOGIST  
TO PSYCHOLOGIST-MANAGER:

Leadership and Management Skills for Success

Total 13 CEs

Trained as psychologist? Now managing people and services? Experienced psychologist-managers draw on many skills that psychologists know from their training. But it can take a while to learn how to use those skills in leadership and management. Expedite the process. Learn from veteran psychologist-managers how to boost leadership and management success.

During this 1<sup>1</sup>/<sub>2</sub> day program you will learn knowledge and skills necessary to shift from psychologist to psychologist-manager. You will become more effective in leadership roles and management responsibilities. The program includes modules presented by four experienced psychologist-managers. Bonus: Because follow-up increases learning, presenters will provide each participant three personal coaching sessions focused on implementing institute material into your real world.

**Leading Self** will help psychologists transitioning into becoming psychologist-managers thoughtfully enter their new roles. In this workshop, participants will have the opportunity to consider, first, what the best research suggests are essential skills for effectively leading and managing others. It will then lead participants on a process of self-discovery to examine to what extent they are naturally inclined to have, or to easily develop, those skills, and whether others see them as currently having those skills. Finally, participants will be taught principles of leadership development to enable them to leverage their strengths and address any skills gaps they discover in themselves, as they emerge into people leadership roles.

**A. Dale Thompson, PhD,**

*Founder & CEO, Leadership Worth Following, LLC*

**Myranda Grahek, PhD,**

*Vice President & General Manager, Leadership Worth Following, LLC*

**Leading and Managing Others** will focus on how to work with subordinates. You will learn a performance management framework, a model for analyzing performance, and ways to manage performance problems. Policies, programs, resources and tools for managing performance difficulties will be provided, as well as case studies.

**I. Marlene Thorn, PhD,**

*Founder and CEO/Consultant, IMT Consulting Associates, LLC,*

*Feedback Assessor and Executive Coach, Center for Creative Leadership, and Professor, University of Maryland University College*

**Managing Resources** will focus on strategies of effective resource management. Participants will be introduced to a comprehensive model of program management skills designed for psychologist-managers that includes: Budgeting and fiscal management, outcome evaluation, consumer satisfaction, and program improvement planning. Practical tools for ensuring program quality will be provided.

**Richard Ponton, PhD,**

*Director of Human Services, Township of Ocean Human Services*

**Strategic Management** will focus on the basics of creating and managing strategy for your organization. Topics include thinking strategically about your management position, how to align your plans with those of the organization, and tenets of political savvy/managing up to improve your chances of implementing your plan. Case studies will be introduced and discussed in-depth.

**Dee Ramsel, PhD, MBA,**

*Director, VHA National Center for Organization Development*

## THURSDAY, February 21

### 1/2 DAY INSTITUTES

8:00 a.m. – Noon

SPIM INSTITUTE A – A ROADMAP OF STRATEGY  
DRIVEN TALENT MANAGEMENT

4 CEs

This workshop will go on a journey with participants through an “ideal” strategy driven talent management roadmap. We will also review other less stereotypical “ideal” engagements. Participants will help generate and discuss the broad framework choices, provide a shared understanding of best practices, and contribute to in-depth technical components encountered along the way (e.g., selection practices for delivering a workforce who can execute on the strategic promise). We will review the key areas where psychologists can contribute a unique skill set and we will generate a set of the common derailers impacting psychologists from effectively doing this work. Case examples of various size organizations will be included. The workshop will conclude with a focus on the future directions this work needs to address.

**Marc Wenzel, PhD,**

*VP Sales and Strategic Partnerships, ThinkWise, Inc.*

1:00 p.m. – 5:00 p.m.

SPIM INSTITUTE C – THE SIMPLE PSYCHOLOGY OF  
ORGANIZATIONAL SUPERPERFORMANCE

4 CEs

In Deming's Profound Knowledge Model 4 components interact to produce the "optimization of performance" achieving the maximum potential, or optimization of a system. These include (1) appreciation for a system (2) an understanding of variation (3) a theory of knowledge and (4) a theory of psychology. Deming himself famously commented "Experience without theory teaches nothing." A more contemporary approach, Superperformance theory, based on the evidence of high performing organizations, projects, and even individuals, reframes Deming Profound Knowledge theory as only 2 "polar-complementary" hemispheres: (1) process and (2) culture, which interact together to maximize enterprise performance.

On the process side, what is called for is control – in other words – management. On the culture side what is called for is liberation (of spirit) – in other words – leadership. This pattern is everywhere in nature, and we know it as the particle-wave of quantum mechanics, the double helix and complementary bases of the DNA molecule, the 1s and 0s of binary code, and the thinking and feeling of Jung's rubric. The new management science is not a management science alone but a leadership-management science together – for most organizations this is something new.

**Dave Guerra,**  
*CEO, Corpus Optima*

1:00 p.m. – 5:00 p.m.

**SPIM INSTITUTE D – WALKING INTO THEIR WORLD:**  
Building Competence Across Contexts, Success Stories and  
Lessons Learned for Leaders, Coaches and Consultants

**4 CEs**

One of the most disorienting experiences to which leaders and consultants are exposed is known as culture shock. Traditionally, this phrase is applied to when one moves into new country but the application is, in fact, much broader. It can also encompass a promotion to a different level in an existing organization where expectations can be higher and performance signals radically more subtle; a move into a new industry with different behavioral norms or social mores, or a new company within an industry that approaches similar problems with variant solutions. This applies to leaders as well as to consultants or coaches to those leaders as they engage leaders moving through this experience. The interaction is complicated by our various life experiences, frameworks, biases that we carry into these circumstances, etc....helping us see and work well in some ways and blinding, prejudicing and / or inhibiting us with other ways of understanding and working in these less familiar contexts. This disequilibrium can interfere with the leader's effectiveness in interaction with others as well as achieving their intended outcomes.

We will explore various lessons learned from our experiences as executives, consultants and academics entering into diverse companies, industries, and cultures. We will also address working with executives who are functioning within cultures that are outside their familiar / original cultures. This will include such things as exploring our assumptions, theories and mental models in various areas, e.g., value systems, use of power, hierarchy, numerous dimensions of leadership, (e.g., decision making, problem solving, conflict management, etc.), diversity considerations such as ethnic / race, religion, gender, region of world perspectives...how all of these inform and influence our assumptions, biases and belief systems, therefore impacting how we (and our clients) use ourselves – leading and / or consulting in these contexts.

**Julian Dalzell, MSc,**

*Lecturer, Darla Moore School of Business, University of South Carolina*

**Rick Day, PhD, PsyD,**

*President and Managing Principal, JRDA, Inc.*

**Michael Rynex, MA,**

*Global Director, Talent and Organization Development, Cytec Engineered Materials*

5:30 p.m. – 7:30 p.m.

**SPIM INSTITUTE E – YOUR DIGITAL TOOLBOX IN ACTION**

**2 CEs**

There are over one billion internet devices and one trillion webpages in operation today, and the amount of technical information in existence doubles every two years. Digital tools can support excellent client service and core coaching/consulting activities in a variety of ways. These include: supporting the development of impactful presentations; assisting practitioners with knowing the heart of a client's business; developing professional eminence; supporting research in various areas; and conducting executive-level client interactions. We will walk through examples of digital tools like LinkedIn and microblogs, with specifics on how to get started on them, and how to use them effectively at the SPIM conference and beyond.

