



CREATING HEALTHY TOMORROWS

RENEWAL | WELL-BEING | BALANCE

SCP ANNUAL CONFERENCE | FEB 3-6, 2022
VIRTUAL



Society of Consulting Psychology
The Catalyst Division

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PRESIDENT'S WELCOME



Welcome to the 2022 Society of Consulting Psychology Annual Conference. As the world continues to manage its way through the Covid pandemic, so does our organization. This year, our conference is offered in a virtual format as it was in 2021. Looking back to when we launched plans for a hybrid in-person and virtual event in Manhattan Beach, CA, vaccinations were underway, infection rates were decreasing, and people were “getting out” more. The country’s mood seemed to be one of relief. Accordingly, we planned for an in-person element to the conference and looked forward to the high-touch collegial experience we have enjoyed over the years. Then came the omicron variant. On January 7th, one month before the conference, and out of concern for the safety and well-being of our members, presenters, and others, and including the unfavorable financial implication of modest in-person attendance, we moved the conference to a virtual platform. To suggest that our planning has been a unique experience would be an understatement. But we are a resilient group. And we have worked together to offer a high-quality, engaging, and collaborative learning experience online. In the spirit of this year’s theme, Creating Healthy Tomorrows, we are encouraged that this conference will live up to this vision.

Most consulting psychologists (perhaps all, actually) work to enable positive change. And change comes in many forms. This year’s conference reflects this reality through program offerings not used before. First, we have expanded our concurrent sessions to include collaborative discussions on timely topics relevant to consulting practice. One, by leveraging a peer-consultation model, discusses a specific case study’s in-depth interpretation, analysis, and way forward. Second, born from our responsibility to support a changing social environment enabled by movements such as Black Lives Matter, Me Too, and others, we are testing a community involvement initiative termed the “Community Collaborative.” Here, volunteer SCP members offer limited pro-bono consulting services to an organization in our annual conference location, thus giving back to our communities while concurrently showcasing the value of consulting psychology. This experience is then discussed at the conference in a concurrent session.

Additionally, five keynote sessions are offered this year instead of the customary four. We are delighted to welcome Arthur Evans, Ph.D., the American Psychological Association’s Chief Executive Officer; Andre Machado, M.D., Ph.D., Chairman of the Neurology Institute at the Cleveland Clinic; Christina Maslach, Ph.D., Professor of Psychology (Emerita) and a researcher at the Healthy Workplaces Center at the University of California, Berkeley; Dwayne Bray, Journalist-at-Large for The Undefeated, ESPN’s content initiative focusing on the intersections of sports, race, and culture; Ian Frazier, a writer of books, reporting pieces, and humorous essays. Ian’s work appears in many magazines, including The New Yorker. Each keynote session will offer a perspective that connects consulting psychology with the diversity of environments and practice domains we find ourselves professionally.

Finally, an enormous “Thank you” to this year’s conference leaders, Co-Chairs Joanie Connell and Daniel Lattimore and their team, and our Executive Director, Heather Kennedy. As noted above, this year has been a unique, ever-changing, uncertain, and stressful experience on many levels. Without these three individuals and the professionalism and personal resolve they displayed, this conference would not be possible.

All the best for an educational, safe, healthy, and enjoyable conference this year!

Larry W. Norton, Ph.D.
President, Society for Consulting Psychology

SCP MISSION & VALUES

Mission

We represent psychologists who consult with individuals, groups and organizations in order to catalyze growth and change. Whether we work with start-ups or multi-nationals, for-profit or non-profit, educational, healthcare, corporate or government, we strive to add value for the benefit of individuals, institutions, and society. We achieve this by expanding knowledge and the transfer of psychological science to real-world settings, providing education, mentoring and thought leadership, and advocating for psychological consulting in the context of an inspired community. Please allocate as many votes as you can to Division 13 and consider taking advantage of our conferences or educational functions.

Values

The Society of Consulting Psychology wants anyone who participates in our society or our events to feel a sense of Inspired Community. We do this by bringing the following values to life:

Engagement

Ensuring members and participants feel the organization adds value to their business, personal and professional experience;

Inspiration

Facilitating others' vision for themselves, their organizations, and the profession;

Authenticity

Allowing others to be themselves, and express themselves, in ways that are open to and inclusive of others' different selves;

Challenge

Helping each other learn, develop, and grow as professionals;

Impact

Making a difference for our members, other participants in the organization, our clients, and their organizations.

