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Links

www.apa.org
American Psychological Association Website

www.spim.org
Society of Psychologists in Management Website

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JOIN SPIM IN GEORGETOWN!

Register online NOW for the Annual Conference at www.spim.org!

2007 SPIM Conference and Institutes
March 1 – 4

Georgetown, Washington

Conference Theme:

Facing New Realities from a Psychological Perspective

Psychologist managers face a wide spectrum of new realities. Many psychologists are being forced to change professional roles. Our world today is more unstable. Managing a multicultural and multi-ethnic workforce in an international environment is a common challenge. Technology is radically changing the way we work and communicate. Ethical issues are more complex and subtle. Conference participants will have many opportunities to explore these issues with their colleagues and expert presenters. A few highlights:

- Tom Rath, #1 *New York Times* best-selling author and Global Practice Leader with the Gallup Organization will be speaking on "Friendships at Work."
- Dr. Steve Behnke, Director of Ethics for APA, will speak on "Ethical Challenges Facing Psychologists."
- Dr. John Cavanaugh, President of the University of West Florida, will speak on "Effectively Managing Major Disasters."
- Drs. Joyce Shields and Connie Schroyer of The Hay Group will offer "Leadership run Amok: The Destructive Potential of Overachievers."
- Dr. Eric Haseltine, Deputy Director of National Intelligence and Director of Research, will speak on "The Future of Science and it's Implications for Psychologists."
- Former Ambassador to Botswana, Joseph Huggins, will speak at our Saturday luncheon.

The SPIM institutes include:

- Talent Management Workshop by Shirley Ross, Ph.D. and

Jim LaRocco, Ph.D.

- Executive Wisdom by Richard Kilburg, Ph.D.
- Navigating Differences as An Executive Coach: The Coaches', the Client's and the Organizations' by Marlene Thorn, Ph.D., Carol Blimline, Ph.D., David Coleman, Ph.D., and Dinah Nieburg, Ph.D.
- The Ethical Practice of Psychology in Organizations by Rodney Lowman, Ph.D. and Richard Kilburg, Ph.D.

In all, up to 28 estimated CE credits can be earned for attending the program and the workshops.

[Look on the website for more details about the conference!](#)

ELECTION RESULTS

SPIM Elects Officers for 2007- 08

When the electronic polls closed on December 15, **Cathleen Civiello** was declared SPIM's president-elect. Cathleen will take office as president-elect (succeeding **John Bruckman**, who will become president) following the Annual Conference in March. **Henk Ruck** was elected to a second term as treasurer. Newly elected as Board members are **Connie Schroyer** and **Lisa Tedesco**. They will replace retiring members, **John Langhorne** and **Shirley Ross**, who have served SPIM with great energy for the past three years.

Also continuing on the Board are **Valerie Hearn** and **Connie Rath** (with one year remaining on their terms), **Dee Ramsel**, and **Marlene Thorn** (with two years remaining), along with secretary **Ed Johnson** and **Judith Albino**, who moves from president to the past-president role in March.

Congratulations to all of our SPIM candidates this year. **Billie Blair**, **Ron Giannetti**, **Debra Robinson**, and **George Schofield** all had strong support, and we are fortunate that members of their talent and enthusiasm are willing to give their time and energy to SPIM.

And a very special thanks goes to **Al Hollenbeck** for once more running the electronic election.

FROM THE PRESIDENT - JUDITH ALBINO

A RETROSPECTIVE

The fall months have been busy for SPIM – and especially for the Board of Directors and Committee Chairs. This group has been meeting via conference call every other month, providing support for committee activities and always generating

FYI:

SPIM has two directories of members. One is a printed directory distributed by Edgar Johnson
edgarmj@bellsouth.net

The second is the website listing of members. Names and emails on the website are only posted when the member approves the posting by checking the boxes or emails Ed or Al Hollenbeck send out asking if one would want his/her name posted.

Please check your web address on the website to make sure we have the correct address. If you want to make a change, contact
edgarmj@bellsouth.net.

momentum for SPIM's ongoing activities.

The highlight of the fall was SPIM's first Regional Meeting held in Washington, D.C. Kudos to Marlene Thorn, Cathleen Civiello, Connie Rath, and Connie Schroyer, who did a fantastic job not only of planning the event, but also of publicizing and turning out a great attendance. Special thanks to our speaker, Dick Kilburg; to Connie Rath, who provided a venue at Gallup; and to Connie Schroyer and the Hay Group, who provided a sumptuous reception table. You can read more about the Meeting in this newsletter.

