



SCP 2023 ANNUAL CONFERENCE | FEB 03 - 05
WESTDRIFT MANHATTAN BEACH | LOS ANGELES



Society of Consulting Psychology
The Catalyst Division

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PRESIDENT'S WELCOME



Welcome to the 2023 Society of Consulting Psychology Annual Conference. We're finally going to be in person after 2 years of virtual conferences, although the continuing challenges of public health will still be a factor in our gathering. I invite you to participate whole-heartedly and with a consistent respect for the choices your fellow conferees make about their own health and practices to preserve it.

We have a remarkable program of keynotes, workshops, concurrent sessions, and opportunities for expanding your network and engaging in stimulating conversations.

I'm particularly thrilled to welcome three amazing speakers for keynotes at this year's conference. We open on the first morning with the remarkable **Dr. Marcia Dawkins**, who is currently a senior research scientist at the Center for Creative Leadership. Along with a colleague she has been examining the corporate statements in response to public events such as the murder of George Floyd and the Supreme Court decision ending the protections of *Roe v. Wade* and comparing them to the actions those companies have taken. Her books on the phenomenon of "passing" (*Clearly Invisible*) and the intersection of culture, race, and music (*The Real Slim Shady*) have challenged us to think more deeply and comprehensively about our work in consultation. She will lead us into conversations about communication as leadership.

Our second keynote will come from **Ije-Enu Edeze Nwosu**, the Executive Director of Impact Spending for Kaiser Permanente. In addition to her work ensuring Kaiser's spending decisions are environmentally sound, economically viable, and socially equitable, she spearheads the KP Power initiative that works to amplify gender equity at KP. Her courageous commitment to tackling important subjects led her, along with two long-time friends, to start *The Pink Couch*, a podcast resource that features "uncomfortable conversations on a comfortable couch." Ije is a Carol Emmott Fellow and has received a number of awards and recognition for her strong leadership and clear communications.

Finally, Saturday morning we will have the chance to hear and interact with **Vice Admiral Raquel Cruz Bono, MD, MBA, FACS**. She was the first woman surgeon in the military to hold the rank of Vice Admiral, but she has received numerous distinctions through her career. The sheer scope of her accomplishments is remarkable and she will talk with us about what was involved in bringing together people and institutions not used to cooperating with each other as she integrated a worldwide health care enterprise (\$50B, 50 hospitals, 300 clinics, 9.5 million beneficiaries), later drove the Washington state COVID response, and currently has taken on the challenge of working to restart the cruise and travel business in the face of continuing significant public health challenges as Chief Health Officer of Viking Cruises.

Of course, the primary power of our conference comes from the conversations we have with each other about our work consulting with organizations of all sizes all over the world. You will make new friends and you may find your whole perspective changed as a result of interactions with some of the top thinkers, researchers, and practitioners in consulting psychology. Enjoy this brief journey and grow and contribute to others' growth while we are here.

Douglas Riddle, PhD, DMin

SCP MISSION & VALUES

CREATING A SAFE COMMUNITY EXPERIENCE

The Society of Consulting Psychology is a microcosm of our larger society (albeit a well-educated microcosm!) and is subject to the biases, divisions, and inevitable misunderstandings characteristic of diverse communities. This is one reason for ethics codes and statements of acceptable behavior. Like any such community, we have seen communications and interactions that have had harmful impact on the recipients and diminished the safety and trust essential to a healthy, productive organization. Misunderstandings are inevitable and aggressive communications sometimes occur, but they must not be allowed to stand without an appropriate resolution. As a Society and as part of our mission, we are on record with a commitment to safety and a recognition of the importance of diversity, inclusion, and the well-being of our members.

We encourage members to assume good intent when misunderstandings occur and work on clarifying and understanding viewpoints that differ from theirs. It is best to address gaps with the people involved when they happen or as soon as possible. . However, power, status, or privilege differences sometimes make it quite risky to take up an issue with the person whose communication felt assaultive or dismissive. In those cases, please reach out to Doug Riddle or one of the other members of the Trio (Larry Norton, Catherine Hambley, Marc Sokol) or our Executive Director (Heather Kennedy). We are committed to paying attention and acting responsibly to hold ourselves accountable for the psychological climate of our Society.