**Katherine Ryan, PhD,**

*Senior Consultant, Deloitte Consulting LLP*



# CONFERENCE KICKOFF

## THURSDAY, February 21

- 5:00 p.m. – 7:00 p.m. OUTGOING SPIM BOARD MEETING
- 7:00 p.m. – 10:00 p.m. KICKOFF MEETING/LIGHT DINNER BUFFET 1.5 CEs
  - Convened by
  - Dick Kilburg, PhD,*
  - CEO, RRK Coaching and Executive Development*

## FRIDAY, February 22

- 7:00 a.m. – 8:00 a.m. FOUNDATION DONOR BREAKFAST
- 7:00 a.m. – 8:00 a.m. BREAKFAST
- 8:00 a.m. – 9:00 a.m. WELCOME 1 CE
  - John Reed, PhD,*
  - Managing Principal, QRA*
  - PRESIDENT’S ADDRESS
  - I. Marlene Thorn, PhD,*
  - Founder and CEO/Consultant, IMT Consulting Associates, LLC,*
  - Feedback Assessor and Executive Coach, Center for Creative Leadership, and*
  - Professor, University of Maryland University College*
- 9:00 a.m. – 10:30 a.m. BELIEFS CEO’S HOLD IN THEIR HEADS AND HEARTS THAT CREATE OR DESTROY VALUE 1.5 CEs
  - Analysis of variance studies on Return on Assets (ROA) by academic accountants show that from 5-30% of the variance is accounted for by the “CEO Effect.” But limiting these studies is the fact that little is known about most CEOs of publicly held companies other than age, gender and length of time in the role. Our study attempts to assess the impact developmental history, beliefs and moral competence has on the creation or destruction of value. Some CEOs seem to naturally create positive, productive work environments. Others create painful and negative work environments. What accounts for this difference is a question we attempt to answer.
  - Fred Kiel, PhD,*
  - Senior Partner and Founder, KRW Research Institute and KRW International Consulting*
  - Sponsored by LWF
- 10:30 a.m. – 11:00 a.m. BREAK

11:00 a.m. – Noon	<p><b>YOU WANT THE FUTURE? YOU CAN'T HANDLE THE FUTURE</b> <b>1 CE</b></p> <p>Previous industrial systems such as the railroad and electrification have dramatically changed human, natural, and built systems at a regional and global scale. No business was left unchanged by the railroad, and no current business will be untouched by ever more rapid fundamental technological change. Indeed, today we are experiencing rapid – and accelerating – evolution in at least five foundational technologies: nanotechnology, biotechnology, information and communication technology, robotics, and applied cognitive science. The result is a future that is unpredictable and radically contingent, as both our planet, and the human itself, become design spaces subject to human intervention and deliberate change in ways never before possible. This environment will require different institutional and personal capabilities than have been favored in the past, but there is as of yet little indication that this has been understood broadly in either industry, or society as a whole.</p> <p><b>Braden Allenby, PhD, JD,</b>  <i>President's Professor of Civil, Environmental, and Sustainable Engineering;  Lincoln Professor of Engineering and Ethics; Professor of Law; Arizona State University</i></p> <p>Sponsored by <b>UMBC</b></p>
Noon – 1:00 p.m.	<p><b>LUNCH</b> <b>1 CE</b></p> <p><b>Lisa Borowsky, JD,</b>  <i>Councilwoman, City of Scottsdale</i></p>
1:00 p.m. – 2:00 p.m.	<p><b>DPIM AWARD AND PRESENTATION</b> <b>1 CE</b></p> <p><b>PERSONAL LEADERSHIP IDENTITY AND LEADERSHIP FRAMES:  Understanding What Happened at Penn State</b></p> <p>The Penn State sex abuse scandal is examined, with the aim of understanding leadership mistakes. Bolman and Deal's work on organizational and leadership frames is used to analyze the decision making processes that were in play, and the question of personal leadership identity is considered alongside these framing concepts. A frequently-asked question about why the PSU president's background in child and family therapy did not result in different decisions is considered. The special challenges of leading state higher education institutions are examined in terms of a traditional culture of shared governance and the political pressures that inevitably arise. Finally, the changes that are being recommended and implemented at Penn State are considered in terms of the future directions of higher education leadership.</p> <p><b>Judith Albino, PhD,</b>  <i>President Emerita &amp; Associate Dean, Colorado School of Public Health, Senior Consultant, AAL.</i></p>
2:00 p.m. – 2:15 p.m.	<p><b>BREAK</b></p>

2:15 p.m. – 3:15 p.m. TRANSFORMATIVE EXPERIENCES AND SUCCESSFUL PARTNERSHIPS 1 CE

In this presentation, we will share revealing stories to illustrate the growth of our relationship with one another. We will also describe how we have been able to develop close personal relationships with many of our clients. The partnership we have developed with one another has allowed us to be successful in our consulting business because we can rely on one another with complete faith and trust. Further, this partnership will be critical as we embark on the next phase, which involves buying the consulting firm from the current owners. Also, we will discuss how transformative experiences with our clients have helped us be successful and sustain long-term relationships that lead to revenue growth.

**Terence Bostic, PhD,**  
Senior Vice President, CMA

**Jennifer Nguyen, PhD,**  
Senior Vice President, CMA

Sponsored by LWF

3:15 p.m. – 3:30 p.m. BREAK

3:30 p.m. – 5:00 p.m. WHAT'S NEW UNDER THE SUN WITH THE EXECUTIVE COACHING INDUSTRY 1.5 CEs

Executive coaching has continued to evolve. Research is accelerating, global alliances are forming, ethical standards are evolving, the marketplace is changing and of course certification and credentialing remain controversial. How familiar are you with the latest coaching research and trends? How are executive coaches adapting to the rapid pace of change and how are you upping your game? This fast-moving workshop will bring you up to date and expand your thinking.

**Jeffrey Auerbach PhD,**  
President, College of Executive Coaching

Sponsored by Quinn Reed Associates, LLC

5:00 p.m. – 7:00 p.m. BREAK

7:00 p.m. MEET IN THE HOTEL LOBBY FOR DINNER IN LOCAL RESTAURANTS  
*Sign-up sheets will be available for a variety of restaurants*

## SATURDAY, February 23

7:00 a.m. – 8:00 a.m. BREAKFAST

8:00 a.m. – 9:30 a.m. WHY THE FUTURE OF PSYCHOLOGY WILL REQUIRE UNLEARNING 1.5 CEs

The pace of technological change is accelerating. Today's organizations are living in a world where "constant change is the only constant." New advances in biotechnology, nanotechnology, and information technology are bringing forth exciting and unexpected discoveries every day, while the expansive and growing power of the Internet and social networking are fueling the fires which threaten to consume much of today's existing business landscape.

Life-long learning will obviously be more essential than ever in this chaotic and churning environment; but often lost in this new emerging reality of exponential change is the fact that before an organization can seize tomorrow's opportunities it must first *unlearn* old, obsolete knowledge as well as *unlearn* the old ways of doing business.

**Jack Uldrich, MPA,**  
Author, *Futurist, Change Management Consultant, The School of Unlearning*

Sponsored by Wingspan Care Group

9:30 a.m. – 10:30 a.m.	<b>STARTING AND RUNNING YOUR OWN COMPANY</b> A psychologist describes the process of founding, running and growing a company that now has more than 2,600 employees. Experienced obstacles and ways around these obstacles are presented. Processes and technologies that facilitated company growth are reviewed. The entrepreneurial life is compared to previous experiences as an academic psychologist and private practice clinical psychologist. Implications for psychologists in management are discussed. <i>James Johnson, PhD,</i> <i>Chairman, Home Care Assistance</i> Sponsored by <b>Dr. George Watts &amp; Associates</b>	1 CE
10:30 a.m. – 11:00 a.m.	<b>BREAK</b>	
11:00 a.m. – Noon	<b>LEARNING THE HARD WAY:</b> <b>A Long Journey to Effective Change Management</b> A clinical psychologist transitioning to a management position without prior leadership or management experience may make for a rather rocky transition. An overview of a multi-year change management project that provides examples of potentially unnecessary challenges will be presented. This presentation will provide participants with an increased awareness about the importance of providing education, training and coaching or mentoring services to clinical or counseling psychologists who have, or will be, moved to management positions without prior leadership or management experience. As the job market for psychologists continues to change, leadership and management training and coaching for clinical and counseling psychologists who are transitioning to management will be increasingly warranted. <i>Heather Martarella, PsyD,</i> <i>Chair, Department of Counseling and Forensic Psychology, Argosy University</i> Sponsored by <b>IMT Consulting Associates, LLC</b> <b>I. Marlene Thorn, PhD</b>	1 CE
Noon – 1:00 p.m.	<b>LUNCHEON AND SPIM BUSINESS MEETING</b>	.5 CE
1:00 p.m. – 1:15 p.m.	<b>BREAK</b>	
1:15 p.m. – 2:15 p.m.	<b>CULTURAL CHALLENGES IN LEADERSHIP &amp; DEVELOPMENT:</b> <b>A Bahamian Case Study</b> I will present an overview of The Bahamas and the history of psychology in our country. This presentation will also summarize the challenges of introducing emotional intelligence (EQ) and 360 assessment to leadership development by presenting a case study. Are the challenges similar or different than those faced by our North American neighbors? What are the implications for leadership coaching and organizational change? <i>Richard Adderley, MA, LLB,</i> <i>Employee Relations &amp; Performance Management Consultant, Bridges</i>	1 CE