Just a month before the Regional meeting, SPIM participated in the ceremonies and reception for the first recipient of the Don Clifton Strengths Prize, given by the Gallup Organization in memory of its late CEO and SPIM's 2001-02 President. SPIM Member, Ray Fowler, represented us on the selection committee for the prize, and Connie Rath was most gracious in recognizing SPIM's role in Don's life. We, of course, will always remember Don's superb leadership and his gentle, positive approach to life and leadership. The awardee, health psychologist Shelley Taylor of UCLA, clearly embodies those same values and has made them the focus of her research and practice.

An extra benefit of the Regional Meeting was that we acquired several new members from among the guests attending. Our membership chair, Dana Ackley, reports a total of 16 new SPIM members since March. Potential members seem to be responding to our new website as well, but the key to membership growth clearly is the personal touch – members recruiting new members. Dana has done an extraordinary job of developing creative ways to reach out to potential members and will be pleased to contact anyone you wish to recommend. Note that for a short period of time, new members will be able to take advantage of current membership fees before dues go up in 2007.

Rosemary Hays-Thomas has recruited a dedicated and talented editorial board, and the rate of manuscript submissions to The Psychologist-Manager Journal is growing. In 2007, we will be increasing the number of issues, and although our publisher, Lawrence Erlbaum, has been sold to Taylor and Francis, we expect no disruptions in our publication schedule. We all owe Rosemary a huge debt of gratitude for taking the Journal to this next step of excellence, and so it is with tremendous regret that we accept her decision to step down from the role of editor. We will be looking carefully at the Journal and its potential as we begin the search for a new editor, and I hope that you'll hear more about these plans by the time of our annual conference. Look for a notice of the search for a new editor in this newsletter, and please consider whether this role is something that fits with your own personal and professional

Join Us in San Antonio
in 2008!

SPIM's Mid-Winter
Conference

March 2-3, 2008

goals.

The Board of Directors has approved changes in the Bylaws, and these will be presented for vote at the annual conference in March, as provided in the current Bylaws. The primary changes in the Bylaws are a provision for a "Fellow" category of membership and the establishment of the organizational fiscal year as the calendar year. Additional changes are primarily for the purpose of "cleaning up" or "clarifying" current provisions, or bringing the language of the Bylaws into alignment with current practice.

Work continues on the development of a supporting 501(c)(3) organization, which will accept charitable donations to support the educational, scientific, and public interest purposes of SPIM. We also hope to have made substantial progress on this matter by March.

The 2007 SPIM Conference Program is shaping up beautifully, and you can learn more about the conference and institutes in this newsletter. John Bruckman has not only identified some wonderful talent for the program, but he and Lorraine Rieff also are taking us to new levels in terms of insuring ease of registration. We are excited about the Washington D.C. location on the edge of Georgetown, and we believe that this conference will be another memorable occasion for all who attend. You'll be receiving materials in the mail, or you can register on the website.

Rodney Lowman has called the first meeting of a group who will work to create closer ties and collaboration between SPIM and the Division of Consulting Psychology (Division 13) of APA. If you have ideas about how the two groups can work together, please contact Rodney at rlowman@alliant.edu.

The other SPIM "Lowman" -- Robert Lowman -- will be pulling together a group who will consider how SPIM can contribute to the education of the next generation of psychologist-managers by coordinating and/or supporting internship and practicum activities. If you would like to work on this project, or have ideas for Bob, please contact him at lowman@unc.edu.

Finally, although at the time of my writing, the polls had not yet closed, this newsletter also should carry announcement of the individuals who will assume SPIM offices at the annual conference: a president, a treasurer, and two new Board members. Past president Dale Thompson put together an outstanding slate for us. It made the voting difficult, but it assured that SPIM will be in superb hands, whatever the outcome. Thanks to all of you who voted and even more, to all of our candidates -- winners every one!

Judith Albino, Ph.D.
President

INTERVIEW WITH JOHN C. BRUCKMAN, PH.D.

CONFERENCE PROGRAM CHAIR PRESIDENT ELECT

**By Mary Zahner, Ph.D.
Communications Chair**

Q: How did you develop the theme for the Conference?

A: The genesis of the idea came from a retrospective view of how the country and our culture have changed since September 11, 2001. I called it a “hinge of history” in that the country will never be the same. This period of time was quickly followed by Afghanistan, Iraq and Katrina. Each major initiative produced new and unknown pressures upon our society.

Psychologists are but one group that is faced with dealing with the repercussions of these massive challenges to our institutions. Hence the theme “Facing New Realities from a Psychological Perspective” was born. I want psychologists to take a leading role in the transition and demands that are being placed on our country.

