What is Consulting Psychology?
Felina Carter, PhD, PMP, SSBB
Project Management Consultant, Imprivata
APAGS/PSLN Student Representative
FelinaCarter@FelinaCarter.com
https://www.linkedin.com/in/felinacarter/

GET TO KNOW FELINA

<table>
<thead>
<tr>
<th>Educational Background</th>
<th>PhD (ABD), Industrial-Organizational Psychology, University of Phoenix</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time In Consulting</td>
<td>15 Years in Project Management Consulting; First full-time consulting role with Charter Communications as a project management consultant in 2002</td>
</tr>
<tr>
<td>Years with SCP</td>
<td>Less than a year; 2017 Seattle was my first conference</td>
</tr>
<tr>
<td>What Drew You to SCP?</td>
<td>A desire to be active in a knowledge sharing community and to be engaged with like learners</td>
</tr>
<tr>
<td>Involvement in SCP</td>
<td>Currently 2016-2018 APAG/PSLN Student Representative, 2018 CPC Programming Committee, 2018 APA SCP Programming Co-Chair</td>
</tr>
<tr>
<td>Benefits of SCP</td>
<td>Shared learning with peers and students, balance of emphasis on science and practice, opportunity for engagement that directly impacts the Society</td>
</tr>
</tbody>
</table>
Use the Chat Feature to Ask Questions
Poll: Your Career Status
Poll: What You Hope for From This Series
Program Co-Facilitator

JAMIE LEWIS SMITH, PHD
Founder & President, Lewis Smith Consulting/ Pixel Leadership Group
SCP Conference Co-Chair (2019); SCP Programming Committee (2017, 2018)

JamieLewisSmith@gmail.com
https://www.linkedin.com/in/jamielewissmith/

GET TO KNOW JAMIE

<table>
<thead>
<tr>
<th>Educational Background</th>
<th>PhD Clinical Psychology from University of Miami 2007, Licensed in Ohio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time In Consulting</td>
<td>10 Years; OD Consultant for VHA National Center for Organization Development; OD Manager for Nemours Health System; Director of Talent Development for MedExpress</td>
</tr>
<tr>
<td>Years with SCP</td>
<td>About 14 Years; but first conference was Orlando in 2016</td>
</tr>
<tr>
<td>What Drew You to SCP?</td>
<td>Connection and networking with like-minded practitioners</td>
</tr>
<tr>
<td>Involvement in SCP</td>
<td>Programming Committee 2017; Programming Chair 2018; Conference Co-Chair 2019</td>
</tr>
<tr>
<td>Benefits of SCP</td>
<td>I have built wonderful relationships – professional and personal; obtained valued mentoring and advice from seasoned professionals; stay current in the field.</td>
</tr>
</tbody>
</table>
# Series Overview

<table>
<thead>
<tr>
<th>WHEN 5:30P EST</th>
<th>SEPTEMBER 20 2017</th>
<th>OCTOBER 18 2017</th>
<th>NOVEMBER 15 2017</th>
<th>DECEMBER 13 2017</th>
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<tr>
<td><strong>TOPICS</strong></td>
<td>What is Consulting Psychology</td>
<td>Consulting Psychology Careers</td>
<td>Research Involvement</td>
<td>Career Path: External Consulting</td>
<td>Career Path: Internal Consulting</td>
</tr>
<tr>
<td><strong>SPEAKERS</strong></td>
<td>Greg Pennington, PhD</td>
<td>Jamie Lewis Smith, PhD</td>
<td>Dale Thompson, PhD</td>
<td>Anjali Fox, PhD</td>
<td>Matthew Del Giudice, PsyD, MBA</td>
</tr>
<tr>
<td><strong>CURRENT ROLE</strong></td>
<td>Managing Partner, PennPoint Consulting</td>
<td>Founder &amp; President, Lewis Smith Consulting &amp; Pixel Leadership Group, LLC</td>
<td>Founder &amp; CEO Leadership Worth Following</td>
<td>Consultant Leadership Development Worldwide</td>
<td>Director, Global Talent Management and Organization Development Pepsico</td>
</tr>
</tbody>
</table>