- 2:15 p.m. – 3:45 p.m. **PERSUASION AND INFLUENCE IN SCENARIO PLANNING:  
Overcoming Barriers to Learning from the Future** **1.5 CE**
- Cognitive and social phenomena may limit groups' abilities to effectively evaluate their options for the future. Scenario planning is a tool for investigating plausible futures in order to gain insight into complex and uncertain decision spaces and act more purposefully in the present. While the facilitation techniques employed in scenario planning support reflexivity and learning in group settings, the benefits of scenario planning are often meant to extend past the original stakeholders to the larger organization or community. Sharing the scenarios, or communicating the insights generated from the exercise, is tied to the broader impacts of the exercise, yet one that is often clumsily conceived and ineffectively handled. How to distill and relay a rich, multi-faceted discussion and intimate encounter with future to others?
- In March 2012, a diverse group of stakeholders from government, industry and academia participated in a two-day, energy-focused scenario planning session at Arizona State University. This case study will be used to explore how scenario planning addresses some pathologies of group learning and how such learning experiences might be successfully communicated more broadly.
- Cynthia Selin, PhD,**  
*Assistant Professor, Consortium for Science, Policy and Outcomes,  
School of Sustainability, Arizona State University*
- Sandra Rodegher, MS,**  
*Graduate Student, Arizona State University, School of Sustainability*
- 3:45 p.m. – 4:00 p.m. **BREAK**
- 4:00 p.m. – 5:00 p.m. **THE PSYCHOLOGIST-MANAGER AS INTERNAL CONSULTANT:  
Lessons Learned** **1 CE**
- This session will focus on lessons learned as an internal consultant at AARP over more than 15 years. My team does most of the AARP internal organizational research, primarily custom research for clients at all management levels. The presentation will focus on more programmatic efforts—support for development of AARP's web presence, AARP's employee opinion survey, and AARP's internal customer satisfaction survey. The latter survey asks employees for feedback on services that AARP provides; e.g., IT, human resources, finance, and research and strategic analysis.
- Albert Hollenbeck, PhD,**  
*Senior Research Advisor and Team Lead, Research and Strategic Analysis, AARP*
- 5:00 p.m. – 6:30 p.m. **BREAK**
- 6:30 p.m. – 7:30 p.m. **RECEPTION**
- 7:30 p.m. – 10:00 p.m. **AWARDS / DINNER**

## CONFERENCE INSTITUTES

SUNDAY, February 24

### 1/2 DAY INSTITUTE

8:00 a.m. – Noon

INSTITUTE F – ETHICAL PRACTICE OF PSYCHOLOGY  
IN ORGANIZATIONS

4 CEs

Participants will better understand their approaches to moral and ethical challenges in the application of ethics to the practice of management and leadership roles as psychologists. Building on case material provided by participants and on exercises designed to help participants think through moral and ethical challenges, participants will consider how the APA Code and other guides to ethical behavior apply to managerial and consultative roles they undertake when functioning's psychologist-managers.

*Dick Kilburg, PhD,*

*CEO, RRK Coaching and Executive Development*

8:00 a.m. – Noon

INCOMING SPIM BOARD MEETING

*The Society of Psychologists in Management (SPIM) is approved by the American Psychological Association to offer continuing education for psychologists. SPIM maintains responsibility for this program and its content. CE chair person: Gilbert Reyes greyes@fielding.edu*

*Go to <http://www.surveymonkey.com/s/SPIM13> to complete the online conference evaluation. CE credits cannot be given unless the evaluation is completed. You must complete by March 9th to obtain CE credits. The evaluation can be completed all at one time or in several sessions throughout the conference. The SPIM coordinator will email your certificate within a few weeks of completion. Evaluations do guide future programming, so your input helps! If you have any questions, see the SPIM registration desk or call Liz Woodward at 773-331-0457.*

*Evaluation Site: <http://www.surveymonkey.com/s/SPIM13>*

S P I M C O N F E R E N C E A N D I N S T I T U T E S

# S P E A K E R S



S O C I E T Y O F P S Y C H O L O G I S T S I N M A N A G E M E N T





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### ***Richard B. Adderley, MA, LLB***

Richard B. Adderley MA, LLB is an Employee Relations & Performance Management Consultant with more than 25 years of human resources experience. He attended the University of Dallas and Duquesne University as a Psychology major and later The Johns Hopkins University and Cornell University where he completed studies in Public Health and Industrial Relations. He also received an LLB (Employment Law) from the University of Wolverhampton.

Richard started his career in human resources as an employee assistance specialist and has held various positions including Director of Human Resources. He is active in a number of professional organizations including the American Psychological Association; and is the current president of the Bahamas Psychological Association.

Richard has received extensive training in the areas of EAPs; developing human potential; human performance improvement; counseling; and preventative employee relations.

He and his wife Opal have three teenagers.

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### ***Judith E. Albino, PhD***

Judith Albino, PhD, is Associate Dean for Strategic Planning and Development at the Colorado School of Public Health on the Anschutz Medical Campus of the University of Colorado, where she also directs a year-long training program for senior leadership in the clinical and translational sciences. She is a Senior Consultant with the Academy for Academic Leadership and also maintains an executive coaching practice. Dr. Albino's distinguished career in higher education leadership has included service as president of two universities, the University of Colorado, a four-campus public system, and Alliant International University. She also served higher education institutions as a vice president, associate provost, and four times as a dean (in architecture, graduate education, and public health). Dr. Albino began her eclectic academic career in the School of Dentistry at the State University of New York at Buffalo, where she built a strong program of health research, and she has recently returned to those academic roots in securing NIH funding for a health disparities research center focused on American Indian and Alaska Native populations. She has authored more than a hundred scientific and practice-oriented articles and has received numerous academic honors, including an honorary doctorate from Manhattan College. Dr. Albino served as president of Behavioral Scientists in Dental Research and as treasurer of the American Psychological Association and of the Federation of Behavioral, Psychological, and Cognitive Sciences, as well as president of SPIM in 2006. Dr. Albino has served on the boards of corporate, non-profit, and civic organizations, and earlier this year she was appointed by Colorado Governor John Hickenlooper to the Board of Caring for Colorado, a major foundation meeting health access needs of the state. She received her doctorate at the University of Texas at Austin and trained as an executive coach with Bob Lee and iCoach associates at the Zicklin School of Business at Bernard Baruch College of CUNY.

