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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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To SPIM members:

In this newsletter you will learn more about the upcoming SPIM Conference and Institutes, as well as an intriguing possibility of combining our conference with that of the Society for Consulting Psychologists. Marlene Thorn was also kind enough to provide information about a SPIM regional meeting in November. And we have an interesting interview with George Watts (fun to read!).

Don't forget to send me notices on what is going on in your lives! Also, if you know of any prospective member for SPIM who might enjoy this newsletter, please pass it on. Our winter newsletter will come out around the first of the year (before the conference).

Remember to vote in the SPIM elections. The link is <https://survey.aarp.org/cgi-bin/spimelection2008/index.cgi>

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New information on 2008 SPIM Conference and Institutes February 28 - March 2 San Antonio, Texas

Managing and Leading: The role of the setting and organizational situation

Are you a psychologist manager for whom leadership is key to your success and/or do you help others enhance their leadership skills? If so, the 2008 SPIM Conference and Institutes are for you. Watch your mail and e-mail for conference registration materials that will include the full program. For now, here is some of what we plan to offer:

We expect to offer about 15 continuing education units (CEUs) at the main conference with an opportunity for up to 14 additional CEUs if you attend the maximum number of institutes.

Dick Kilburg will kick off the main conference the evening of Thursday, 28 February with a session focused on setting the stage for the rest of

the conference by learning about our new attendees and new members as well as touching base with our returning SPIM members. Many of us find this to be a highlight of the meeting because it lets us each put aside our various professional roles and be ourselves - at least for a few days. In addition to this kick off session, there will be many opportunities for interaction with colleagues throughout the conference to include our annual banquet with an auction led by our Foundation Board.

The formal conference sessions begin Friday morning, 29 February. The focus of the main conference will revolve around two main themes associated with leadership and management. **The first aspect/theme of the main conference will provide examples of excellent leadership during different times in an organization's life cycle.** Our current President, John Bruckman, will kick this off in his presidential address which will focus on managing through times of organizational change. The Clifton Strengths Award Winner, Shelley Taylor, will talk about Fostering a Supportive Environment. Roger Cooper, who will serve as her discussant, will link Shelley's lessons to Ericksonian developmental stages. Also related to this theme will be talks by COL Carroll Green about creating a corporate culture and by Charlie Klunder who will discuss one of the biggest organizational endings in recent San Antonio history - the closure of Kelly Air Force Base. Charlie will focus on the valuable role that psychology played in leading through the ending of the organization.

The second aspect/theme will focus on examples of excellent leadership manifested in different settings. Arthur Freedman introduced us to Ernesto Nieto who is developing young leaders into future community leaders. Ernesto is the CEO of the Hispanic Leadership Institute. He and Arthur will set the stage for our discussion of leadership in different settings by providing insight into the Institute's success in this area. Mark Ginsburg will lead a session that will highlight examples of leadership success in several additional areas including: professional associations, health care, academia, and consulting practices. There will also be short sessions on emerging and evolving contexts for leadership to include: Netcentric leadership, technical leadership, and leveraging the media.

In addition to the main conference, as usual, our institutes will offer attendees not only the opportunity to earn additional CEUs, but they will also offer the opportunity to explore topics related to the conference theme in greater depth. On Thursday, 28 February, we plan to offer two full day institutes. The first, on **Finding Your Leadership Voice**, will be led by a dynamic trio of individuals who have been very active in SPIM and who have each shown us their superb leadership voices: Billie Blair, John Langhorne, and Dee Ramsel. The second, **Executive Assessment**, will be led by three individuals who are not only leaders

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 listed.

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.

in the field of executive assessment and development, but they also have different but complementary approaches to assessment: Les Krieger, Connie Rath, and Connie Schroyer.

Also on 28 February, a late afternoon institute will be offered during the time between the end of the full day institutes and the kick off session. This institute, on **Maintaining your Professional Edge**, will be led by two CEOs who both have exciting professional approaches: Dale Thompson and Vicki Vandaveer. Wondering when you will find time to eat? Not to worry - we plan to eat well throughout the conference. We plan to offer a light buffet at the kick off session.

On Sunday, 2 March, in the morning we will again offer one of our most popular institutes focused on **Ethics in Organizations**. Dick Kilburg and Rodney Lowman will again lead this institute.

SPIM is approved by the American Psychological Association to sponsor continuing education for psychologists. SPIM maintains responsibility for this program and its content.