CONFERENCE CHAIRS' WELCOME



Joanie Connell
PhD



Daniel Lattimore
MS, NCC

It is with great pleasure that we welcome you to the SCP 2022 Annual Conference! And it is because of great determination, support, and flexibility from **everyone** that we are able to. Fortunately, SCP is comprised of *consulting psychologists* who thrive on being determined, supportive, and most of all, flexible. Thank you for all the support you have given us in deciding to go virtual, staying committed to make this virtual conference a meaningful experience, and being flexible as we reacted to the constantly shifting situation.

We were hoping to be done with the pandemic, meet in person, and focus on the future of creating healthy

tomorrows. Still, the pandemic has proven to be more disruptive for longer than we imagined. Perhaps that is another important reminder that we mirror in our consulting lives. There will always be disruptions, challenges, and crises. Given that, how do we create healthy tomorrows that include renewal, well-being, and balance? This theme is particularly relevant today, and the presentations in this conference will help you stay healthy and bring renewal, well-being, and balance to your clients when it is most needed.

The conference planning committee was critical to the conference's success, and the chairs worked particularly hard to plan and adjust to the changing times throughout the past year. The Programming Committee put together an outstanding lineup that contains new forms of presentations, including roundtable discussions and a Community Collaborative session, all of the highest level of quality. The Keynote Committee brought in five impressive speakers with various perspectives on health and wellness. The Marketing Committee has pivoted multiple times to attract members to the ever-changing conference. The Social Committee seamlessly scratched their Manhattan Beach plan for virtual social engagement and wellness. The Student Engagement Committee has, as you will see, brought in and trained an excellent group of talented people to be Student Producers, poster presenters, and learners. The Sponsorship Committee worked tirelessly to bring in funds to support the conference in innovative ways in the new venue. Lastly, the Community Collaborative Committee, while new this year, has aspired to expand how SCP supports the communities we impact.

Please join us in a moment of gratitude for all of the work the volunteers put in this year to bring you the 2022 Society of Consulting Psychology Annual Conference. We hope you enjoy it and come away with a sense of renewal and community to help you realize a healthy tomorrow.

CONFERENCE PLANNING TEAM

Larry Norton, PhD – President

Joanie Connell, PhD – Conference Co-Chair

Daniel Lattimore, MS, NCC – Conference Co-Chair/
Community Collaborative Chair

Catherine Hambley, PhD – Programming Chair

Bridget Horan, MBA - Programming Committee

Ken Nowack, PhD - Programming Committee

Ann Howell, PhD, ACC – Keynote Chair

Disha Joshi, PsyD, MBA – Student Engagement
Co-Chair

Eman Hardaway, MS – Student Engagement
Co-Chair

Joanne Lebrun, MS – Social Chair

Lacey Farrow, PhD ABD, CEC, CLC - Sponsorship
Chair

NaTasha Jordan, PhD – Marketing Chair

Dante Dionne, PhD, PMP - Technology Chair

Heather Kennedy, MS – Executive Director



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DRiV 360 Feedback Tool

A complementary tool to the DRiV Leadership Report providing a holistic and seamless developmental experience. The DRiV 360 gives participants a deeper and more well-rounded view of how others perceive them and a direct understanding of things they should “do more” or “do less” to optimize their drivers.



DRiV Group Report (New April 2022!)

The DRiV Group Report combines individual DRiV results to provide insight at a team level. The report highlights where teams have similar and different drivers and provides research-backed implications for how the team may operate. The report facilitates meaningful discussion of how teams can better work together and increase team effectiveness.

To learn more, please visit drivinsights.com or call 214.260-8001.





SAVE THE DATE

SCP ANNUAL CONFERENCE | FEB 3-5, 2023
WESTDRIFT MANHATTAN BEACH | LOS ANGELES, CA

The background features a large, abstract graphic design. It includes several concentric white circles and arcs, some of which are filled with colors like purple, blue, and red. There are also smaller circles and lines scattered throughout, creating a sense of movement and complexity. The overall color palette is dominated by dark purple and blue tones.

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Believe it or not, many personality assessments don't measure what they claim. Whether your goal is to reduce turnover, enhance employee engagement, or something else, choosing the right assessment is critical to your success. At Hogan, our assessments are built on science. They're valid, they're reliable, and we've got evidence to back them up. So go ahead — be skeptical. Ask us, “where's the science?” and we'll show you.