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### ***Braden R. Allenby, PhD, JD***

Braden R. Allenby is Lincoln Professor of Engineering and Ethics; President's Professor of Civil, Environmental, and Sustainable Engineering, and of Law; Founding Chair of the Consortium for Emerging Technologies, Military Operations, and National Security; and Founding Director of the Center for Earth Systems Engineering and Management, at Arizona State University. He moved to ASU from his previous position as the Environment, Health and Safety Vice President for AT&T in 2004. Dr. Allenby received his BA from Yale University, his JD and MA (economics) from the University of Virginia, and his MS and Ph.D. in Environmental Sciences from Rutgers University. He is past President of the International Society for Industrial Ecology, ex-Chair of the AAAS Committee on Science, Engineering, and Public Policy, and ex-Chair of the IEEE Presidential Sustainability Initiative. He is an AAAS Fellow, a Fellow of the Royal Society for the Arts, Manufactures & Commerce, and a Batten Fellow in Residence at the University of Virginia's Darden Graduate School of Business Administration, and has been a U. S. Naval Academy Stockdale Fellow (2009-2010), an AT&T Industrial Ecology Fellow (2007-2009), and a Templeton Research Fellow (2008-2009). From 1995 to 1997, he was Director for Energy and Environmental Systems at Lawrence Livermore National Laboratory, and from 1991 to 1992 he was the J. Herbert Holloman Fellow at the National Academy of Engineering in Washington, DC. His areas of expertise include emerging technologies, especially in the military and security domains; Design for Environment; industrial ecology; sustainable engineering; transhumanism; and earth systems engineering and management. In 2008 he was selected by the Carnegie Foundation as 2008 Arizona Professor of the Year, and in 2012 he was appointed as a President's Professor at ASU. His latest books are *Industrial Ecology and Sustainable Engineering*, co-authored with Tom Graedel and released in fall 2009 by Prentice-Hall; *The Techno-Human Condition* (co-authored with Dan Sarewitz and released in 2011 by the MIT Press); *The Theory and Practice of Sustainable Engineering* (released in 2011 by Pearson/Prentice Hall); and *The Growing Gap Between Emerging Technologies and Legal-Ethical Oversight* (co-edited with Gary Marchant and Joe Herkert and released by Springer Press in 2011).



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### **Jeffrey Auerbach, PhD**

Jeffrey E. Auerbach, Ph.D., a California licensed psychologist, began coaching in 1986. He designs and delivers executive coaching programs throughout the United States. In addition, although based in California, he has worked with clients in Canada, Mexico, Europe, South America, the Middle East, Australia, India, and Korea.

Dr. Auerbach serves as Vice-President of the Global Board of Directors of the International Coach Federation. Auerbach has served both as President, and for five years as an International Board Member, of the Association of Coach Training Organizations. He currently serves on the Editorial Board of *Coaching: International Journal of Theory, Research and Practice*.

Auerbach is the author of the classic coaching book, *Personal and Executive Coaching*, now in its 11th printing. In addition, he conducted the first state of the coaching industry research survey which was published in 2005, *What Organizations Need to Know: The State of the Coaching Industry Report*. He also is the author of numerous research papers and book chapters on the coaching field. Other professional involvement includes: two years as the Co-Chair of the American Psychological Association's Society of Consulting Psychology Conference; four years as a Steering Committee Member of the American Psychological Association Healthy Workplace Awards (California); and Steering Committee Member of the Executive Coaching Summit. He holds a Ph.D. in Psychology and is a graduate of the University of California, Santa Barbara, the California Graduate Institute, and Antioch University.

Auerbach is particularly passionate about the power of coaching to uplift humanity, and the needs of credentialed coaches and students seeking coach credentialing. He holds the Master Certified Coach Credential, the highest level of credential in the coaching industry, from the International Coach Federation.



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### **Lisa Borowsky, JD**

Councilwoman Borowsky has served on the Board of Directors of the Scottsdale Convention and Visitor's Bureau; is active in the Community Associations Institute and Arizona Association of Community Managers, which support and educate the community associations industry; and is a founding volunteer of the O'Connor House Avon Program. Additionally, she is a precinct committeeperson in the District 8 Republicans organization and has been active at the State Legislature as a proponent on various issues, both professionally and personally.

Her personal time is dedicated to raising her beautiful daughter, travel, food/wine, and riding cutting horses. She is involved in various charitable organizations, primarily focusing upon those assisting children and animals.

She's a Partner in the firm of Davis Miles McGuire Gardner and was noted in 2013 as the state's top construction attorney in the annual business publication, *Ranking Arizona*.

Aside from her legal career, Councilwoman Borowsky's professional experience is quite varied including restaurant review writer for *CITY/AZ* magazine, on-air commentator for KPNX/Channel 12 News, and spin instructor.



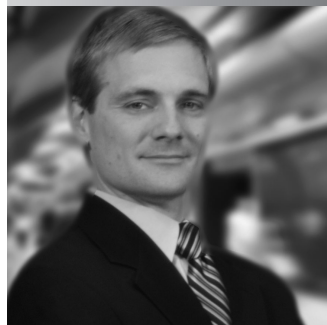
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### **Terence J. Bostic, PhD**

Terence holds a Bachelor of Science degree from The College of William and Mary, a Master of Science degree from Bucknell University, and a Doctorate from Saint Louis University.

He has provided a wide variety of consulting services in leadership development, leadership curriculum development, organizational assessment, change management, selection and developmental assessments at all organizational levels, executive and managerial coaching and development and implementation of organization-wide Talent and Workforce Management Systems. He has been instrumental in the successful establishment of Corporate Universities. At client request, he serves on Corporate University boards and serves as a member of the Board of Directors of a corporate client. He provides services to family businesses, not-for-profit organizations, religious communities, privately held organizations, and Fortune 500 organizations, operating both domestically and internationally in a wide variety of industries.

Terence is a licensed psychologist in the state of Missouri. He is repeatedly published as the principle author in international, peer-reviewed journals, on issues of stress management, personal resiliency, and psychological well-being. He is a member of the American Psychological Association, the Society for Industrial and Organizational Psychology, and the Society for Consulting Psychology.





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### ***Spyros Catechis, EdD***

Dr. Spyros Catechis with over 25 years of executive leadership experience in public/private education, school psychology and business development has focused on developing educational learning teams to enhance people skills in community based organizations and business enterprises.

Dr. Catechis has founded a variety of schools and programs designed to serve the needs of a wide range of students. From Pre-K through High School age, underachieving students, children with special education needs, students who thrive in a virtual learning environment and kids who just need a smaller, more focused classroom setting. He is the Founder and Chief Executive Officer of Southwest Schools ([www.swschools.org](http://www.swschools.org)), Young Learners Schools ([www.younglearners.org](http://www.younglearners.org)), and The Bridge School ([www.thebridgeschool.net](http://www.thebridgeschool.net)).

Since 1979, Dr. Catechis has maintained a psychology private practice, Houston Educational Consultants, which provides assessments, counseling, executive coaching, and consultation to community agencies and business organizations.

His doctoral degree was earned at the University of Houston in Educational Psychology. Dr. Catechis holds numerous professional certifications and licensures and is a member of the American Psychological Association, Division 13 Consulting Psychologists; National Association of School Psychologists, American Group Psychotherapy Association, Society of Psychologists in Management and holds Diplomat status in Behavioral Medicine. He is an Adjunct Faculty member of Central Michigan University in the College of Global Learning teaching both psychology and education courses.



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### ***Julian Charles Dalzell, MSc***

Julian Dalzell has more than 43 years experience in the field of Human Resources with one of the largest Companies in the world. Shell is well known for the breadth and excellence of its Human Resource systems and, as one of the Top 20 HR Executives in that Company, brings a wealth of knowledge on both the theory and practice of International Human Resources.

Mr. Dalzell began his career in line assignments in the UK in 1968 and moved into Labor Relations on a full time basis in 1975. He spent 10 years in Asia focusing on Recruitment, staff planning and development beginning in 1979 and came to the US in 1988. His initial roles were in Compensation, Chemicals as a Business Partner, followed by Succession Planning and Executive Compensation. In 1997, he moved to New Orleans to head up the HR organization for the Gulf of Mexico Upstream operation before being appointed to form, and subsequently lead, the Global HR team for Shell Trading.