- Free Webinar Series for Students, Early Career, Transitioning Psychologists
- To Provide Insights and Education about Careers in Consulting Psychology
- Discuss with Attendees the Types of Careers and How to Pursue these Paths
A Message from Our President

**Dee Ramsel, PhD, MBA**
Executive Director, VHA National Center for Organization Development
President, Society of Consulting Psychology (2017)

Dee.Ramsel@va.gov
https://www.linkedin.com/in/dee-ramsel-1189734/

**GET TO KNOW DEE**

<table>
<thead>
<tr>
<th>Educational Background</th>
<th>PhD in Clinical Consulting, MBA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time In Consulting</td>
<td>About 12 Years</td>
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<tr>
<td>Years with SCP</td>
<td>10 Years</td>
</tr>
<tr>
<td>What Drew You to SCP?</td>
<td>Was program chair for SPIM, which was having a joint conference with SCP, so wanted to check out SCP prior to the joint conference. Attended one conference, loved it, haven’t missed an SCP conference since.</td>
</tr>
<tr>
<td>Involvement in SCP</td>
<td>Education and Training Committee Member; Continuing Education Co-Chair; Leadership Council; President and Executive Board</td>
</tr>
<tr>
<td>Benefits of SCP</td>
<td>My colleagues, including their generosity in sharing their expertise; the annual conference; the journal; the listserv</td>
</tr>
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</table>
What is the Society of Consulting Psychology (SCP)?

The members of the Society of Consulting Psychology share a commitment to apply psychological insights for the success and fulfillment of individuals, groups, and organizations. The Society strives to be a strong intellectual and collegial community that is a source of valuable insights and useful resources, as we continuously expand the knowledge base of our profession.

**Stimulating** the exchange of knowledge, ideas, and consulting experience among psychologists  
**Encouraging** high standards of consultation  
**Promoting** psychological research and professional development in the area of consulting  
**Fostering** cooperative relations with allied associations and with all APA divisions  
**Supporting** the advancement of consulting psychology as a science and profession  
**Advancing** multiculturalism, internationalism and diversity (e.g., ethnicity, race, disability status, age, sexual orientation, students, career stage, gender and international affiliates) in all matters within the Society, particularly as they relate to practice, training, and research in consulting psychology.
SCP Webinar Series: Careers in Consulting Psychology

Featured Speaker

**GREGORY PENNINGTON, PHD**
Managing Partner, Pennpoint Consulting Group, LLC
Past President, Society of Consulting Psychology (2008, 2016)

- drgpenn@pennpointconsultinggroup.com
- https://www.linkedin.com/in/gregpenningtonphd/

### GET TO KNOW GREG

<table>
<thead>
<tr>
<th>Educational Background</th>
<th>B.A., cum laude, Psychology and Social Relations, Harvard University; Ph.D. Clinical Psychology, University of North Carolina at Chapel Hill</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time In Consulting</td>
<td>About 36 Years. First full-time consulting role with Alexander Proudfoot Consultants as a productivity improvement analyst in 1981.</td>
</tr>
<tr>
<td>Years with SCP</td>
<td>About 16 Years; First Conference in 2001</td>
</tr>
<tr>
<td>What Drew You to SCP?</td>
<td>Personal invitation to join this community of learners....focused on practical application of psychology to leadership, team effectiveness , and organization performance.</td>
</tr>
<tr>
<td>Involvement in SCP</td>
<td>Currently Past President, served as President in 2008 and 2016</td>
</tr>
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<td>Benefits of SCP</td>
<td>Shared learning with peers and students, balance of emphasis on science and practice, opportunity for engagement that directly impacts the Society.</td>
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Featured Speaker
Poll: How familiar are you with consulting psychology?
Key Questions

• **What is consulting psychology**
• **Where do consulting “psychologists” work and what do they do**
• **What does it take to become one**
• **What do consulting psychologists earn**
• **What difference do consulting psychologists make**
Key Questions