Q: What is the major thrust of the presentations?

A: For the first time in my 16 years with SPIM we are going take a more proactive approach on international issues, including national intelligence, international institutions, multi-cultural and multi-national organizations. Washington, D. C. is the perfect place to do it. We have access to very senior officials in a wide range of institutions that are facing the above issues on a daily basis.

Q: Will this international approach be balanced with more traditional issues like leadership, coaching, and talent management?

A: Yes, we are excited about the experts we have recruited like Tom Rath, #1 *New York Times* best selling author who will be presenting Gallup’s research on “Friendships at Work,” Dick Kilburg on “Executive Wisdom,” Shirley Ross and Jim LaRocco on “Talent Management,” Steve Behnke on “The Ethical

Challenges Facing Psychologists,” Douglas LaBier on the “Emotional Fallout of Success,” John Cavanaugh on Effectively Managing Major Disasters,” and Joyce Shields and Connie Schroyer of the Hay Group speaking on their group research on “Leadership Run Amok.”

Q: What does Washington D.C. offer as a conference site?

A: Washington D.C. is a wonderful site to come early or stay late with your loved ones. Over and above the monuments, you have access to some of the finest museums in the world, not to mention the Smithsonian. It is an amazing combination of public and private enterprise.

SPIM 2007 will be held in historic Georgetown, officially founded in 1751, alongside the Potomac River. As a result of its prosperity, Georgetown gained reputation as the fashionable quarter of the capital; thus you will discover charming old homes, churches and restaurants. Walk to excellent restaurants and enjoy Georgetown’s strong historical presence, lending a charming atmosphere to our conference setting.

NOVEMBER 2nd REGIONAL MEETING by Marlene Thorn

For a couple of years I have thought it would be a good idea to have a regional meeting for the purpose of getting SPIM members together, asking them to invite other like-minded psychologist colleagues for the purpose of extending membership opportunities and exchanging ideas and meeting each other. This year, with support and encouragement from SPIM and the Board and knowing the SPIM Conference would be in D.C. Spring of 2007, I decided to expend the energy and see what the results would be, and whether this could become a model for other Regions to replicate when the Conference would be in their regional area.

While planning the Regional Meeting has taken time and attention above my day to day work hours, it has been very rewarding—I have had the great opportunity to work with other SPIM members to organize the meeting and to get to know them in the process. Cathleen Civiello, Connie Rath (Gallup) and Connie Schroyer(Hay), Dan Ackley, and Dick Kilburg. In addition, planning the meeting with Judith Albino and John Bruckman has also been a great source of SPIM support.

The result of all of this planning was very rewarding. About 27 people attended the Regional conference, which was held at the

Gallup Organization facilities (thanks to Connie Rath) and Hay provided a wonderful bar and food reception (thanks to Connie Schroyer). Individuals were pleased to meet new colleagues and "old" ones, and Dick Kilburg's presentation was well received. The 1.5 free CEU was a plus, but I felt that people were there genuinely to have fellowship, be together with like-minded colleagues and meet new colleagues. Hopefully we will get some new members out of the regional meeting, or at minimum, individuals who will register for the SPIM conference in D.C, spring 2007. Certainly, the results, in terms of membership numbers will reveal themselves by the spring conference.

Dick Kilburg's presentation was wonderful and right on target. There were a lot "head nods" throughout the presentation. Participants were engaged; the new invitees were impressed and wondered why they had not known about SPIM prior to this meeting. Those of us who are SPIM members enjoyed seeing each other in our own area, in a smaller group, and were proud of having Dick Kilburg present his work and have Judith Albino present. It was a great community experience.

I hope that other Regional meetings will take place. One thought is that every year prior to a Conference being held in a State, a regional meeting is held in that state for purposes of showcasing SPIM, getting new membership, and encouraging interest to the Conference. Other Regions, i.e. D.C area, having been successful once, should repeat their Regional Meeting every fall.

Some of the comments from others regarding the Regional conference include:

"I could not attend the regional meeting, however I heard it was a great success."

"It was wonderful seeing so many SPIM members at the Regional Meeting and meeting new colleagues."

"We have been talking about getting the Baltimore/D.C SPIMMERS together for decades, but we couldn't rise above our own inertia! You did it and it was wonderful. We have such a community here in this DC region and we should be taking better advantage of it. Thanks for making this happen."

"Dick Kilburg's intellectual focal point for this meeting was much appreciated and we are honored that he was willing to share it with others through SPIM."

"The turnout was wonderful and everyone was pleased with the experience to get together with amiable colleagues."

“We hope the success of this Regional Meeting will encourage others to hold similar events throughout the country.”