KEYNOTE SPEAKERS



ARTHUR C. EVANS JR., PHD

CEO of the American Psychological Association

Before joining APA in March 2017, Dr. Evans spent 12 years as commissioner of Philadelphia's \$1.5 billion Department of Behavioral Health and Intellectual disAbility Services. In that post, he emphasized a data-driven, population health approach, which improved outcomes for diverse people with complex needs. This increased the system's efficiency, saving more than \$110 million over the course his tenure that was reinvested to improve and expand services. The system in Philadelphia has become a national and international model, particularly for governments desiring to improve health equity.

Prior to Philadelphia, Dr. Evans was deputy commissioner for the Connecticut Department of Mental Health and Addiction Services, where he led major strategic initiatives that included increasing the use of evidence-based practices, addressing health care disparities, implementing a recovery-oriented policy framework, conducting research, and improving community engagement.

Over the years he has received widespread recognition, including the American Medical Association's top government service award in healthcare, the Lisa Mojer-Torres Award from Faces and Voices of Recovery, and the Visionary Leadership Award from the National Council of Behavioral Health, as well as being named as an "Advocate for Action" by the White House's Office of National Drug Control Policy. A major emphasis of his career has been equity and social justice and he has received multiple awards named for Rev. Martin Luther King Jr. for this work.

Dr. Evans has held faculty appointments at the Yale University School of Medicine, University of Pennsylvania Perelman School of Medicine, the Philadelphia College of Osteopathic Medicine, and the Drexel School of Public Health.

Dr. Evans holds a doctorate in clinical/community psychology from the University of Maryland and a master's degree in experimental psychology from Florida Atlantic University, where he was inducted into the university's Alumni Hall of Fame.



DWAYNE BRAY

Dwayne Bray is a journalist and vice president of ESPN. For the past two years, he has been a senior writer for The Undefeated, ESPN's content initiative focusing on the intersections of sports, race and culture. Bray creates in-depth, long-form stories for multiple platforms. Bray joined ESPN in 2006 and ran the network's enterprise-and-investigative unit for 12 years, overseeing feature pieces for Outside the Lines, SportsCenter, E:60 and ESPN.com. Before ESPN, he was a reporter or editor at the Dallas Morning News, the Los Angeles Times, the Dayton Daily News and the Medina (Ohio) Gazette.

Under Bray's direction, ESPN's investigative unit won more than 50 national and international honors, including two Peabody Awards and two Outstanding Sports Journalism Emmys. The team investigated stories ranging from complaints of sexual assault against college athletes to human trafficking at international competitions such as the World Cup. One Emmy was awarded for "The Dictator's Team," an investigation that examined the relationship between the Syrian national soccer team and the country's president, Bashar al-Assad. The unit produced groundbreaking coverage on the brain-injury issue in football at all levels, including the NFL.

A native of East Cleveland, Ohio, Bray earned a bachelor's degree from Cleveland State University and a master's degree from Ohio State University.



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KEYNOTE SPEAKERS



IAN FRAZIER

Ian Frazier is a writer of books, reporting pieces, and humorous essays. His work appears in many magazines, including *The New Yorker*, where he began as a staff writer in 1974. His book, *Great Plains*, which ran as a three-part series in that magazine, later became a *New York Times* bestseller. He has received many awards for his work, and is the only writer to win the Thurber Award for American Humor twice— for his collections, *Dating Your Mom* (1985), and *Lamentations of the Father* (2006). In September of 2021 he published his fourth humor collection, *Cranial Fracking*. Among his other nonfiction books are *Family*, *On the Rez*, and *Travels in Siberia*. He grew up in Hudson, Ohio, and has lived in Manhattan, Brooklyn, and Montana. He now lives in Montclair, New Jersey, with his wife, the novelist Jacqueline

Carey. His children, Cora Frazier and Thomas Carey Frazier, are also writers. He is at work on a long nonfiction book about the Bronx.



ANDRE MACHADO, M.D., PH.D.

Dr. Machado is the Chairman of the Neurological Institute and the Charles and Christine Carroll Family Endowed Chair in Functional Neurosurgery. Dr. Machado performs deep brain stimulation (DBS) surgery for patients with Parkinson's disease, tremor, dystonia and obsessive-compulsive disorder as well as surgical procedures for patients with trigeminal neuralgia, intractable pain syndromes and spasticity.

Dr. Machado is Full Staff in the Department of Neurosurgery with Joint Appointments in the Departments of Neuroscience and Biomedical Engineering. He is the past Chairman for the Joint Pain Section of the CNS/AANS and Vice-President of the American Society of Stereotactic and Functional Neurosurgery.