In the last SPIM newsletter, I discussed the benefits of meeting in San Antonio, not the least of which include many activities for spouses and life partners. If possible, you may want to add a day or two to your time in San Antonio so that you, too, can take advantage of this lovely and relaxing city. Please plan to come to the 2008 SPIM Conference and Institutes in San Antonio and bring a colleague. I hope to see you there.

Cathleen Civiello
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Note from the President

JOINT CONFERENCE WITH THE SOCIETY OF CONSULTING PSYCHOLOGISTS

SPIM CONFERENCE: February 4-7, 2009

SCP Conference: February 5-8, 2009

San Diego Hilton Resort (tentative)

At the Board meetings of Society of Consulting Psychologists (SCP) and the Society of Psychologists in Management (SPIM) at the August 2007 APA Convention, a major decision was made to hold a joint conference with the SCP (Div. 13) and SPIM. This is a bold experiment on a trial basis to build on the strengths of both organizations. Many of our SPIM members also belong to SCP and this would allow them to attend both

conference, rather than having to choose between the two. The SPIM Board members voted unanimously to experiment with the concept for one year. Based on the results of the conference, the Board (in collaboration with SCP) will either extend the process or proceed as we have in the past. Because of the contracting cycle, the 2010 conferences will be held separately. If the 2009 conference is a success, the concept will be resumed in 2011.

Over the months preceding the Board meeting there were intensive discussions about the differences between the two organizations. Of special concern was how to preserve and protect the SPIM culture yet balancing that with the need to experiment and grow in new and different directions. An incredible amount of hard work in the early stages was performed by Rodney Lowman and was quickly followed up by Cathleen Civiello, President Elect, who visited the destination resort and negotiated with the executive officers of SCP.

The initial theme being proposed is **“How to effectively leverage the partnerships among executives, managers and consultants.”** This is a new theme for SPIM and it brings out the best from both of the organizations. It should be a big draw for new members that span this continuum of relationships on a daily basis. The plan is to present overlapping content that would attract members from both organizations, including joint institutes. As you can see from the dates, we will also have days that are totally dedicated to the SPIM perspective.

The San Diego Hilton Resort is a wonderful family destination, right on the water, for families, spouses and life partners. You will just down the road from Sea World and a few miles from downtown San Diego and its fine restaurants and harbor cruises, which provide a rather stunning view of the skyline as you reenter the harbor in the evening. Do not forget the San Diego Zoo, which is world famous and is a very memorable experience for children and adults who can see through the eyes of children.

Our largest conference to date was held in San Diego and we hope to exceed those expectations. Please hold open the dates for the Joint Conference in San Diego. See you there.....

John C. Bruckman
President, SPIM

Interview with George Watts

Many long term SPIM members who have been attending the annual conferences have probably noticed George Watts at those meetings. George always has opinions he will readily share, has been a supporter

and member of SPIM since 2000, and has been remarkable for the sponsorships he has gotten for SPIM in the last several years. Plus, this past year, SPIM conference attendees probably remember George as the MC of the live auction – and how he got the whole group laughing and spending money on auction items. He even involved his mother (who was at the dinner) as a ‘prop’!

As part of this newsletter, I thought it would be good to highlight George Watts and share some of his background with the membership. So we had a brief phone interview. This is what I learned:

Q: What is your background?

A: I have lived in Chicago for four years now. Previously in Texas I ran my own company for ten years. I came to Chicago as CEO of large public company which was sold and so I went back into business for myself.

Q: What kind of work do you and your firm do with clients (George’s firm consists of five people)?

A: Executive assessments, coaching, high potential identification, succession planning and organizational development. We are a Talent Management company that operates mostly at the upper end of the foodchain.

Q: Your radio show, “The Business Doctor” on WCPT AM 850 in Chicago – how did you get it started?

A: I’ve written several books and many people said you have a great radio voice and you should be on radio. I didn’t pay a lot of attention – but dawned on me when I decided to open up my firm in Chicago – how can I stand out and market myself uniquely? I looked at my niche and strengths – my voice – and my ability to grow my company with a unique marketing brand. I’ve been on air two years now.

Q: What do you discuss on your show?

A: The show is all about improving career and leadership. So I interview many of world global thought leaders such as Warren Bennis, Christy Heffner, Dick Kilburg, John Naisbett, etc. Every week I have an author or CEO on as guest. I also comment on what is happening in the world of work after reading articles in Wall Street Journal, Forbes, etc. I take call in questions and do simple live on- air coaching.