“Connie Rath, and the Gallup Organization for hosting the First Regional SPIIM meeting In Washington—the success of the meeting was due in no small part to the location and the facilities met our needs perfect, and it added luster to the event to be hosted by such an impressive organizations.”

“Connie Schroyer, Hay Group, and her support and that of the Hay Group, for the meeting. The meeting attendance was almost a third that of a typical annual meeting, the success of the event is indisputable. Many positive comments on the quality of the food and beverages provided. The Reception provided by Connie (Hay Group) was truly first rate and made SPIM look the same.”

“Dick Kilburg’s/CEU/Evaluation form: Mostly straight five’s on a scale of 1-5 with 5 being the highest! Great job.”

“The regional meeting showcased SPIM’s two primary values quite well i.e. The high level of intellectual stimulation and warm collegiality. It was great to get a chance to see folks more than annually. As with every SPIM meeting, Dick’s presentation gave me important ideas to consider in my own work. These two values are the points that are stressed in recruiting new SPIM members. The venue was outstanding and represents how SPIM members find themselves relating to organizations that have powerful impact. Other Regional meetings should focus on tweaking further even more welcoming efforts for new guests as they arrive to overcome the naturally awkward moments folks feel as they come into a new situation.”

RESOURCES FROM OUR MEMBERS

Dr. Leslie Mayer was interviewed by Judy Martel, the author of the recently released book **Dilemmas of Family Wealth: Insights on Succession, Cohesion, and Legacy**. Her contribution dealt with the attributes and motivations of leaders at different stages in the life cycle of the business. Also, Dr. Mayer was invited by Forbes Magazine to serve as a panelist for their inaugural Family Business Forum in New York City in mid-May. She spoke on the topic of “paternalism” and its impact on corporate culture. Dr. Mayer is President and CEO of Mayer Leadership Group. Mayer Leadership Group specializes in coaching and advising CEOs and top executives in the human factors that make or break successful leadership.

Dr. Shelley Canter has written a book entitled **Make the Right Career Move**. The book makes executive job search smarter, helping readers land their dream job and realize the

benefits of a better job faster. It is a career guide that offers a streamlined approach to essential job search tasks, such as devising a job search plan and showing how to avoid time-wasters or dead-end efforts that eat up valuable time. It demonstrates new way to use traditional and new job search tools, from resumes to the Internet, to increase job search effectiveness and efficiency.(rjc@rjcassociates.net)

MEMBER NEWS AND HIGHLIGHTS

JOHN BRUCKMAN

John C. Bruckman has moved to Ashland, Oregon and has joined the graduate faculty of the Applied Psychology program at Southern Oregon University.

CHARLIE FOGELMAN

Charlie has been working on the organization and practice of law in the 21st century with legal firms.

STEVE MCELFRISH

Steve was elected to the Board of Directors of the Forensic Expert Witness Association (www.forensic.org).

JOHN REED

In Houston, John is at QRA (www.quinnreedassociates.com) and liking the mix of coaching, consulting, and teaching business school students.

DEE RAMSEL

Dee Ramsel has recently incorporated as Ramsel Organization Development Services, LLC. She is affiliated with Vernon, Roche and Hodgson, Inc. (a business psychology firm in Milwaukee) and provides executive coaching, leadership development, and organization development services in the Milwaukee area. This is a part-time consulting practice as Dee continues to work in Policy and Planning for VA Central Office. This has been a dream of Dee's for several years; she is grateful to John Langhorne and Billie Blair for their workshop on starting a consulting practice at last year's SPIM conference and to other SPIM members for providing encouragement and serving as strong role models.

NEW MEMBERS JOINING SPIM!

Let us welcome new members who have recently joined SPIM:

- **Harold Weinstein, Ph.D.**
- **Robin Graff-Reed, Ph.D.**
- **Craig Petrun, Ph.D.**
- **Douglas LaBier, Ph.D.**
- **Jim Striker, Ph.D.**
- **Lynne Hornyak, Ph.D.**

- **Sharon Holcomb, Ph.D.**
- **Mike Gelles, Ph.D.**
- **Jonathon Vitriol, Ph.D.**
- **Joseph McCann, Ph.D.**
- **David Bracken, Ph.D.**
- **David Friedland, Ph.D.**
- **David Campbell, Ph.D.**
- **Robert Schmitt, Ph.D.**
- **George Schofield, Ph.D.**
- **Jim LaRocco, Ph.D.**
- **William Dean Charmak, Ph.D.**
- **Frank A. Ghinassi, Ph.D.**
- **Margaret (Peggy) Moore, Ph.D.**
- **Tom Muha, Ph.D.**
- **Gail Reyes, Ph.D.**
- **Eric Schinder, Ph.D.**

VOLUNTEER NEEDED

An Editorial Opportunity

After serving as Editor of *The Psychologist-Manager Journal* since 2002, I have informed the SPIM Executive Board of my desire to be replaced as Editor after the 2007 volume has been published. My work with the *Journal* has been interesting and satisfying (as Rodney told me, there is nothing like seeing your name in print when the *Journal* comes out!) but I believe we have reached a time when a new Editor's ideas and networks should shape the development of the *Journal*. In preparation for this transition, I've been asked to provide a job description that can be shared as we seek applicants for this position.