Dr. Machado an Associate Chief of Staff at Cleveland Clinic and leads several enterprise-level projects with the Office of the Chief of Staff, including innovations in the model of care and a new program for professional career development.

Dr. Machado received his medical degree from the University of Sao Paulo in 1997. He completed his residency in the same institution in 2003 and obtained his Ph.D. in 2004. He came to the Cleveland Clinic in 2004, completed his fellowship in Stereotactic and Functional Neurosurgery in 2006 and has been on the staff of the Cleveland Clinic since then.

Dr. Machado leads several deep brain stimulation and neuromodulation clinical trials as well as laboratory research. His research in deep brain stimulation for thalamic pain syndrome was awarded the National Institutes of Health Director's New Innovator's Award. His current NIH - funded research is aimed at developing novel treatments to promote rehabilitation after stroke and other acquired brain injuries.

KEYNOTE SPEAKERS



CHRISTINA MASLACH, PHD

Christina Maslach, PhD, is a Professor of Psychology (Emerita) and a researcher at the Healthy Workplaces Center at the University of California, Berkeley. She received her A.B. from Harvard, and her Ph.D. from Stanford. She is best known as the pioneering researcher on job burnout, producing the standard assessment tool (the Maslach Burnout Inventory, MBI), books, and award-winning articles. The impact of her work is reflected by the official recognition of burnout, as an occupational phenomenon with health consequences, by the World Health Organization in 2019. In 2020, she received the award for Scientific Reviewing, for her writing on burnout, from the National Academy of Sciences. Among her other honors are: Fellow of the American Association for the Advancement of Science (1991 -- “For groundbreaking work on the application of social psychology to contemporary problems”), Professor of the Year (1997), and the 2017 Application of Personality and Social Psychology Award (for her research career on job burnout).



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2022scp



Here Are A Few Of The Things You Can Do To Enhance Your Conference Experience...

COMPLETE YOUR ATTENDEE PROFILE

- From the home screen, click the icon in the upper left hand corner
- A side menu will appear and click on your email address / name
- This will bring you to your attendee profile. Be sure to upload a selfie!

SEE THE DAY'S ACTIVITIES

- To view the Conference Schedule, click the AGENDA icon
- Create your “MY SCHEDULE” by clicking on a session and then on the “MY SCHEDULE” star in the top left hand corner

INTERESTED IN A SPECIFIC SPEAKER?

- From the home screen, click on SPEAKERS
- Find and click on the speaker’s name to see all sessions they are participating in

COMPLETE YOUR CE SURVEYS DIRECTLY ON THE APP

- Click on the AGENDA icon, then the SESSION NAME, then the SURVEY button, rate each question and then click SUBMIT

SEE YOUR COMPLETED CE CREDITS

- To view YOUR CE Credits from the conference click the MY CREDITS icon

LOOKING FOR A CONFERENCE ATTENDEE?

- From the home screen click on ATTENDEES
- All registered attendees names are here, find the attendee you are looking for and MESSAGE THEM DIRECTLY THROUGH THE APP



SCP AWARDS

NOMINATIONS ARE DUE BY NOVEMBER 1, 2022

Nominations for all awards are due by November 1, 2022. Winners will be notified by January 6, 2023, and awards will be presented at the 2023 SCP Annual Conference. Nominating someone is not difficult – just send a brief letter to the committee indicating why you think someone is deserving of an award. We will follow up.

Please send all nominations to Heather Kennedy heather@div13.org.

For questions about eligibility or clarification of requirements, contact Awards Committee Chair Paul Winum at pwinum@rhrinternational.com.

AWARDS WITH STIPEND ATTACHED:

RHR International Award for Excellence in Consultation

This award is given to an individual with an unusually distinguished career in the practice of consulting psychology. It is funded by the consulting firm RHR International and honors a founding member of the company, Perry L. Rohrer, who epitomized the standards of excellence that RHR and the Society seek to perpetuate. The award is accompanied by a \$1,500.00 check.

NOMINATION REQUIREMENTS:

- One-page letter of nomination outlining nominee's contributions to excellence in consultation.
- Three letters of endorsement from consulting clients.
- Nominee resume or CV.