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 - 2023



Shannon S. Jennings
PsyD, LMHC



Ujjayini Brawley
MPS

On behalf of the Society of Consulting Psychology conference planning committee, we are honored and delighted to welcome you to the 2023 Annual SCP Conference. We are excited and grateful to bring this year's theme: ***"Authentic connections for transformational communities,"*** to life as we welcome SCP members back together in person full of opportunities to learn, connect and form lasting connections. Our dynamic programming includes three powerful keynote speakers, eight engaging workshops, several high-demand concurrent sessions, and welcoming conversations, including the Fellow's Wisdom Circle.

As the conference co-chairs of SCP, we know that the success of the conference depends ultimately on the many hands and hearts who have worked together in planning and organizing the programming, students, presenters, and supporting social arrangements. In particular, we thank the Program Committee for their thorough and timely review of the sessions and our Marketing Committee for their excellent work on spreading the word. Praise is also extended to our Social and Student committee members, who have all worked extremely hard to the details of important aspects of the conference programs and social activities. Last but certainly not least—we have relied on the Student Engagement Chair and the outstanding group of Student Volunteers to help us manage the many details that go into planning and implementing a great conference.

Our conferences are designed to be professionally relevant, timely, and energizing for practicing Consulting Psychologists and foundational for students and newcomers to our Society and field. This opportunity is a *catalytic* experience for all.

Thank you for joining us and being part of our community!

CONFERENCE PLANNING TEAM

Doug Riddle, PhD, DMin – President

Shannon S. Jennings, PsyD, LMHC –
Conference Co-Chair

Ujjayini Brawley, MPS – Conference Co-Chair

Catherine Hambley, PhD – Review Committee

Ken Nowack, PhD – Review Committee

Ryan C. Warner, PhD, CRC – Review Committee

Cedric Williams, PhD – Review Committee

Bridget Horan, MBA – Review Committee

Larry W. Norton, PhD – Review Committee

Brittany Joslyn, PhD – Review Committee

Colin Ennis, PsyD – Review Committee

John O'Brien, PhD – Continuing Education Co-Chair

Julia Corcoran, PsyD – Continuing Education Co-Chair

Natasha Jordan, PhD – Student Engagement Co-Chair

Joanne Lebrun, MS – Student Engagement Co-Chair

Patti Weiter, PhD – Marketing Chair

Heather Kennedy, MS – Executive Director



TOOLS FOR ASSESSING & LEVERAGING -
WHAT *DRIVES* YOU? WHAT *DRAINS* YOU?

Leverage Three Complementary Tools for Individual and Team Development

This unique suite of tools enables you to provide impactful service offerings to your client organizations designed to help individuals and teams be happy, effective, and influential at work.



DRiV Leadership Report

A comprehensive measure of individual motives, values, and habits – their *drivers* – in one efficient and comprehensive 20-minute assessment. This answers the why behind what people do. The Leadership Report provides insight into an individual's drivers: what they are passionate about and where they focus their energy. It also highlights implications for how they will show up “at their best” and “at their worst” along with suggestions for leveraging their highest and lowest drivers.



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 | February 4-7, 2024
Hyatt Regency Austin, Austin, TX



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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



RAQUEL CRUZ BONO, MD, MBA, FACS

Vice Admiral, U.S. Navy (ret)

For nearly 30 years Vice Admiral Raquel C. Bono, MD, MBA, FACS, served with honor and distinction as a highly respected Naval Officer and the first woman surgeon in the military to hold the rank of Vice Admiral.

Currently, Bono is the Chief Health Officer for Viking Cruises, an industry-leading model to establish a Csuite office for re-starting the cruise and travel business while maintaining a public health safety profile.

