Research Involvement
SCP Webinar Series: Careers in Consulting Psychology

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>
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<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>
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<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>
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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.
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 Learning from the Gurus Session
  o Breaking into Consulting: Practical Strategies to Building Confidence and Competence
  o Overview of Assessments Commonly Used in Consulting
  o Learning Agility Certification Workshop (space is limited)
  o Introduction to the Leadership Circle Profile
  o Cutting-Edge Research on Executive Coaching
  o PROPEL: 6-Steps Proven to Enhance Ind. and Org. Performance

• Get Involved
  o Volunteer
  o Participate on the Conference Planning Committee

Join the FUN!
# SCP Webinar Series: Careers in Consulting Psychology

## 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>
<th>JANUARY 17 2018</th>
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<tbody>
<tr>
<td>TOPICS</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>
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<tr>
<td>SPEAKERS</td>
<td>Greg Pennington, PhD</td>
<td>Jamie Lewis Smith, PhD</td>
<td>Dale Thompson, PhD w/ Chris Coultras, PhD</td>
<td>Anjali Fox, PhD</td>
<td>Matthew Del Giudice, PsyD, MBA</td>
</tr>
<tr>
<td>CURRENT ROLE</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>
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- 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
Use the Chat Feature to Ask Questions
Poll: Your Career Status
Featured Speaker

A. DALE THOMPSON, PHD
Founder & CEO, Leadership Worth Following, LLC
President-elect, Society of Consulting Psychology (2018)

dale@worthyleadership.com
https://www.linkedin.com/in/a-dale-thompson-69442224/

GET TO KNOW DALE

<table>
<thead>
<tr>
<th>Educational Background</th>
<th>BS, Music Education; MA, PhD, Counseling Psychology, University of Minnesota</th>
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<tbody>
<tr>
<td>Time In Consulting</td>
<td>35 Years, 9 months, 15 days</td>
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<tr>
<td>Years with SCP</td>
<td>More than 20 years</td>
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<tr>
<td>What Drew You to SCP?</td>
<td>Great colleagues, great knowledge building, being part of a “changing the world” org.</td>
</tr>
<tr>
<td>Involvement in SCP</td>
<td>President-elect (become President February, 2018), attendee, presenter</td>
</tr>
<tr>
<td>Benefits of SCP</td>
<td>See above!</td>
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Featured Speaker

**Chris W. Coultas, PhD**
Director, Science & Research, Consultant
Leadership Worth Following, LLC

chrisc@worthyleadership.com
https://www.linkedin.com/in/chris-coultas-09b35419/

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**GET TO KNOW CHRIS**

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<tr>
<th>Educational Background</th>
<th>BS, Psychology, BS Religion, Liberty Univ; MS/PhD I/O Psychology Univ Central FL</th>
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<tbody>
<tr>
<td>Time In Consulting</td>
<td>3 years</td>
</tr>
<tr>
<td>Years with SCP</td>
<td>3 years</td>
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<tr>
<td>What Drew You to SCP?</td>
<td>Networking, diversity of perspectives, applied psychology</td>
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<tr>
<td>Involvement in SCP</td>
<td>Attendee, Presenter</td>
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A. Dale Thompson, PhD

My Journey into Consulting and the Role of Research in Consulting
The “Experiences” That Led to LWF

• The crushing reality of profound failure: Psychology finding me
  o Learning how to quit something that was important to me – Bill Harley
  o Beginning a journey in psychology – going to the University of Minnesota.
  o Doug Bray and Ann Howard – The AT&T Management Progress Study

• First stint with PDI: Co-founding the “ICE” program
  o As a graduate student: Hired to co-develop the first formal coaching program
  o Did my dissertation on: Coaching and, “Who changes, how much, and why?”

• Working in business: Confronting the dark side of executive power
  o Two of my subordinates were sexually assaulted – to prove I couldn’t stop it
  o Being asked to convince other victims not to sue the company

• Second stint with PDI: Launching the Operating Office era
  o Client facing business model; global clients and teams; driving growth
  o Two turning points: Rating of “2” on Integrity; helping someone leave PDI
Great Consulting, Great Science

• What does “Great Science” look like?
  o Defensible, Credible, Strategic Advantage
  o Predictive, Insightful, Differentiating, Engaging, Profitable

• Why are Science, Research, Data so important?
  o There’s a lot of crap out there!
  o We’re changing the world – we have an obligation to do it right!
  o We use it to weed through the noise
  o There are important and difficult questions to answer (e.g., catastrophic failure)

• Grounding our Work in Research...
  o We hate snake oil
  o “The facts are friendly...” Carl Rogers

• Research is part of who we are, what we do, and what we sell!
Chris W. Coultas, PhD