LWF Award for Excellence in Developing Consulting Psychologists

This award is given to an active Consulting Psychologist (practices Consulting Psychology 75%-time or more) who is tangibly and consistently investing in the development of students, early career practitioners, and/or other psychologists who are making the transition into the field of Consulting Psychology. The contributions of the recipients may be tangible (formal mentorships, workshops, internships, fellowships, etc.), or less formal (a history of informal mentoring, coaching, or consultation with other professionals). The award is accompanied by a stipend of \$1,500.00 and an additional \$1,500.00 for the awardee's use in sponsoring a "developing others" initiative in the year following receipt of the award.

NOMINATION REQUIREMENTS:

- Letter of nomination to the Awards Committee of SCP, outlining the nominee's contributions to developing consulting psychologists.
- At least two supporting letters documenting nominee's contributions.
- Nominee's resume or CV.

SCP Award for Excellence in Diversity, Equity and Inclusion (DE&I)

This award recognizes consulting psychologists for outstanding consultation to organizations to enhance their Diversity and Inclusion agendas, to help organizations retain, promote and develop diverse leaders, and to help organizations create a more diverse and inclusive workforce. Consultation as well as relevant publications, presentations and/or research in the area of D&I will be considered. Preference will be given to consulting psychologists who offer innovative ideas to the field and contribute to the development of D&I within applied psychology or related disciplines. This award is accompanied by a stipend of \$1,000.

NOMINATION REQUIREMENTS:

- Letter of nomination to the Awards Committee outlining the case for the nominee's work as exemplary in D & I services and/or in the significant development of the field.
- Letters of support from two clients and/or from other psychologists who have observed their work in this area.
- Provide materials created for workshops, training, consultation or presentation, including assessment tools, theoretical statements, published research or popular articles, or presentation materials that provide evidence of the significance and innovation involved in the candidate's work.
- Nominee's curriculum vitae that reflects the focus and breadth of work (professional roles, publications, presentations) for which the candidate is being recognized.

SCP Award for Early Career Impact in Consulting Psychology

This award recognizes work of significant impact by consulting psychologists who are roughly eight to ten years beyond the doctoral degree. The contributions honored will represent significant contributions in innovation, practice, research or service that is distinguished by its clear impact on an organization(s), its notable influence on the practice of consulting psychology more generally, or its clear promise for creating new directions in some area that is translatable to practice or the field. Successful candidates will hold a graduate degree in psychology from a regionally accredited university located in the U.S. or Canada, or the equivalent in other countries. This award is accompanied by a stipend of \$1,000.

NOMINATION REQUIREMENTS:

- Letter of nomination stating the nominee's qualifications for the early career impact award
- Provide written reports of anonymous, published or presented case studies of innovative work with clients, evidence of useful and new assessment tools, innovative theoretical papers, published research, or evidence of service that has had an impact on the profession of consulting psychology. The key is to provide evidence of the significant impact related to the nominee's work.
- Two letters of support. They may be from clients or senior colleagues who are knowledgeable about the nominee's impactful work. At least one letter must be from a senior colleague who is a member of SCP or a relevant Division of APA.
- Nominee's CV

Vandaveer Award For Facilitating Publishing By Practitioners In Organizational Consulting Psychology

This award shall be given to an individual who is (a) him- or her-self well-published in refereed journals, and who (b) actively facilitates organizational consulting psychologist practitioners' publishing, thereby contributing their learnings from professional practice to the evidence base in psychology. This is one small but important step in working to narrow the "practice – science gap" in organizational consulting psychology, helping to stimulate more practice-based evidence. The award is funded by The Vandaveer Group for a \$1,000.00 stipend for the awardee.

NOMINATION REQUIREMENTS:

- Letter of nomination to the Awards Committee of SCP, documenting (a) the nominee's contributions to the scientific evidence base in psychology, and (b) the contributions to same of consulting psychologist practitioners' work as a direct result of the nominee's encouragement and facilitation to make it happen.
- At least two supporting letters documenting nominee's contributions.
- Nominee's resume or CV.

Nominations for all awards are due by November 1, 2022. Winners will be notified by January 6, 2023, and awards will be presented at the 2023 SCP Annual Conference.