Previously, she was a gubernatorial appointee as the Director of Washington State COVID-19 Health System Response Management, Bono is a Senior Fellow with the Johns Hopkins University Applied Physics Laboratory and a Visiting Scholar of the University of Texas Value Institute. As the former chief executive officer (CEO) and director, Defense Health Agency (DHA), Vice Admiral (Dr.) Bono led a joint, integrated combat support agency that enabled all branches of the U.S. military – Army, Navy, and Air Force – medical services to provide health care services to combatant commands. Bono integrated an unprecedented \$50 billion worldwide health care enterprise composed of 50 hospitals and 300 clinics that provide care to 9.5 million military beneficiaries; oversaw the Department of Defense (DoD) deployment of the electronic health record (EHR) system; and advanced the development of the largest federated health system with the U.S. Department of Veterans Affairs.

A board-certified trauma surgeon, Dr. Bono is an inspiration and role model for all surgeons, especially female surgeons across the country and in the military. Dr. Bono received her bachelor's degree from the University of Texas, Austin; her Master of Business Administration from Washington State University, Spokane; and her medical degree from Texas Tech Health Sciences Center, Lubbock. She completed her surgical internship and residency at the Naval Medical Center, Portsmouth, VA and performed a trauma and critical care fellowship at the Eastern Virginia Graduate School of Medicine, Norfolk.

Dr. Bono's leadership positions in the DoD include: CEO/director, DHA (2015-2019); CEO/director, National Capital Region Medical Directorate (2013-2015); acting commander, Joint Task Force (JTF), National Capital Region (2013); functional champion, MHS GENESIS, the VA and DoD EHR (2014-2015); command surgeon, U.S. Pacific Command (2011-2013); chief of staff, TRICARE, DoD (2008-2010); commanding officer (CEO), Naval Hospital, Jacksonville, FL (2005-2008); executive assistant to the 35th Navy Surgeon General, Bureau of Medicine and Surgery (2004-2005); director, medical-surgical services, National Naval Medical Center, Bethesda, MD (2003-2004); planning officer for the chief of the medical corps, Bureau of Medicine and Surgery (2001-2002); director, restorative care, National Naval Medical Center (1999-2001); surgeon/surgeon intensivist, Naval Medical Center and Sentara Norfolk General Burn Trauma Unit (1991-1999); and head of casualty receiving, Operations Desert Shield and Desert Storm (1990-1991).

Her honors include: Bob Dole World War II Foundation Leadership Award (2022); American College of Surgeons Mary Edwards Walker Inspiring Women in Surgery Award (2019); Federal IT Women in Leadership Lifetime Achievement Award (2019); Modern Healthcare's 50 Most Influential Clinical Executive Leaders (2019); 50 Most Influential Healthcare Physician Executives and Leaders (2018) and 100 Most Influential People in Healthcare (2018); the Healthcare Information and Management Systems Society's (HIMSS) Most Influential Women in Health Information Technology (2018); University of Texas Distinguished Alumnus (2017); Texas Tech University Health Sciences Center Presidential Distinguished Alumni Award (2015); and the first Asian-American women promoted to Vice Admiral (three star) in the U.S. Navy



LDW

Leadership Development Worldwide



2022

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2018



KEYNOTE SPEAKERS



MARCIA ALESAN DAWKINS, PH.D.

Marcia Alesan Dawkins, Ph.D., is an award-winning educator, scholar, author, and Senior Research Scientist at the Center for Creative Leadership. Marcia's pronouns are she/her/ella. She's been active in teaching, leadership training, research, and speaking for two decades. She's taught at the University of Southern California, California State University, Fullerton, and East China Normal University in Shanghai, China, and her advanced degrees in Communication and Humanities have influenced her approach to working with leaders in the business world. As a result, she has published, presented, written, and taught in each of these areas.

Her first book, *Clearly Invisible: Racial Passing and the Color of Cultural Identity*, was nominated for the Grawemeyer Award. Her second book, *Eminem: The Real Slim Shady* was recognized by the NAACP and the Rock n' Roll Hall of Fame. Her scholarly work has since been recognized by the Social Science Research Council and the National Communication Association.