2003 saw a return to the Far East when he was appointed to be Vice President HR for Shell Oil Products East, with accountability for 28 countries spanning from Dubai, to China and as far South as New Zealand. With the globalization of Shell's Downstream business in 2005, Mr. Dalzell moved to London to form and manage the global team supporting the Supply and Distribution business before returning to the US in 2006 to lead the U.S. Oil Downstream HR team. This responsibility was expanded in 2007 by adding accountability for Canada Downstream operations and further in 2008 when was appointed VP Human Resources for Shell Oil Company. In this capacity he exercised functional oversight on Human Resources across all the businesses.

Mr. Dalzell was appointed to be Vice President HR Operations for the United States in January 2012 in which capacity he held accountability for HR Operations for all Shell's businesses in the US. This covered some 21,000 employees.

He is an active external speaker and has delivered a number of lectures at Cornell University, Michigan State University, University of Illinois, Texas A & M University and the University of South Carolina. He has also delivered key note speeches at the Ohio State University Leadership Conference and the Regional HR Summit in Houston and Global HR Summit in Kiawah Island. His topics have included Developing a Global Mindset, What Makes a Good Leader, Managing a Global Change Program, What to expect in a Global world and Global Ethics.

Mr. Dalzell is now a lecturer and Executive In Residence at the University of South Carolina where he teaches HR in the Global Firm at the undergraduate and graduate levels. He holds a BA in International Management from Eckerd College and an MSc. In Educational Human Resource Development from Texas A&M University. His particular skills are in Executive coaching and development, managing teams across borders and in managing change with teams in crisis.

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### ***Rick Day, PhD, PsyD***

J. Rick Day is President and Managing Principal of JRDA, Inc. an international consulting firm that specializes in organizational and leadership development services. JRDA works across diverse industries and with numerous global companies.

An organization and leadership development consultant and clinical psychologist, he consults with senior leaders and their teams in companies of all sizes, including many of the global 500, such as GE, Rio Tinto, Proctor & Gamble, AlliedSignal / Honeywell, Reed Elsevier, Royal Dutch Shell, Nortel, Halliburton, and General Signal.

His areas of emphasis include executive assessment and coaching, leadership development, organizational redesign, merger and acquisition integration, team building, strategic planning and large scale change management projects.

He has held executive positions in health care and Fortune 500 companies. Most recently, while at Honeywell Aerospace, he was Vice President of Organization and Management Development. He has taught at various graduate and postgraduate institutions such as Wharton Business School's Executive Education Program and Pepperdine's Organizational Change doctoral program. A frequent presenter at symposiums with various business and professional organizations, he also has spoken at numerous regional, national and international conferences. Rick has also served on and consulted to numerous Boards of Directors in the public, private, and not for profit sectors.

Rick's relevant background includes a PhD in Human and Organizational Systems (Organizational Development), a PsyD in Clinical Psychology from Fielding Graduate University, and a MBA (Management and Business) from the Kellogg School of Management at Northwestern University. He was also awarded the ABPP (American Board of Professional Psychology) Specialty Board Certification in Organizational and Business Consulting Psychology.

He and his wife, Darra have twin 8 year old daughters, Jada and Aliyah and reside in Scottsdale, Arizona.

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### ***Jennifer Geimer, PhD (WE/SPIM Awardee)***

Dr. Jennifer Geimer is a Senior Staff Scientist at Human Resources Research Organization (HumRRO). She graduated from Bowling Green State University in 2005 with a Ph.D. in Industrial and Organizational Psychology and a specialization in Occupational Health Psychology. Dr. Geimer has over 10 years of experience conducting applied research for government, military, professional associations, and private sector organizations, with 5 years of experience managing project teams. Her expertise in job analysis/competency modeling and leadership assessments has made many important and lasting contributions to the profession of I/O psychology, to her clients, and to the public they serve. In the years following the terrorist attacks of 9/11, she developed competency models and identified critical job requirements for all ranks of law enforcement jobs in over seven federal agencies, and she contributed to the subsequent development of selection and/or promotion tests for several of these agencies. Her leadership in the development and administration of assessment centers for career development programs was critical to federal succession planning efforts during large-scale retirement waves. In addition to developing traditional and innovative assessments, Dr. Geimer's diverse interests and research in leadership and management have included the study of the effects of leader behavior on subordinate stress and health, the relationship of supervisor/managerial incivility to employee outcomes, and the study of successful work meetings. Dr. Geimer is the 2012 recipient of the Society for Industrial and Organizational Psychology's Distinguished Early Career Contributions Award - Practice. Her research culminated in over 15 publications in book chapters and journal articles, over 50 technical reports, and over 35 professional presentations.

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### ***Myranda Grahek, PhD***

Myranda Grahek is the Vice President and General Manager at Leadership Worth Following, LLC. She has applied her skill and experience to client companies in the financial services, retail, manufacturing, and transportation sectors. She specializes in providing coaching to individuals transitioning into new or larger leadership roles. Topics that she provides coaching on include:

- Influence and Impact Management
- High-Impact Communication Skills
- Conflict Management
- Building Collaborative Relationships
- Developing and Motivating Direct Reports

Since joining LWF in 2006, Dr. Grahek has worked with client organizations to determine their leadership needs, develop solutions to address those needs, and implement solutions. Her work at LWF involves aligning business strategies with people strategies while developing trusting one-on-one relationships throughout the development and implementation process. Over the last five years, she has lead countless of development and selection assessments at the executive level; provided career guidance and developmental coaching for organizational leaders; and trained and advised other consultants in personality and aptitude test use and interpretation.

Prior to joining LWF, Myranda worked in the public sector where she perfected her skills in the areas of competency modeling, employee opinion surveys, and performance management systems. Prior to HR consulting, she worked in the finance division of a nation-wide provider of transportation and logistics services.

Dr. Grahek's research interests include leadership (development and assessment) and multi-rater processes.

Dr. Grahek is a co-author of the landmark article The Search for Worthy Leadership published in December of 2008 and the following article A Closer Look at Character in Leadership published in January of 2011.

Dr. Grahek earned her Ph.D. and M.S. in Industrial/Organizational Psychology from the University of North Texas. Her undergraduate degree in Business and Psychology is from University of Wisconsin – Green Bay.







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### ***Dave Guerra***

Dave Guerra is Author of Superperformance, The Superperforming CEO, and Super Projects, and CEO of Corpus Optima, a one-stop shop for performance transformation services. He regularly addresses, coaches, and advises executives from some of the world's leading companies, and provides 21st Century organization development services to a wide variety of Fortune 500 clients. Over several decades, has consulted extensively in the application of Superperformance principles to transform individual and organizational performance.

Has provided Corpus Optima products and services to major companies in many industries including oil & gas, oilfield services, computers, health care, chemical, manufacturing, engineering, electronics, food, transportation, retail, education, faith-based, and government. These include Air Liquide, Baker Hughes, Brinks, British Gas, ConocoPhillips, Dover, Emerson Electric, Exxon Mobil, HCA, HP, Insuperity, ITT, Land O Lakes, Memorial Hermann, Motorola, Nike, Oracle, Texas Children's Hospital, Tenet Health and many others.

He introduces 21st Century practices to a growing number of business and community leaders on the local, national, and international stage, including Agile Leadership Network, Alpha Kappa Psi, American Society for Quality, ASTD, CEO Netweavers, CLO, Club Corp, International Center for Spirit at Work, Greenleaf Center for Servant Leadership, Institute of Industrial Engineers, International Society for Performance Improvement, Organization Development Network, Project Management Institute, Thrive, and SHRM.

He has been published or interviewed by a variety of popular publications including Business Week, Forbes, Fox Business News, Industrial Engineering Magazine, Industrial Management Magazine, Journal of Performance Improvement, Performance Magazine, Texas CEO Magazine, and Market Watch.



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### ***Albert Hollenbeck, PhD***

Albert R. Hollenbeck, Ph.D. is a Senior Research Advisor and Team Lead, Organizational Research, Research and Strategic Analysis for AARP. Dr. Hollenbeck is also a co-investigator on the NIH-AARP Diet and Health Study, a large epidemiological study.

