

## **Psychological Assessment for Selection & Development of Leaders: Tool-sharpening for Consulting Psychologists** | Vicki Vandaveer, PhD; Larry Norton, PhD; Alok Sawhney, PsyD, MBA | 8 APA CE's | Elm Fork I

**Abstract:** This full-day skill-building workshop is designed to strengthen consulting psychologists' proficiency in individual psychological assessment for selection, promotion, and development. Well aligned with the conference theme, the morning session emphasizes basic psychometric principles, professional standards, legal guidelines, and related ethical and professional issues, using well-known instruments and case vignettes to illustrate principles. The afternoon session will consist of mini-tutorials and case studies for "bringing alive via application" the morning session's learnings.

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### **Vicki V. Vandaveer, PhD**

An Industrial-Organizational psychologist by graduate training (heavily psychometrics-focused), and a business consulting and coaching psychologist in practice, her focus is helping leaders and their organizations excel. Key tools have included individual, group and organizational assessment, including: (first 12 years) development, validation, implementation of preemployment tests for large corporations, and serving as expert witness in defense, and (past 23 years) individual psychological assessment for selection and/or development of leaders, and organizational diagnostic assessment in change management consultations.



### **Alok Sawhney, PsyD, MBA**

Dr. Sawhney's passion is to help executives make better hiring decisions. As a consulting psychologist, he has conducted hundreds of managerial assessments for large corporations in terms of leadership selection, promotion, and development. Dr. Sawhney has extensive experience utilizing psychometric testing, conducting behavioral based interviews and providing feedback to hiring managers and to those who were assessed. Dr. Sawhney takes pride in explaining how someone will be as a boss, peer, and direct report.



### **Larry W. Norton, PhD**

A career organizational development practitioner with over 28 years working and consulting in the OD field, trained in I/O and counseling psychology, he has worked internally at senior levels and has conducted multiple validation studies in support of selection assessments, as well as supervised psychologists who develop hiring and promotion assessment batteries. Today he consults independently in areas that include assessment and coaching, talent management, and organization-level evidence-based diagnostic assessment methods.

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