Marcia's thought leadership has also been featured in media outlets such as BBC World, NPR, AOL Originals, ABC News, HuffPo Live, The Leadership Alliance, Truthdig and a number of podcasts. A native New Yorker, she now lives in Long Beach, CA, with her partner, Harry and child, Lee.



IJE-ENU UDEZE NWOSU

Executive Director, Impact Spending

UK Born. California Raised. Daughter of Nigeria. As a global child, Ije is a natural connector. Whether it is connecting people, causes or resources, she is unapologetic in ensuring every person hears their own voice, sees their own reflection and unleashes their unique superpower along their life journey.

Currently, Ije serves as the Executive Director of Impact Spending at Kaiser Permanente. In her role, she leads the Total Health Spend Optimization portfolio of the Buy to Pay Shared Service- ensuring Kaiser Permanente's spending decisions are environmentally sound, economically viable and socially equitable. With a focus on bolstering local and national spend in

Kaiser Permanente communities with the highest needs, Ije has oversight of sustainability, national supplier diversity, and economic & community impact. She also leads KP POWER, the initiative she spearheaded to amplify gender-focused activities that attract, retain and equitably advance women at Kaiser Permanente. Ije was formerly the Chief of Staff to the chairman and CEO and has held several leadership roles within Kaiser Permanente. Prior to joining Kaiser Permanente, she was with the University of California system in the Office of Transportation and Emergency Preparedness.

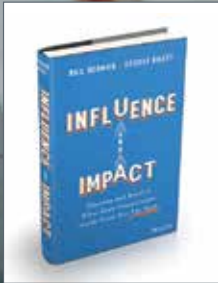
A committed community leader, Ije serves on the boards of Girls Inc. of Alameda County, MAKERS@, and Utuh USA (an organization supporting education and economic revitalization in Eastern Nigeria). In 2019, she was appointed to the Linkage - Advancing Women Leaders (AWL) Client Advisory Board. Ije was named a "Top 40 under 40" executive by the San Francisco Business Times and was recognized by Modern Healthcare with both the "Up and Comer" award and as one of the "Top 10 Minority Executives in Healthcare to Watch".

A keen lifelong learner, she earned a Master of Business Administration from Pepperdine University, a Bachelor of Arts in economics from the University of California, Berkeley. She has also completed an Executive Leadership Residency at Harvard Business School and is a Carol Emmott Fellow.

Ije believes that anything is within your reach once you decide it is worth it.

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APP LOGIN EMAIL

The email address you used to register for the conference

APP LOGIN PASSWORD

2023scp

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

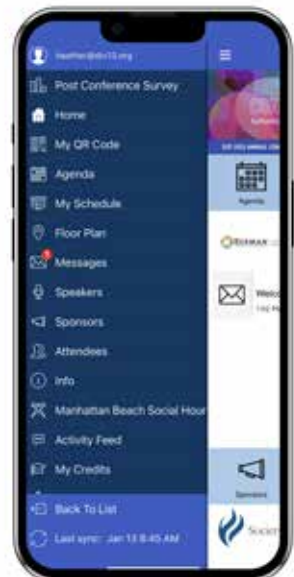
- Click on the AGENDA icon, then the SESSION NAME, then the SURVEY button, rate each question and then click SUBMIT

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



When you understand how the brain works, you can connect with anyone.

NeuroColor uses the revolutionary neurobiological discoveries of Dr. Helen Fisher to help individuals and teams create new opportunities for growth and effectiveness not previously possible with personality "type" assessments. Published in major scientific journals like PLOS ONE, the NeuroColor inventory is the only one in the world developed directly from the biological sciences and validated by biological science as well as traditional statistical methods. By understanding yourself and others through the lens of neuroscience, you can bridge any gap and improve how you communicate and interact.

We partner with high-level coaches, consultants and trainers around the world to deliver better business outcomes. Together, we improve how people work, contribute and make decisions.