Al has been with AARP since 1986 and is currently responsible for overseeing internal AARP organizational research. Primary responsibilities include the Employee Opinion Pulse Survey (EOPS), the Internal Customer Client Satisfaction Survey, and are AARP liaison on the NIH-AARP Diet and Health Study. He and his team also oversee many internal evaluation studies and customized studies requested by internal AARP clients.

His Ph.D. (1976) is from the University of Washington, Seattle and his BS (1970) from the University of California, Davis. Dr. Hollenbeck is a Fellow of the American Association for Applied and Preventive Psychology (AAAPP), the American Orthopsychiatric Association (AOA), the Association for Psychological Science (APS – Charter Fellow) and is a member of the Society of Psychologists in Management (SPIM) and the American Psychological Association (APA). He has presented over 75 papers at scientific meetings, authored or co authored over 300 publications including book chapters and internal AARP proprietary reports and monographs.



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### ***James H. Johnson, PhD***

Jim is Co-Founder and Chairman of Home Care Assistance. It is now one of the world's largest home care companies with offices in nearly 70 locations and 2,800 employees.

After receiving his PhD from the University of Minnesota he taught at the University of Utah, Eastern Virginia Medical School & Illinois Institute of Technology (IIT). He was Vice Chairman of Psychiatry at Eastern Virginia, founding Chair of the Virginia Consortium for Professional Psychology and Head of Clinical Psychology at IIT. In addition to teaching, Jim maintained a private practice in Clinical Psychology and is currently licensed in 3 states.

He co-founded PsychSystems, Inc which was the first on-line psychological test company. PsychSystems went public in 1980 and was later acquired by NCS.

Jim has authored or co-authored, more than 100 scientific papers, 9 books, including 1 popular best-seller, and a software program that was InfoWorld's Best-Selling Educational Program of 1985.

Jim has appeared on numerous radio & TV programs, including NBC's Today Show and CBS's Report on Medicine. He has been profiled in publications ranging from the Washington Post, Wall Street Journal and the New York Times to the Economist, Time, Fortune & Success.

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### **Fred Kiel, PhD**

KRW International co-founder and principal, Fred Kiel, Ph.D., brings years of experience in leadership consulting from Fortune 500 companies and large, privately held organizations. He has also led research on the importance of moral intelligence for business outcomes. This research culminated in a book entitled *Moral Intelligence*, with co-author Doug Lennick, published initially by Wharton Business Press in 2005. It was published as a paperback in 2007 and released in April 2011 as a second edition, *Moral Intelligence 2.0: Enhancing Business Performance and Leadership Success in Turbulent Times*. Both editions are published in several other languages worldwide.

He founded the KRW Research Institute in 2006 with the purpose of developing a research-based roadmap for developing leadership accountability. The Institute is currently focused on "The CEO Effect," which many scholars deem an important factor in the creation and/or destruction of value. Fred is working on a yet to be released book entitled, *What CEOs Believe and the Impact on the Bottom Line*.

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### **Dick Kilburg PhD**

Dick Kilburg received his Ph.D. in clinical psychology from the University of Pittsburgh in 1972. He attended a post graduate program in mental health administration at the Community Psychiatry Laboratory at Harvard University 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 Associations 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, 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 five previous books, with 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*, and *Executive Wisdom: Coaching and the Emergence of Virtuous Leaders*, and *The Wisdom of Coaching*, co-edited with Dr. Richard Dietrich. His next book, also to be published by the American Psychological Association in the Fall of 2011 is titled, *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 and the 2005 Harry and Miriam Levinson Award for Outstanding Contributions to Consulting Organizational Psychology given by the American Psychological Foundation. He has one son, Benjamin, and currently lives in Towson, Maryland with his wife, Joy Moore.

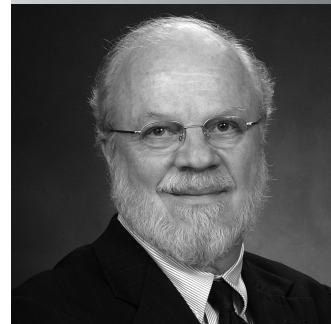
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### **Heather Martarella, PsyD**

Heather Martarella, Psy.D., is currently the Chair of the Counseling and Forensic Psychology Department of Argosy University at the San Francisco Bay Area campus in California. As the Chair and an Associate Professor at Argosy, she teaches and manages the masters and doctoral programs in Counseling Psychology and a masters program in Forensic Psychology. She has served as a Director of Training at Argosy, taught as an adjunct professor in graduate psychology programs at John F Kennedy University and the California Institute for Integral Studies, and continues to teach continuing education workshops. She has provided consultation services to multiple mental health and academic training programs.

Heather is currently serving as President-Elect of the Association of Family Therapists of Northern California, manages their programs committee and serves on the cultural accountability committee. She was a new member and grateful participant in SPIM's first psychologist transitioning to psychologist-manager training institute in 2012.

As a Clinical Psychologist, Heather maintains a part-time private psychotherapy practice specializing in treating self-injuring clients and provides clinical consultation and training workshops to mental health clinicians and medical service professionals. Heather earned her M.A. and Psy.D. in Clinical Psychology with a multicultural competency emphasis from John F Kennedy University.





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### ***Jennifer Nguyen, PhD***

Jennifer joined CMA in May of 2000. Her work is focused on talent management, training and development, assessment for selection and development, executive coaching, and organizational change efforts. She is also experienced in the development and implementation of employee surveys and validation of selection systems.

Jennifer received a Bachelor of Arts in Psychology with a minor in Management and a concentration in Spanish from Southern Illinois University, Carbondale. She graduated with honors. As part of the requirement for graduating with honors, she completed a senior honor's thesis. Her thesis focused on racial identity attitudes among African-American executives.

Jennifer received her Master of Arts Degree in Industrial/Organizational Psychology from the University of Colorado – Denver in 2001. While at the university, her graduate study emphasis was on diversity and the advancement of minorities in the work place. She participated in the development and implementation of diversity training program. She served as a graduate teaching assistant in statistics for two semesters.

Jennifer received her Ph.D. in organizational psychology from St. Louis University in 2005. Her dissertation focused on the impact of sex and race on conflict resolution strategies among peers at work.

Jennifer has stayed involved with the academic community by serving as an adjunct professor at Saint Louis University. She taught classes in critical thinking and organizational psychology. Jennifer is a member of the American Psychological Association, the Society for Industrial/Organizational Psychology, Society for Psychologists in Management, and Human Resource People & Strategy. She has served on the Women in Leadership advisory board and the COCA Junior Board. She is currently serving on the United Way Board.

Jennifer is familiar with written and conversational Spanish and is learning Vietnamese. She and her husband Thai are residents of Webster Groves. They have two daughters, Sophia and Mailien.



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### ***Richard Ponton, PhD***

Dr. Richard Ponton is a counseling psychologist licensed as a Professional Counselor in New Jersey and New York. Currently an assistant professor in the Psychology Department at Georgian Court University, he has been the Director of Human Services in the Township of Ocean, NJ since 1985. In that role he manages a multi-service agency with a professional and support staff of over 150 people. The department has been recognized as a model by the National League of Cities and the U.S. Department of Education. Dr. Ponton has provided professional management consultation services and training to municipal governments, the NJ State Judiciary, over twenty school districts, and private industry. He has published several articles on managing mental health agencies and is frequent speaker at national conferences including the American Psychological Association, American Counseling Association, and the American Mental Health Counselor Association.



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

Dee Ramsel has been a clinician, mental health executive, consultant, and medical college instructor over the past twenty-five years. She earned her doctorate in clinical psychology in 1985. She was director of a 200-bed mental health rehabilitation program and regional mental health coordinator for the Veterans Health Administration until 2003 when she became director of the Healthcare Analysis & Information Group in the Office of Policy and Planning at VA Headquarters in Washington DC. She received her MBA in 1999 and began applying her clinical psychology and business degrees in the areas of leadership development, executive coaching, and organizational consulting. In February, 2008, she joined VHA's National Center for Organization Development (NCOD) as the director of training and was recently promoted to Director of NCOD. She is the founder of Ramsel Organization Development Services, LLC, which provides O. D. services to businesses in the Milwaukee area. Dee maintains an academic appointment as an Associate Professor with the Medical College of Wisconsin where she has taught for 20 years.