WHAT IS CONSULTING PSYCHOLOGY

• Application...” of psychological knowledge to issues about which they advise others-or the group or organization as a whole-to work more effectively, to create conditions of high satisfaction and motivation, and to help people get along better with one another.” p.3 An Introduction to Consulting Psychology, R. Lowman

• Application not the academic discipline

• Recommended readings
  • An Introduction to Consulting Psychology, Rodney Lowman
  • The California School of Organizational Studies Handbook of Organizational Consulting Psychology: A Comprehensive Guide to Theory, Skills, and Techniques, Rodney Lowman
  • Consulting Psychology Journal, Rob Kaiser, Editor
Key Questions

WHERE DO CONSULTING PSYCHOLOGISTS WORK AND WHAT DO THEY DO

• Internal roles
  • Human Resources, Talent Management, Organization Development-Design-Effectiveness, Learning and Development

• External roles
  • [Blank] Consultants
  • Executive/Leadership Coach

• Develop leadership competencies/Assess candidates for selection and development/Accelerate integration of new leaders/Identify and develop high potential and high performance leaders/Increase overall team effectiveness/Facilitate problem-solving/Develop high performing teams/Manage organization change/Develop cross-cultural competency/Assess organizational climate and culture/Design and Facilitate Succession Planning/Crisis management/Create development plans........
Key Questions

**WHAT DOES IT TAKE TO BECOME ONE**

- Calling
- Education and Training Guidelines for Consulting Psychology
- Ph.D? Licensed? Certified?
- Leibowitz and Blattner, On Becoming a Consultant: Transitioning from Clinical to Consulting
- Read what leaders read....
  - WSJ or Barrons
  - HBR or Forbes
  - PwC or McKinsey Survey
Key Questions

**WHAT DO CONSULTING PSYCHOLOGISTS EARN**

- Median Salaries by *Psychology Field* of Highest Degree (Source: 2015 National Survey of College Graduates, National Science Foundation)
  - I/O - $125,000
  - Educational - $75,000
- Range of Salaries for *MBA* Consultants (Source: 2017 Management Consulting Salaries reported at managementconsulted.com)
  - Mercer-$95,00 to McKinsey - $150,000
- *Executive Coaching* (2016 International Coaching Federation Executive Coaching Survey)
  - Average North America revenue-$62,000
Key Questions

WHAT DIFFERENCE DO CONSULTING PSYCHOLOGISTS MAKE

• Does your degree matter? Does being licensed matter?
• How do you measure impact?
  • Quantitative
  • Qualitative
• Personal/professional mission
What other questions can we address that will help meet your expectations for this session on Careers in Consulting Psychology?
CONTINUE YOUR JOURNEY
SCP Webinar Series: Careers in Consulting Psychology

Continue the Discussion

- Follow SCP Society of Consulting Psychology in LinkedIn
- Virtual Q & A there now
- Open until October 13th


SCP Webinar Series: Careers in Consulting Psychology

Become a Member of SCP

Why We Love Being Members

- Very welcoming and nurturing environment
- Embedded in the community
- Making connections and networking
- Consulting Psychology Journal
- Real world conversations with real world consultants
- A better appreciation of and confidence in your value as a psychologist
- Fun social experiences

Professional Affiliate Membership Fee $100.00
Student Affiliate Membership Fee $25.00

http://www.societyofconsultingpsychology.org/becoming-a-member
2018 Conference – Savannah, GA (Feb 8 – 11)

• Content for Students/Early Career Attendees:
  o Breaking into Consulting
  o Learning from the Gurus
  o New Attendee Welcome Lunch

• Get Involved
  o Submit a Poster Proposal (deadline October 15)
  o Volunteer
  o Participate on the Conference Planning Committee
SCP Webinar Series: Careers in Consulting Psychology

Register for Future Sessions

1. SCP Webpage
   www.societyofconsultingpsychology.com

2. Education Tab

3. Current Webinars

4. Webinar: Careers in Consulting Psychology

You will be asked to login or create a free account.

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Poll: Will You Join Us Again?
We Value Your Feedback

- You will receive an email from FELINA CARTER
- It will include a link to the feedback survey
- It will also include links to helpful resources from this call