SCP AWARDS NOMINATIONS ARE DUE BY NOVEMBER 1, 2023

Nominations for all awards are due by November 1, 2023. Winners will be notified by January 6, 2024, 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, 2023. Winners will be notified by January 6, 2023, and awards will be presented at the 2024 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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AGENDA

Thursday, February 2, 2023

**All sessions listed in Eastern Time Zone*

7:00AM - 8:00AM - Breakfast / Location: Shoreacre 2&3

8:00AM - 5:00PM - Assessment Certifications ›

NeuroColor Personality Assessment Certification

Catherine Hambley, PhD & David Labno, MS

8 APA CEs / Location: Seawall

This workshop (both the 8-hour in-person segment and the 4-hour post-workshop remote learning experience) offer consultants a new personality assessment tool that is founded on neuroscience and the latest understanding of the science of personality. This tool provides a robust report that creates various opportunities to engage individuals and teams in truly appreciating personality strengths, challenges, and differences. Participants in the workshop will walk away with both an understanding of the NeuroColor personality assessment, and an ability to facilitate an engaging and effective team-building workshop.

8:00AM - 12:00PM - Workshops ›

The Ethical Practice of Consulting Psychology: New and Emerging Issues

Rodney Lowman, PhD, ABAP

4 APA CEs / Location: Parkview

This interactive workshop will provide participants an overview of the most recent version of the APA Ethics Code and its applicability to consulting psychology at the individual, group, and organizational levels. It will emphasize awareness and application of the standards and principles directly connected with consulting psychology. Areas of special focus include multiple relationships, informed consent, and confidentiality. An important part of the workshop is confidential discussion of participant-provided cases that raise ethical concerns or issues. Some legal issues will also be discussed particularly those related to inter-jurisdictional and virtual practice and possible duties to report.

Killing 2 Birds with One Stone: The Psychology of Business

Bill Berman, PhD; NaTasha Jordan, PhD; Jeremy Robinson, MSW, MCC

0 APA CEs / Location: Peninsula

To consult and coach in this day and age, the audience must understand the world of business beyond people dynamics and family business. In this session we will help psychologists learn about business by learning it through their business. Additionally, the material shared will show the audience that their current business doesn't need to start from scratch but can be converted into a model that makes them relevant and competitive in the digital age.

AGENDA

Thursday, February 2, 2023 (continued)

**All sessions listed in Eastern Time Zone*

8:00AM - 12:00PM - Workshops › (continued)

Coaching Teams To Be Resilient and High Performing

Dan Fisher, PhD & Natalie Baumgartner, PhD

4 APA CEs / Location: Driftwood

Through a highly interactive series of training modules, participants will delve into the theory of high performing and resilient teams, be introduced to a methodology for coaching teams, and familiarize themselves with the tools and techniques needed to have maximum impact on team development. Using real life examples and case studies, participants will learn how to roadmap a team's development journey and how best to structure a team coaching engagement with consideration to team dynamics, systems awareness, and the importance of resilience.

12:00PM - 1:00PM - Lunch / Location: Shoreacre 2&3

1:00PM - 5:00PM - Workshops ›

Authentically Connecting with Technical Leaders to Successfully Consult to Technical Organizations

Joanie Connell, PhD

4 APA CEs / Location: Parkview

Participants will learn more about the unique aspects of technical leaders and industries to be better informed of what to expect when working with technical leaders in STEM industries, reflect on how they can authentically connect with technical leaders, practice engaging with technical leaders in role plays of actual case studies, and consider ways for organizational consultants to increase diversity in the STEM industries.

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

Greg Pennington, PhD & Layla Bokhari, PhD

4 APA CEs / Location: Shoreacre 1

Differences make a difference. Focusing on DEI has raised expectations to sustain progress made over the years. Increasing coaching capability in situations where differences are relevant requires conscious intentional effort. This workshop builds on participants' experience and research 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 2, 2023 (continued)

**All sessions listed in Eastern Time Zone*

How to Make Partnership Consulting a Part of Your Practice

David Gage, PhD; Donna Gage, PhD; Mark Sirkin, PhD & Marc Sokol, PhD

4 APA CEs / Location: Peninsula

Regardless of a company's legal structure, partners or co-owners typically control the business. Despite the critical importance of partners, there is a paucity of research or theory examining partner relationships, making it difficult for consulting psychologists to understand the unique nature of these entities and how they can effectively incorporate partner work into their consulting portfolio. This workshop enables participants to see how to leverage existing experience/skills and where they need to gain additional experience/skills.