Dee is active in professional societies and community organizations. Three recent highlights include her position as Past President of the Society of Psychologists in Management, Continuing Education co-chair for the Society of Consulting Psychologists, and current chair of the Board of Directors of Milwaukee's United Lutheran Programs for the Aging.



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

John is the Managing Principal in the consulting firm QRA ([www.quinnreedassociates.com](http://www.quinnreedassociates.com)) and a Senior Partner and the Executive Coaching Practice Lead in the consulting firm Corpus Optima ([www.corpusoptima.com](http://www.corpusoptima.com)). A licensed corporate psychologist and certified executive coach, he has over 25 years of corporate leadership, executive coaching, strategy consulting, executive assessment and organizational development experience globally in the retail, energy, financial services, real estate, manufacturing, health care, information technology, chemical, utility, food and spirits and not-for-profit sectors. Previously John held positions in the strategy practice of Accenture and in the public sector practice of CGI. A coach since 1994, he's licensed by the American Psychological Association and certified by the International Coach Federation in supporting corporate leaders, entrepreneurs and their firms.

John has an AB from Dartmouth College, an MBA from the Tuck School of Business at Dartmouth, an MS from Georgia State University and a PhD from the University of Georgia. He is a founding member of the Institute of Coaching Professional Association. He belongs to the Academy of Management, the Society of Psychologists in Management and the Society for Consulting Psychology. John teaches MBA courses in organizational behavior and leadership. His book *Pinpointing Excellence: The Key to Finding a Quality Executive Coach* was released in 2011. His additional articles on leadership and management include, for example, *Nurturing a New Manager* and *Professional Change: The Not So Obvious Sources of Your Urge*.

John and his wife help in the community. For instance, he's the 2013-14 President of the Society of Psychologists in Management. He belongs to Houston chapter of CEO Netweavers, a servant leadership organization, and to the Center for Houston's Future Business Leadership Forum. A U.S. Navy veteran, he volunteers for St. Luke's United Methodist Church, KIPP Schools, Deerfield Academy, Dartmouth College and the Tuck School of Business at Dartmouth. He and his wife have 4 children and live in Houston. She is the 2011-12 President of the Junior League of Houston and a member of the Center for Houston's Future Business Leadership Forum.

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### **Sandra Rodegher, MS**

Sandra Rodegher is a graduate student at Arizona State University. Prior to coming to Arizona to join the PhD program in sustainability, she helped form the Office of Diversity and Inclusion at Yale University and served as a consultant in leadership and diversity training. She also has a Masters degree in Industrial and Organizational Psychology from the University of New Haven. Her current research focuses on the role of influence and group dynamics on future-oriented deliberative processes and the associated ethical implications.

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### **Katherine Ryan, PhD**

Dr. Katherine Ryan is an Industrial/Organizational Psychologist and Human Capital Consultant with Deloitte's Federal Consulting practice. After spending her first year with Deloitte supporting Human Capital projects related to competency modeling, professional development, and leadership development, she was selected to spend a year as a GovLab Innovation Fellow. She has spent the last several months in GovLab, a selective leadership development program and innovation think-tank internal to Deloitte's Federal practice. Before joining Deloitte, Katherine worked at the US Office of Personnel Management (OPM), the Society for Human Resource Management (SHRM), and Expert Advocates in Selection International (EASI-Consult). While obtaining her Ph.D. at George Mason University, Dr. Ryan built her expertise in diversity issues and cross-generational challenges at work. She has a paper on the impact of gender tokenism on same-sex supervisor/subordinate relationships coming out this year in the Journal of Applied Social Psychology. Her dissertation, which investigated stereotypes of younger workers and their impact on age-diverse workplace interactions, is currently under review for publication at a top-tier management journal.

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### **Michael Rynex, MA**

Michael is the Global Director for Talent and Organization Development at Cytec Industries, Inc.. Michael is currently focused on supporting Cytec Engineered Materials with a focus on acquisition integration, senior team development, culture development and executive coaching. Michael has been working in the area of organization development since 1994 when he made the transition from working as a clinician working with individuals and families. Michael has worked with a broad range of companies ranging in size from 25,000 employees and 10 billion in revenue to small family businesses with less than 100 employees. Themes in Michael's work have been senior team development, diversity, culture change, leadership development and the alignment and relationship of organizational parts to the whole enterprise. While consulting to a large internal IT organization Michael researched and supported the implementation of enterprise wide technology solutions. Michael has completed post graduate study with NTL and the Gestalt Institute of Cleveland where he completed three years of study in organization and system development and then was invited to become a member of the professional faculty in 2002. Michael has presented workshops on Becoming a Better Intervener to OD professionals and corporate leaders at numerous ODN annual conferences.

Michael has two grown sons, Ian is teaching English in China and Ben is a French horn student at the University of Arizona. Michael's wife Carolyn is a classically trained vocalist and musician and is enrolled in a doctoral program at Arizona State University in choral conducting.





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### ***Cynthia Selin, PhD***

Dr. Selin is an Assistant Professor at the School of Sustainability and the Consortium for Science, Policy and Outcomes at Arizona State University engaged in research about the social implications of emerging technologies. She works primarily with the Center for Nanotechnology in Society where she is responsible for the research program on Deliberation and Anticipation and directs the Center's outreach activities. Dr. Selin teaches graduate courses at ASU's School of Sustainability focused on anticipatory governance and future-oriented methods.

Dr. Selin's research focuses on better understanding the future tense. How does future orientation affect organizational change and societal learning? How can conversations about the future be leveraged to create adaptive and sustainable social change? This focus includes applied research and ethnographic studies as well as more theoretical research on anticipation.

Dr. Selin has designed and facilitated numerous scenario planning exercises in both the public and private sector. Scenario planning is an apt interdisciplinary research tool to pick apart and reassemble complex problems. In addition to working with scenario planning as a strategic tool, she is also involved with more theoretical questions about how people and organizations use the future as a resource to get things done and cope with uncertainty.

Cynthia Selin's undergraduate degree is from the University of California in Santa Cruz. In 2000 she completed a M.A. in Science, Technology and Society and earned her doctorate from the Copenhagen Business School's Institute for Management, Politics and Philosophy in 2006. Dr. Selin has published in *Science*, *Technology and Human Values*, *Futures*, and *Time & Society*.



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### ***A. Dale Thompson, PhD***

Dale Thompson is a seasoned business executive, licensed psychologist, and Founder and CEO of Leadership Worth Following, LLC (LWF). Established in January 2004, LWF helps organizations identify and develop talent with the capacity, commitment, and character to become top-performing leaders worthy of followership.

Dr. Thompson's more than thirty years of business, consulting, and leadership experience have focused heavily on helping individual leaders, groups, teams, and organizations address critical talent-related issues including top leadership selection, development, and succession; Board and CEO-team effectiveness; and creating sustainable leadership systems and processes. His most recognizable clients have included prominent global firms such as AIG, BNSF, Boeing, Texas Instruments, and Walmart, as well as dynamic domestic companies such as Advance Auto Parts, H-E-B, Neiman-Marcus, PetSmart, USAA, and Valero Energy, to name a few.

His varied business experiences include co-founding a truckload transportation company in 1986 that served as a test bed for then cutting edge Global Positioning technology and operations-research driven business algorithms; directly leading and supporting a leadership consulting-firm's aggressive global expansion to more than 30 markets in 14 countries and ultimately leading all of its North American operations throughout the 1990's; and in 2001 co-founding a significant competitor to IBM's Global Services consulting business. He founded LWF in 2004.