**PLEASE SEND ALL
NOMINATIONS TO:**
Heather Kennedy
heather@div13.org

**FOR QUESTIONS ABOUT ELIGIBILITY
OR CLARIFICATION OF REQUIREMENTS:**
Pull Winum, Awards Committee Chair
pwinum@rhrinternational.com



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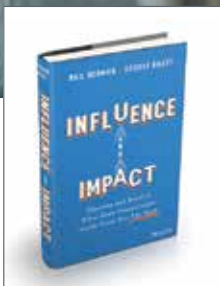
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We are pleased to announce that Bill's new book,
INFLUENCE AND IMPACT
was published by John Wiley & Sons, in June, 2021

To register for a free copy, go to
bermanleadership.com/InfluenceAndImpact



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AGENDA

Thursday, February 3, 2022

**All sessions listed in Eastern Time Zone*

10:00AM - 6:30PM - Workshops >

Career and Work Assessment: Integrating Interests, Abilities, and Personality

Rodney Lowman, PhD

8 APA CEs

This workshop will provide those conducting or planning to conduct career assessments updates on literature findings and practice implications for assessment in three major domains: interests, abilities, and personality. It is based on the presenter's recently published comprehensive book, *Career Assessment: Integrating Interests, Abilities, and Personality* published by APA. The research has greatly expanded in recent decades but assessment practice, including by consulting psychologists has not kept pace.

Differences Make A Difference: Sharpening Insight and Effectiveness in Executive Coaching

Greg Pennington, PhD; Layla Bokhari, PhD

8 APA CEs

Differences make a difference. Focusing on DEI and belonging has raised expectations to sustain progress made in the past year. Increasing coaching capability in situations where differences are relevant requires intentional effort. This workshop builds on participants' experience and research in areas of race, diversity, bias, and change to improve recognizing, understanding, and managing when and how differences impact coaching. It provides challenging questions to use that increase effectiveness, and practice opportunities to apply them.

AGENDA

Thursday, February 3, 2022 (continued)

**All sessions listed in Eastern Time Zone*

10:00AM - 2:00PM - Workshops >

Creating Healthy Tomorrows by Getting the Whole System in the Room for Communities and Organizations

Jeffrey Axelbank, PsyD

4 APA CEs

Many situations call for stakeholder input when planning or launching a new enterprise or community initiative. And getting all stakeholders' perspectives is essential in a turbulent environment. But how to harness people to change their own system? Future Search provides a way to do that, helping people to look beyond their own silos and interests to see the whole system. The workshop is nearly entirely interactive - it will not be me talking at you for four hours!. It is an introduction to Future Search (see <https://futuresearch.net>). For those not familiar, Future Search is a method for "getting the whole system in the room," engaging all stakeholders, and seeking common ground for community or organizational planning. It ensures that communities and organizations address the needs of all parts of the system.

Doing the workshop virtually will utilize the *Future Search in Virtual Space* platform, which allows applying Future Search to situations like covid, when people can't get together, and also situations in which stakeholders are far flung and unable or unlikely to travel to a central location. This opens up all kinds of possibilities not previously available. So aside from learning about Future Search, participants will also have a chance to sample this kind of platform for engaging large groups and whole systems virtually.

Developing Strategic Assessment Skills Using Organizational Simulations and Action Learning Principals

Skipton Leonard, PhD; Cori Hill, MA; Rebecca Turner, PhD

4 APA CEs

Participants will learn how to conduct a strategic assessment of organizations by taking on the role of business leaders in a fictitious global organization to conduct a strategic assessment. A structured debriefing process utilizes an inductive learning process that is based on an action learning model that the workshop staff has used for over twenty years in a variety of corporate training and development programs.

Using Organizational Culture and Context as a Framework for Executive Coaching

Bill Berman, PhD

4 APA CEs

Influence and Impact provides a framework for self-development that includes self understanding, a depth understanding of one's role, and an understanding of the organizational culture. This workshop will provide a deep dive into the tools and methods used in the book. Furthermore, the group will evaluate the relevance of this approach to executive coaching, and what the one-to-one coaching relationships adds to bespoke leadership development.

AGENDA

Thursday, February 3, 2022 (continued)

**All sessions listed in Eastern Time Zone*

2:30PM - 6:30PM - Workshops ›

Leader as Coach: A tool for developing coaching skills for leaders

Catherine Hambley, PhD

4 APA CEs

The COACHING model is a brain-based tool aimed to help leaders become more effective coaches, facilitating others to arrive at their own solutions. Participants will first learn the about the model and the science underlying it, and then practice using the coaching guide to coach their colleagues. This is a model that can be taught to our consulting clients so they can develop more effective coaching and feedback skills (using a feedback model).