How Leaders Impact Individual and Organizational Well-Being: An Experiential Workshop

Natasha Annis, PsyD

4 APA CEs / Location: Driftwood

Leaders play a significant role in fostering and sustaining healthy workplaces at both the individual and collective levels. This workshop invites participants to review and discuss wellness and motivational models, and to briefly experience several evidence-based techniques commonly promoted in the workplace. Participants will explore how leaders can intentionally foster healthier and more motivating work environments at the individual and organizational level through modeling, communication, and the implementation of effective human-centered leadership techniques.

5:30PM - 6:30PM - Welcome & Diversity Reception / Location: Backyard

6:30PM - 7:30PM - New Attendee & Student Event / Location: Backyard

AGENDA

Friday, February 3, 2023

**All sessions listed in Eastern Time Zone*

7:00AM - 8:00AM - Yoga / Location: Backyard

8:00AM - 9:00AM - Breakfast / Location: Loftlight East

9:15AM - 9:30AM - Conference Kick-Off / Location: Loftlight West

9:30AM - 10:30AM - Keynote / Location: Loftlight West

Recorded: Sincerely yours: Letters on Life and Leadership
Marcia Alesan Dawkins, PhD

10:30AM- 11:00AM - Break: / Location: Loftlight East

11:00AM - 12:30PM - Concurrent Sessions

Recorded: The Digital Coaching Revolution: How Rapid Advances in Coaching Technology are Redefining The Practice of Coaching

Michael "Woody" Woodward, PhD

1.5 APA CEs / Location: Loftlight West

An Introduction to the Clinician-Consultant Teaching Model

Cedric Williams, PhD

1.5 APA CEs / Location: Beachgrass

Testing Bias - How the Bias Outside the Box tool challenges the common conceptions of bias, and who carries them

Rehman Abdulrehman, PhD; Ian Clara, PhD

1.5 APA CEs / Location: Updrift

Artificial intelligence in consulting psychology: Where are we and where to go from here?

Larry Norton, PhD; Theodore Hayes, PhD; Ann Howell, PhD; Joel DiGirolamo, MS

1.5 APA CEs / Location: Seawall

Consulting to Family Business Enterprises: A Multifaceted, Variegated Endeavor

Florence Kaslow, PhD, ABPP; Lilli Friedland, PhD, ABPP

1.5 APA CEs / Location: Driftwood

AGENDA

Friday, February 3, 2023 (continued)

**All sessions listed in Eastern Time Zone*

12:30PM - 1:30PM - Lunch / Location: Loftlight East

1:30PM - 2:30PM - Keynote / Location: Loftlight West

Recorded: My Voice, Many Voices: Shaping Systems to Listen
Ije-Enu Udeze Nwosu

2:30PM - 3:00PM - Break / Location: Loftlight East

3:00PM - 4:30PM - Concurrent Sessions

Recorded: Psychology State Of The Union: How Brand Connection Can Restore the Prestige of Psychology

NaTasha Jordan, PhD

0 APA CEs / Location: Loftlight West

Am I at the facilitator finish line? Exploring and experimenting with what it means to create a learning zone for professional facilitators.