Beyond consulting, Dr. Thompson has made a number of recognized contributions to the fields of business and psychology. In 1986, he published what has been acknowledged as the very first formal study of executive coaching. His pioneering research focused on evaluating the emerging practice of executive coaching and its effectiveness, and identifying "who changes, how much, and why" among coaching participants. In 2008, he was first author of the landmark article, "The Search for Worthy Leadership," which has been one of the most downloaded articles in the leadership literature since it was published. Most recently, he was co-author of "The Character to Lead: A Closer Look at Character in Leadership." This article reports the results of a critically acclaimed study showing that character in leadership can be reliably defined and measured – and that character in leadership is directly related to important leadership and business outcomes.

Dr. Thompson's professional contributions were acknowledged in 2004 when The Society of Consulting Psychology presented him with the prestigious RHR International Award for Excellence in Consultation. His contributions to leadership theory and practice were recently acknowledged by the Society of Psychologists in Management when he was named The 2011 Distinguished Psychologist in Management; and, by The Goolsby Leadership Academy at The University of Texas at Arlington when he was named its 2011 Distinguished Visiting Leader.

Dr. Thompson received his Ph.D. from the University of Minnesota. He is a Member and Past-President of The Society of Psychologists in Management, and was a founding member of the Advisory Board of the Goolsby Leadership Academy at the University of Texas-Arlington. He has been affiliated with the Cox School of Business at Southern Methodist University, and the I/O Psychology Programs at the University of North Texas and at The University of Texas – Arlington. He is a Licensed Psychologist in the State of Texas, and a member of the American Psychological Association, The Society of Consulting Psychology, The Society of Psychologists in Management, Executive Connection, and CEO Netweavers.



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### ***I. Marlene Thorn, PhD***

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 and development, human capital management, executive assessment and development consulting, and executive coaching. Her clients have included: HR Director of U.N International Fund for Agricultural Development, Rome, Italy, President, DMS International, President of the University Research Company-Center for Human Services, The World Bank/International Monetary Fund, The Washington Post, National Public Radio, Office of Technology and the Department of Education. She is affiliated with MBO Strategic Partners – Senior Executive Services Talent Management and Shambaugh Leadership, Inc. and a psychological assessor and feedback coach, Center for Creative Leadership, Greensboro, N.C.

As a Business Advisor, International Monetary Fund (IMF), Washington, D.C., she led organizational and human resource policies and programs including risk management, work force planning, leadership and succession planning, management and organization development, career development, and training. She has significant experience in organization redesign for effectiveness and efficiency, and domestic and international HR policy and program development.

Her awards and honors include: IMF Outstanding Achievement Award 2010, and a full salary sabbatical from the IMF to the University of Maryland where she was a Senior Fellow at the James MacGregor Burns Academy of Leadership, and a psychological assessor and executive coach with the National Leadership Institute, a Center for Creative Leadership affiliate. She received a financial award from the U.S. Government Accountability Office for the development of a model Career Development and Counseling Center, and a Distinguished Service Award from the Washington, D.C. Rotary Club.

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 currently an adjunct professor, Business and Executive Programs, Graduate School of Management and Technology at the University of Maryland University College.

She is President of the Society for Psychologist in Management, a Board Certified Coach, and currently is on the Board for the Foundation for the Advancement of Psychologists in Management, KBC International Learning, Inc (Learning Centers in Jamaica), and the Center for Progressive Development. Dr. Thorn is also a Board member of the Washington D.C. Rotary Club and is a Paul Harris Fellow. She is involved in many community and international volunteer efforts and is currently a member of the Embassy Relations Committee, the World Community Service Committee, and was co-chair of the Basra Prosthetics for Life Project, Iraq, with a \$1.7 million dollar grant from the Department of State.

Dr. Thorn received her Ph.D. 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 and holds an Executive Development Certification from ESADE Business School, Barcelona, Spain.

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### ***Jack Uldrich, MPA***

Jack Uldrich is a renowned global futurist and the author of ten books, including the award-winning bestsellers – *The Next Big Thing is Really Small: How Nanotechnology Will Change the Future of Your Business*, and *Jump the Curve: 50 Strategies to Help You Company Stay Ahead of Emerging Technology*. His most recent works include: *Unlearning 101: 50 Lessons in Thinking Inside-Out the Box*, and *Higher Unlearning: 39 Post-Requisite Lessons for Achieving a Successful Future*.

Jack is the founder and “chief unlearning officer” of The School of Unlearning – an international leadership, change management, and technology consultancy dedicated to helping businesses, governments, and non-profit organizations prepare for and profit from periods of profound transformation. Clients include Fortune 100 companies, venture capital firms, and state and regional governments. Uldrich is also a regular contributor on emerging technologies and future trends for a number of publications, including *The Wall Street Journal*, *Leader to Leader*, *The Futurist*, *BusinessWeek*, *The Scientist*, *CityBusiness*, *The Futures Research Quarterly*, and *TechStation Central*.

Jack is a frequent speaker on the technology, change management, and leadership lecture circuits, and has addressed numerous businesses, trade associations, and investment groups around the world, including IBM, Cisco, USAA, General Electric, Wipro, Verizon, General Mills, Pfizer, and the U.S. Chamber of Commerce. He is also a regular guest on CNBC, MSNBC and CNN.

Uldrich, a former naval intelligence officer and Defense Department official, also served as the Director of the Minnesota Office of Strategic and Long Range Planning under Governor Jesse Ventura.





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## **Marc Wenzel, PhD**

### **ThinkWise**

Marc Wenzel, Ph.D., is the VP of Sales and Strategic Partnerships for ThinkWise, Inc., a cutting edge Talent Management firm. He has been a key officer since the official launch of the platform in 2008 and has had key roles in acquisition and partnership discussions. Additionally, he has driven business strategy as well as delivered global sales and revenue streams. Customers among large companies include Microsoft, Boeing, American Greetings, Vestas, and TRW. Wins in the SMB market include Citizens Bank, Baylor Health Care, the World Economic Forum, and VitaMix.

### **KeyBank**

Marc's consulting work is best summarized as helping organizations articulate, define, and execute their business strategy – with a primary focus on the leadership and talent issues. As the former SVP of Leadership and Organizational Development at KeyBank, Marc designed and led the process to create an integrated Talent Management system that aligned with the company's customer-focused business strategy. Within 24 months of beginning this work, KeyBank was recognized as a leader in customer-focused companies – across all industries. ROI was in excess of \$1.5 Million (e.g., cross sell rates increasing, 90 day turnover dropping, etc.).

### **Performance Assessment Network**

Marc's previous roles include business developer for Performance Assessment Network, a web-based startup. Starting at launch in 2000, he helped the company grow into a leading application service provider for selection, development, and high stakes professional certification. In this role, he implemented high volume selection systems for Fortune 2000 companies across consumer products, manufacturing, finance, transportation and retail sectors, as well as large federal and state government organizations including the USPS and Department of Homeland Security.

### **Consulting Services**

Marc's consulting services include:

- Strategy Driven Talent Management
- Strategic Planning/Visioning Retreat Facilitation
- Executive Assessment of Leaders for Selection and Development
- Executive Coaching
- Building World Class Leadership Development Programs
- Facilitating Talent Review and Succession Planning

### **Education**

Marc graduated from Miami University of Ohio with a B.A. in German and in Psychology and earned a Ph.D. from Loyola University of Chicago in Clinical Psychology. He has presented to regional and national Conference Board, ASTD, SHRM, and SIOP conferences on leadership and strategic talent management.

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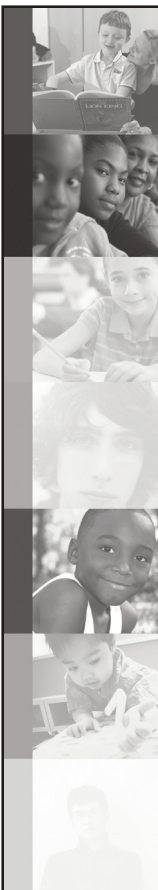
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