My Journey into Consulting (also) and Early Career Insights on Consulting Psychology Research
My Path to Consulting Psychology and LWF

• Changing the World... and a Backup plan
  o Growing up with a “missionary mindset”
  o Lifelong interest in the psychology of leadership, motivation, and influence

• From Academic to Consultant
  o Graduate studies focused on leadership, motivation, culture, and teams
  o Awarded a $100k SHRM grant for research on coaching effectiveness
  o The academic “game,” personal impatience, and a drive for impact

• Crafting my career
  o Finding LWF... “the drive” and “the interview”
  o Changing the world through consulting... MRH and looking to the future
  o Find a need, fill a need... building and expanding my role at LWF
“Real-Life” Consulting Psychology Research

• A few career paths, and my emphasis
  o Internal vs. external
  o For-profit vs. non-profit vs. government
  o Individual (e.g., assessment, development) vs. Organizational (e.g., engagement, turnover)
  o Organizational levels and volume (e.g., call centers vs. Board members)

• A typical day as an external, for-profit, individually-focused, leader-level researcher

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<th>Internal Clients</th>
<th>External Clients</th>
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<tr>
<td>Data management and process automation</td>
<td>Data analysis of client data</td>
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<tr>
<td>Needs analysis and process improvement</td>
<td>Consulting internal counterparts on analysis</td>
</tr>
<tr>
<td>Literature reviews and content development</td>
<td>Consulting internal counterparts on internal processes</td>
</tr>
<tr>
<td>Impact and effectiveness analyses</td>
<td>Communicating findings and making recommendations</td>
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<tr>
<td>Converting research into tools and products</td>
<td>Networking with potential research partners</td>
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<tr>
<td>Coaching and developing analysts and interns</td>
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Early Career Lessons Learned in Consulting Research

• Field data can be (extremely) messy... AND quality is ESSENTIAL
  o “I can’t wait to dive into the data!” ...the harsh reality, “Fix the database Chris”
  o Human error, automation, the impact of errors, and the road to recovery

• Communication is hard (and critical)... AKA the KISS principle
  o Descriptives versus a Random-Forest Hierarchical Longitudinal Growth Curve Model
  o How to communicate “simple” statistics and models?

• Collaboration and alignment... Adopting a customer-centric mindset
  o I am a consultant to consultants!
  o What do your customers (internal or external) need to hear?
  o Just because it’s a good idea or you have “data” doesn’t mean it will land.
  o What is the impact to the business?
The Rodney L. Lowman Fellowship in Consulting Psych.

• The Fellowship –
  o Collaborating with the LWF Team and its Science Advisory Board to continue conceptualizing and leading LWF’s commitment to Great Science.
  o Deeply involved in further developing LWF’s research strategy and agenda, executing selected portions of the agenda, and contributing to LWF’s publishing efforts.
  o Developing and validating new ways of assessing leadership, including psychometric tools and work simulations.
  o Help clients clarify and address important business challenges, collaborate on LWF’s other Business Roadmaps, and deliver and manage a variety of LWF projects.

• Required Qualifications and Characteristics
  o Earned PhD (or ABD with plans to finish) in Industrial-Organizational, Counseling, or Consulting Psychology, or a related field with significant evidence of relevant qualifications in research.
  o Experience conducting, writing, communicating, and presenting top-flight research.
  o Interest in developing innovative products and processes for leadership assessment.
  o Possesses a mastery of statistics, data analytic techniques and software (e.g., SPSS, Excel).
  o Experience with psychometric tool development and advanced statistical techniques (e.g., IRT, HLM).
  o Experience establishing and leading a program of research.
  o Effective when working on internal, cross-disciplinary, and cross-organizational research teams.

• Preferred Qualifications
  o 2+ years’ experience working in a corporate setting, either as an employee or as an internal consultant.
  o Publications in top-tier, peer-reviewed journals.
  o Experience in database management, preferably with significant SQL experience.
  o Expertise using the R platform for statistical analyses.
  o Significant expertise in one or more of the following areas:
    o Item Response Theory and Computer Adaptive Testing
    o Situational Judgment Testing (especially interactive or branching assessments)
    o Theories of, and techniques for assessing, cognitive biases
Your Questions

What other questions can we address that will help meet your expectations for this session on Careers in Consulting Psychology?

USE THE CHAT FEATURE TO ASK YOUR QUESTIONS.
CONTINUE YOUR JOURNEY
SCP Webinar Series: Careers in Consulting Psychology

Join Us for Future Sessions!

To 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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Next Month:

External Consulting Career Path
Anjali Fox, PhD
Executive Assessment Consultant
Leadership Development Worldwide
2017 SCP Conference Committee
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
Thank you!