Maggie Sass, PhD

1.5 APA CEs / Location: Beachgrass

Effectively Debrief a 360-Degree Feedback Assessment

Jamie Lewis-Smith, PhD; Patti Weiter, PsyD

1.5 APA CEs / Location: Updrift

Political, Cross-Cultural, and Dark Side Complexities of Organizational Consulting

Judith Blanton, PhD; John Fulkerson, PhD; Vicki Vandaveer, PhD

1.5 APA CEs / Location: Seawall

Beyond Self-care: Vitality for the Psychologist

John O'Brien, PhD; Dana Gionta, PhD

1.5 APA CEs / Location: Driftwood

4:30PM - 4:45PM - Break / Location: Loftlight East

AGENDA

Friday, February 3, 2023 (continued)

**All sessions listed in Eastern Time Zone*

4:45PM – 5:45PM – Fellows – Wisdom Circle / Location: Seawall

Becky Turner, PhD; Gregory Pennington, PhD

The first SCP Fellows Wisdom Circle will take place at the upcoming SCP Conference (insert dates here) in Manhattan Beach, CA. All SCP Fellows are invited to participate as well as any others attending the Conference. The purpose of the Fellows Wisdom Circle is to provide an open and informal space in which attendees—especially those earlier career professionals—can raise questions and tap into the collective experiences and expertise of SCP Fellows. In turn, the Fellows will have the opportunity to learn from and engage with the diverse perspectives of conference attendees. It is hoped that such generous sharing of information and reciprocal learning of the Fellows with other conference participants will ignite thoughts that could help increase our impact as consulting psychologists.

7:30PM – UNTIL – Social Hours / Location: Manhattan Beach, CA

8:00PM – 12:00AM – Jam Session / Location: Shoreacre 3

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AGENDA

Saturday, February 4, 2023

**All sessions listed in Eastern Time Zone*

7:00AM – 8:00AM – Yoga / Location: Backyard

8:00AM – 9:00AM – Breakfast / Location: Loftlight East

9:15AM – 9:30AM – Morning Welcome & Daily Hype / Location: Loftlight West

9:30AM – 10:30AM – Keynote / Location: Loftlight West

Recorded: Partisans on the Road to Collaboration

Raquel Cruz Bono, MD, MBA, FACS

10:30AM– 11:00AM – Break / Location: Loftlight East

11:00AM – 12:30PM – Concurrent Sessions

Recorded: Developing Cultural Executive Assessment in Times of Change and Uncertainty – Client Case Presentation

Lyne Desormeaux, PsyD, MCC; Adam Bandelli, PhD; Michael de Vihil, PhD

1.5 APA CEs / Location: Loftlight West

Building trust, strengthening connection: How consulting psychologists can help clients build healthy boundaries in the workplace

Dana Gionta, PhD; Liz Seigart, PhD, MBA

1.5 APA CEs / Location: Driftwood

The Branded Psychologist: Building a Brand as a Psychologist in the Digital Age Not applying for CE

NaTasha Jordan, PhD

0 APA CEs / Location: Seawall

Promoting Counterfactual Cognition in Executive Coaching Engagements

Dick Kilburg, PhD

0 APA CEs / Location: Parkview

Conversations: Theme DE&I

Location: Peninsula

AGENDA

Saturday, February 4, 2023 (continued)

**All sessions listed in Eastern Time Zone*

12:30PM – 1:30PM – Lunch / Location: Loftlight East

1:30PM – 3:00PM – Concurrent Sessions

Recorded: I'm all shook up! The roles and realities of emotions in coaching and consulting work.

Maggie Sass, PhD; Ross Blankenship, PhD

1.5 APA CEs / Location: Loftlight West

The rise of alternative facts: Using techniques from motivational interviewing to increase authentic connections

Elizabeth Schwab, PsyD

0 APA CEs / Location: Driftwood

Black2Black: Recognizing, understanding, and managing the dynamics of coaching and leading others who are similar

Greg Pennington, PhD; Lawrence James, PhD

1.5 APA CEs / Location: Seawall

Update on the Revision of the Ethics Code of the American Psychological Association

Rodney Lowman, PhD, ABAP

1.5 APA CEs / Location: Parkview

Conversations: Grad Students, Mentorship, Work Collaboration Opportunities

Location: Peninsula

3:00PM – 3:30PM – Break / Location: Loftlight East

AGENDA

Saturday, February 4, 2023 (continued)