The Editor of *The Psychologist-Manager Journal*

- Organizes and collaborates with members of the Editorial Board.
- Receives submissions, assigns them to reviewers, and prepares responses to authors based on the Editor's judgment of the manuscript and the reviews. Manages the process of revision when necessary. Makes decisions about acceptance and rejection and communicates them to authors.
- Collaborates with editors of special issues or sections as they develop proposals, manage the process of securing and editing manuscripts, and prepare manuscripts for publication.
- Submits contents of issues to the publisher according to mutually agreed schedule.

- Reviews manuscripts after copy editing by publisher and recommends minor changes where necessary.
- Communicates with publisher on behalf of SPIM and authors when necessary.
- Communicates with and responds to queries from potential authors and assists in shaping submissions.
- Participates as a non-voting member on the Executive Board of SPIM.

This list represents the major duties as they exist at this time. However, the new Editor would have considerable autonomy in reorganizing some of these tasks, restructuring the Editorial Board to assist in various ways, and also in developing the focus and style of the *Journal*. Under the terms of our contract with Lawrence Erlbaum Associates, there is a small stipend which can be used at the Editor's discretion for clerical assistance or other necessities. For some time, all our submissions and communications have been handled electronically, which makes these tasks much easier.

TPMJ is scheduled to go from two issues annually to four annually beginning with the 2008 volume. This means that our publication queue must contain a growing number of articles, and part of the newly-appointed Editor's role in the interim will be to assist in increasing the flow of manuscripts.

Coincidentally, we have recently been notified that LEA has been sold to Taylor and Francis, a well-known British publisher, and we are working with them to produce the 2007 volume. To date this has resulted in no changes in our excellent and smooth working relationship with our publisher. However, the sale to an international publisher suggests an opportunity for a greater international focus in authors, content, and subscriptions.

Serving as Editor of a journal such as ours is a wonderful opportunity to shape what is shared with our colleagues and students about the work that we do. Working with authors to improve their manuscripts is a very rewarding process. I have truly enjoyed the opportunity to provide publication access to authors and contributions that fit our theoretical/applied niche and introduce our SPIM organization to a wider audience. (There is also something to be said for the positive impact of the word "Editor" after one's name on business cards and correspondence!) As the *Journal* grows in frequency and circulation, it can produce a significant revenue stream for SPIM. Thus the Editorship is an opportunity for a major contribution to the field in terms of scholarship, and to our organization in terms of stability and prominence.

Please contact me if you would like further information about the Editor's responsibilities. Additional information about the *Journal*, including Tables of Contents from past issues, can be

found on the SPIM Web site at
<http://www.spim.org/journal.htm>

Rosemary Hays-Thomas, Editor
The Psychologist-Manager Journal
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DIVISION 13 MIDWINTER CONFERENCE LEADERSHIP AND DIVERSITY: INCLUSION, INSPIRATION, AND IMPLICATIONS

February 8-11, 2007 Miami Beach Resort and Spa

Participants can earn up to 27.5 CE credits by attending the pre-conference, main conference, and post-conference activities.

Keynote presenters include Roosevelt Thomas, author of "Building on the Promise of Diversity," Marsha Johnson, Vice President, Southern Company, Juana Bordas, President of Mestiza Leadership International and Clayton Alderfer, Ph.D.

Concurrent sessions include new ideas in leadership and diversity, leadership consulting strategies, and executive coaching. Pre/Post Conference Workshops will be offered on talent management, coaching, and ethics.

What could be better than Miami in February? The resort features a tropical feel with many shops, four restaurants, and guests can even rent a boat at the private dock. Located three miles from South Beach, it offers easy access as well as a quiet spot to unwind.

Save \$ 50 by taking advantage of early registration which ends January 8th. We look forward to seeing you in Miami!

Conference Information: Lorraine Rieff and Associates
(312)655-1150 or
<http://www.apa.org/divisions/div13/InsideIndex.htm>