Awake to Woke to Work: Consulting to enterprise race equity

Courtney Barrett Smith, PsyD; Kevin (Kipp) Corbus, PsyD; Shari Dade, PhD; Bries Deerrose, PhD; Caitlin Thunfors, PhD

4 APA CEs

We will present the application of a framework of an adopted Race Equity Cycle (Race Equity Cycle, 2019), for how to develop enterprise-wide interventions for building an inclusive and equitable work culture . Case examples are provided to demonstrate how consulting psychologists can apply equity theory and workforce data to consult with leaders in this area. Workshop attendees will also be offered experiential opportunities to engage directly with this material at the individual and systemic level.

Organization Transformation amidst Economic, Political or other Societal Disruption: What is your Consulting Psychology Toolkit?

Vicki Vandaveer, PhD; Marc Sokol, PhD

4 APA CEs

Consulting psychologists have much to offer organizations embarking on large scale transformation. Whether change involves a merger/acquisition, divestiture, response to economic downturn, global pandemic, desire to improve competitiveness, or (nonprofit) intent to expand its mission's reach, Consulting Psychologists, properly equipped, can be valuable advisors on strategy, avoidance of common missteps, and preparation of leaders and teams to lead change together effectively. In workshop, we'll examine and update our organization transformation toolkits.

7:00PM - 8:00PM - Welcome Party & Diversity Celebration

8:00PM - 9:30PM - SCP Board of Directors Meeting

AGENDA

Friday, February 4, 2022

**All sessions listed in Eastern Time Zone*

9:00AM - 9:30AM - Yoga

10:00AM - 10:15AM - Conference Kick-Off

10:15AM - 11:45AM - Keynote >

Leading Lions

Andre Machado, MD, PhD

1.5 APA CEs

11:45AM – 12:00PM – Break

12:00PM – 1:30PM – Concurrent Sessions

Applying a Process-and-Expert Consultant Team Model to Help Executive Leaders With Diversity, Equity, and Inclusion Goals

Chamarlyn Fairly, PhD; Courtney Barrett Smith, PsyD; Bries Deerrose, PhD

1.5 APA CEs

The Next Level Down: How Executive Leadership Teams can Receive Feedback around their Leadership Qualities

Kathleen McVey, PhD; Jennifer Shepard, PsyD, MBA; Cheyna Brower, PhD

1.5 APA CEs

What's New in Consulting Psychology? #1. Assessing CEOs and Senior Leaders and Consulting to Technical Leaders, Teams, and Organizations

Rodney L. Lowman, PhD; J. Ross Blankenship, PhD; Joanie Connell, PhD

1.5 APA CEs

Working Between Baby Boomers, Generation X, Millennials and Generation Z: How Consulting Psychologists Can Facilitate Intergenerational Communication

Jennifer Wisdom, PhD, MPH, ABPP

1.5 APA CEs

Leaders that Last: Building the Capacity for Resilience and Emotional Intelligence

Steve Stein, PhD; Paul Bartone, PhD; Michael Vodiano, MA; Chris Auger, PhD

1.5 APA CEs

AGENDA

Friday, February 4, 2022 (continued)

**All sessions listed in Eastern Time Zone*

1:30PM - 1:45PM - Break

1:45PM - 3:15PM - Keynote >

Lessons Learned in Applying Psychological Knowledge to Transform APA

Arthur C. Evans, Jr., PhD

1.5 APA CEs

3:15PM - 3:30PM - Break

3:30PM - 5:00PM - Concurrent Sessions

Stepping Beyond Work Life Balance into Life Alignment: An Individual Ownership with Organizational Support Approach

Allison Craft, PhD; Trent DeVore, PsyD; Jared Narlock, MA

1.5 APA CEs

Choose your own adventure - How six psychologists navigated early career obstacles and options to chart their own paths in consulting

Alok Sawhney, PsyD, MBA; Adrienne McVeigh, PhD; Brynn Freeman, PhD; Jake Waldman, PsyD, MBA; Trevor Olsen, PsyD, MBA

No APA CEs

Organization Transformation Amidst Economic, Political, or Other Societal Disruption: A Community of Interest Dialogue

Vicki Vandaveer, PhD; Marc Sokol, PhD

1.5 APA CEs

Hogan: Introduction to Hogan Assessments

John Horton, MS & Emery Edmunds, MS

1.5 APA CEs

AGENDA

Friday, February 4, 2022 (continued)