**All sessions listed in Eastern Time Zone*

3:30PM – 5:00PM – Concurrent Sessions

Recorded: Transformational Teaming: Methods and Approaches for Moving Beyond Individual Contributors

Mark Sirkin, PhD; Christine Allen, PhD; Bruce Hammer, PhD

1.5 APA CEs / Location: Loftlight West

How Newer Consultants Can Influence and Bring About Change by Engaging with Clients Authentically

Joanie Connell, PhD; Rebecca Turner, PhD

1.5 APA CEs / Location: Driftwood

Neurodiversity as a foundation to person-centered employee experience

Tiffany Jameson, PhD, MBA

0 APA CEs / Location: Seawall

Conversations: Theme Hot Topics

Location: Peninsula

Conversations: APA Ethics Committee

Location: Peninsula

5:00PM – 5:15PM – Break / Location: Loftlight East

5:15PM – 6:45PM – Concurrent Sessions

Job Crafting – A Positive Psychology Intervention

Patti Weiter, PsyD

1.5 APA CEs 1.5 APA CEs / Location: Driftwood

Coaching for Impact: A case study and discussion with a former criminal turned lawyer and nonprofit leader and his coach

Ann Bowers- Evangelista, PsyD; David Lee Windecher, JD

1.5 APA CEs 1.5 APA CEs / Location: Seawall



WELCOME & DIVERSITY RECEPTION

THURSDAY, FEBRUARY 2 | 5:30PM - 6:30PM | BACKYARD



FIRST TIME ATTENDEES & STUDENT ATTENDEES

Thursday, February 2 | 6:30PM - 7:30PM | Backyard



AGENDA

Sunday, February 5, 2023

**All sessions listed in Eastern Time Zone*

7:30AM – 8:30AM – Breakfast / Location: Loftlight East

8:30AM – 12:30PM

Breaking Into Consulting

NaTasha Jordan, PhD; Marc Sokol, PhD; Gregory Pennington, PhD, Ann Bowers-Evangelista, PsyD, MBA;
Disha Joshi, PsyD, MBA

3 APA CEs / Location: Beachgrass

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HEALTH & SAFETY

LANYARDS

The Society of Consulting Psychology is a microcosm of our larger society (albeit a well-educated microcosm!) We understand that everyone has different preferences on how they want to be approached at the conference. This year in order to respect people's boundaries we will use the red, yellow and green system.

Red

Red will indicate you do not wish to be touched/hugged (please keep your distance).

Yellow

Yellow will indicate you're ok with elbow contact (like an elbow bump).

Green

Green will indicate "hugs" are welcome.

VACCINATION RECOMMENDED

SCP has implemented a Vaccination Recommended but not required approach for all attendees, exhibitors, and SCP staff.

MASK

We will continue to monitor the state and local guidelines. While we will not mandate masks at this time we will provide masks onsite at the registration desk along with hand sanitizer outside meeting rooms and throughout the conference area.

TESTING

We ask that all attendees, exhibitors and staff test within 24 hours before attending the conference. We're a caring community and we ask that you participate responsibly. Additionally, the Conference Committee and SCP Board of Directors are currently working on providing onsite testing as needed for attendees. We will provide more information as we have it in the upcoming months.

SCP AWARD WINNERS / CPJ AWARD WINNERS

SCP Award Winners



Vandaveer Award for Facilitating Publishing by Practitioners of Organizational Consulting

Rob Kaiser, MS



Leadership Worth Following Award for Excellence in Developing Consulting Psychologists

Gregory Pennington, PhD



2022 RHR International Award for Excellence in Consulting Psychology

Dave Watterson, PhD

CPJ Reviewer "Tough Love" Recognition Award 2022



Special Issue: The Science and Practice of Learning Agility

Kenneth P. De Meuse, PhD and Veronica Schmidt Harvey, PhD—
Guest Editors



Special Section: State of Progress for Initiatives Supporting Women in Leadership Across Industries and Contexts

Mira Brancu, PhD and Lyne Desormeaux, PsyD—Guest Editors

NOTES

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