Q: How has it helped your business?

A: It provides notoriety. I’ll have on CEOs who I can later turn into clients. It is a unique differentiator. People hear me on the air and think “he must be good.”

Q: Besides your radio show and work with clients, what else do you do in your professional life?

A: I'm actively engaged with SPIM. The radio show is my professional life. With reading, I keep up with world of business and psychology. I occasionally go to Division 14 meetings and write an article every now and then.

Q: Why did you join SPIM?

A: I talked to Arthur Freedman who was my intro into SPIM. When I became Executive VP of a large company being a member of Division 14 does not help behavioral scientists who are executives. SPIM caught my eye. A psychologist in management – that is what I am! I contacted Arthur and we had a long conversation. He invited me to one of the meetings and I found I enjoyed the camaraderie, interaction with the people who make up SPIM – our values are similar. I have gotten more from SPIM than any of the other professional organizations combined. This is the organization for me.

Q: You have been great at getting sponsors for SPIM. What is your secret?

A: Dogged irritating persistence with a good dash of BS. But seriously, I believe in SPIM...our continuing education, what we stand for as a society, our values, and our vision. I honestly believe that our sponsors are contributing to a worthy goal; that improving our member's professionalism betters our world. That enthusiasm is apparent, and sponsors respond to that passion.

Q: Anything else about George?

A: I stay in shape physically – I am in the mind-body thing. And despite being irreverent and not taking myself seriously, I do take my personal growth and spirituality seriously.

George is continuing his radio program, "**The Business Doctor**" on WCPT AM 850 in Chicago. Arbitron ratings continue to grow and the quality of the show remains strong with best selling authors, CEOs and many leading global thought leaders discussing career development and leadership. If you have a new book and would like to be on George's program, call him at 847 345 3272. He wants to continually promote SPIM and SPIM members. George is also enjoying riding his customized Harley Davidson in the beautiful Chicago and Wisconsin area with other middle age motorcycle hellions.

Special Notices

The Society of Psychologists in Management (SPIM) is having its second Regional meeting for SPIM members in the Va. / Md. /D.C. area at **6:00 PM on November 8, 2007**. The Regional Meeting will be a free Continuing Education Program (**CEU**) and will be **held at Gallup,**

co-sponsored by the Gallup Organization and Hay Group. The address is the Gallup Building, 901 F Street, NW, Washington, DC. and there is garage parking on 9th Street between F and G Streets. The closest metro station is the Chinatown Gallery Place Metro.

The purpose of this meeting is to give psychologists in the Washington area a chance to try out SPIM and see why we are so passionate about this professional organization. We believe that everyone will enjoy hearing from national figures in leadership and experience how SPIM has a "small town" atmosphere of friendliness and support to a degree that is unusual in professional associations. We hope to have **Judith Albino, Ph.D., Past President of SPIM, to open the meeting again this year and introduce SPIM.**

In this meeting, **SPIM founder, and 2005 Harry Levinson award winner, Dick Kilburg, Ph.D., who started SPIM in 1984 as an organization for psychologists who lead, consult to leaders, and who research leadership** will provide a short history of SPIM and the address. (Both Harry Levinson and Dick are a previous winners of SPIM's Distinguished Psychologist in Management Award.) Dr. Kilburg will conduct a workshop on the following topic: **"Surviving and Thriving in Senior Leadership Positions: Influencing Skills and the Management of Politics, Emotions, Relationships, and Strategic Initiatives"**. Key elements of influencing processes and techniques will be discussed in the context of building and maintaining successful relationships with other senior executives who are also struggling to manage their strategic and political issues. Case studies from the coaching experiences of the presenter will be used to highlight the principles being explored, and the participants will also have the opportunity to work on their own challenges in small groups.

If you have any questions about the program, please call Marlene Thorn, Ph.D. (301-990-7619), Connie Schroyer, Ph.D. at Hay Group (703-841-3147) or Connie Rath, Ph.D at Gallup Organization (202-715-3073). SPIM is approved by the APA to offer continuing education for psychologists. SPIM maintains responsibility for the Program.

Notes on Members:

Rodney L. Lowman, PhD, formerly Provost and Vice President for Academic Affairs at Alliant International University, will assume duties October 1 as President of Lake Superior State University in Michigan where he will also hold the rank of tenured full professor.
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