**All sessions listed in Eastern Time Zone*

5:15PM - 6:45PM - Keynote >

The Roving Reporter

Dwayne Bray

1.5 APA CEs

7:00PM - 8:00PM

Poster Walk & Reception



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AGENDA

Saturday, February 5, 2022

**All sessions listed in Eastern Time Zone*

9:00AM - 9:30AM - Yoga

10:00AM - 10:15AM - Morning Welcome

10:15AM - 11:45AM - Keynote >

Psychology and a Career in the Arts: Dealing with Rejection, Delay, and Success

Ian Frazier

1.5 APA CEs

11:45 AM - 12:00PM - Break

12:00PM - 1:30PM - Concurrent Sessions

Organization Development Support for a Large Healthcare System – Comparing and Contrasting the Role of Internal OD Psychologists at the Cleveland Clinic and Veterans Health Administration and attempting to answer the question as consultants, “What do we actually do?”

Kevin (Kipp) Corbus, PsyD; Logan Rife, PhD; Nancy Yanchus, PhD; Tyler Barnes, PhD

1.5 APA CEs

Breaking Through Disruption: Building a Process for Proactive Leadership Development

Allison Craft, PhD; Trent DeVore, PsyD; Jared Narlock, MA

1.5 APA CEs

Advanced Professional Practice of Consulting Psychology: Continual Development of Expertise through Peer Consultation

Vicki Vandaveer, PhD; Doug Frost, PhD; Anita Stauffer, PhD; Debra Fish, PhD; Gloria Pereira, PhD

1.5 APA CEs

An Introduction to Career and Work Assessment: Interests, Abilities, and Personality

Rodney Lowman, PhD

1.5 APA CEs

AGENDA

Saturday, February 5, 2022 (continued)

**All sessions listed in Eastern Time Zone*

1:30PM - 1:45PM - Break

1:45PM - 3:45PM - SCP Town Hall & Awards

3:45PM - 4:00PM - Break

4:00PM - 5:30PM - Concurrent Sessions

Consulting Teams In the Midst of Crisis: Using Trauma-Informed Interventions to Manage Crisis Reactions in Organizations

Shari Dade, PhD; Kevin (Kipp) Corbus, PsyD; Chamarlyn Fairley, PhD

1.5 APA CEs

What's New in Consulting Psychology? - #2. Coaching Psychology, Forensic Consulting Psychology, and Organizational and Systems Change

Rodney L. Lowman, PhD; Vicki Vandaveer, PhD; Michael Frisch, PhD; Jay Finkelman, PhD; Skipton Leonard, PhD

1.5 APA CEs

Virtual Onboarding - A Pandemic Pivot

Lisa Minor, MBA; Gina Thoebes, MA; Elizabeth Kohler, MEd

1.5 APA CEs

Getting the Whole Ecosystem in the Room: An Introduction to Future Search

Jeffrey Axelbank, PsyD

1.5 APA CEs

AGENDA

Saturday, February 5, 2022 (continued)

**All sessions listed in Eastern Time Zone*

5:30PM - 5:45PM - Break

5:45PM - 7:15PM - Keynote >

Reinventing the Workplace: Lessons Learned from Burnout

Christina Maslach, PhD

1.5 APA CEs

7:30PM - 9:30PM - Social Hours

THANK YOU TO OUR BRONZE PARTNERS



AGENDA

Sunday, February 6, 2022

**All sessions listed in Eastern Time Zone*

10:00AM - 2:00PM - Workshops >

The Ethical Practice of Consulting Psychology

Rodney Lowman, PhD

4 APA CEs

This interactive seminar will provide participants an overview of most recent version of the APA Ethics Code and its applicability to consulting psychology, particularly as practiced in organizational contexts. The seminar will emphasize awareness and application of the standards and principles directly connected with organizational consulting. An important part of the workshop is discussion of participant-provided cases that raise ethical concerns or issues. Some legal issues will also be discussed particularly those related to inter-jurisdictional practice such as with electronic-based assessment and coaching.

10:00AM - 11:30AM - Community Project

Intentional Impact: Piloting a Consultation and Coaching Community Collaborative

Daniel Cruz Lattimore, MS, NCC; Bill Berman, PhD; Patricia Fox, PsyD; Bridget Horan, MBA; Greg Pennington, PhD; Thor Legvold, PsyD; Allycin Powell-Hicks, PhD

CEs Pending

12:00 - 1:00PM - Division 13 Leadership

What's in it for you?

Join the Division's Trio in a discussion about volunteering with SCP. We will talk about open positions and what's in it for you!

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