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Hello everyone,

I hope everyone is having a pleasant autumn. Down here in the south we have finally gotten a break from high humidity and high temperatures. And – no hurricanes!

In this newsletter, Dee Ramsel provides key information about what is going on in SPIM, Roger Cooper outlines the 2010 SPIM conference in Tampa, Cathleen Civiello reports the recent SPIM election results, and George Watts writes about his upcoming new book.

Please remember that if any of you have any news you would like me to put in our winter newsletter (January), please submit by the end of December.

Mary Zahner, Ph.D.
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Note from the President

Greetings from Milwaukee, where fall has definitely arrived. I trust that you all had a good summer and are ready for the brisker fall air, turning leaves, and heading into the holiday season.

The SPIM board had a very good meeting at the APA conference in Toronto. Highlights included:

1. Discussion of the Foundation for the Advancement of Psychology in Management which was initially organized by Judith Albino.
2. Discussion of the site for the 2011 conference. It will be held in southern California in Napa/Sonoma.
3. Report on the 2010 conference which will be held in Tampa. See Roger Cooper's report for more details.

SPIM also sponsored a joint reception with the Society of Consulting Psychologists (SCP) at the conference. We enjoyed good appetizers and drinks and even better conversations with friends. Thanks to Judith Albino for coordinating that event for SPIM.

When I ran for President of SPIM, I stated that I would emphasize three areas. The first was membership. Dana Ackley, membership chair, reports that we have eleven new members since the conference in February. While

- Please consider holding a Regional SPIM meeting in your area. In the past Marlene Thorn and others have been successful in planning such meetings.

that is very good news, with thanks due to Dana, I would ask that each one of you considering asking a colleague or two to join. We will want to keep our membership numbers at a sustaining rate. The second emphasis was to ensure a productive alliance with SCP. We have had one joint conference now and several joint receptions. I will be talking with Steve Kincaid, SCP President, later this fall to get a sense of their thinking about future joint conferences. Finally, my third emphasis was to support the Foundation. The Foundation has applied for 501(c)3 status and is awaiting official confirmation. The Foundation was essential to the success of the last conference, collecting over \$60,000 in (tax-deductible) joint sponsorship monies which helped to support the conference. The Foundation Board met in Baltimore last month and began planning for a campaign. Dick Kilburg will provide more details at the meeting in Tampa. Please remember how much SPIM has meant to you, the quality of the conferences and the outstanding networking; then consider giving to the Foundation to ensure a solid support for the future of SPIM.

Congratulations to our new officers and board members, who will be joining us in February. I know that Roger Cooper is putting together an excellent conference. Please save the date and I hope to see you all in Tampa next February!

Dee Ramsel
President, SPIM
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SPIM Conference 2010:

Managing at the Cutting Edge: Back to Basics

February 16-21, Hyatt Tampa Bay

This is the theme of the 2010 SPIM Conference that will be held at the Grand Hyatt Tampa Bay, February 15-21, 2010. The Grand Hyatt will be very familiar to old-time SPIM members because this hotel served as the site for many of the early SPIM Conferences. Joan Zinober and I visited the Grand Hyatt last month and were impressed by both the facility and the staff.

My markers for evaluation are: "How clean are the public bathrooms?" "How attentive and courteous is the custodial staff?" "How good is the food?" The Grand Hyatt gets an 'A' from me on all three counts. Below is a picture of one of the Hyatt corridors. Looks pretty inviting for February!

FYI:

SPIM has two directories of members. One is a printed directory distributed by Connie Schroyer

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

Please check your web address on the website to make sure we have the correct address. If you want to make a change, contact Connie Schroyer.



While the environment is essential to the success of a professional conference, the program is even more crucial. Our Distinguished Psychologist In Management nominee for 2010 is **David B. Baker, Ph.D.** Dr. Baker is currently Provost of the University of Akron and Director of the Archives of the History of American Psychology that is located there. He will address our Friday DPIM Recognition luncheon on the topic, *Archives: Preserving Corporate Memory*.

Program presenters were encouraged to anchor their offerings in basic psychological research and how these basic findings shape cutting edges in practice. There will be both full and half-day Institutes.

Billie Blair and **John Langhorne** will lead an Institute using case studies to stimulate discussion and develop effective interventions. **Arthur Freedman** and **Skip Leonard** will provide attendees with an introduction to "Action Learning," a unique approach to problem identification and organizational development. **Rick Day** and Jay **Brinegar** will focus attention on "Current Gestalt Approaches to Organizational Issues or, How To Get Beyond Figure-Ground."

Kathryn Cason, the Requisite Organization International Institute's Executive Director and President, will share with us what the Requisite Organization is and how relevant Elliott Jacques' theory and practice is to contemporary organizations.

Drew Westen of Emory University and colleague of SPIM member Lisa Tedesco, will explore the implications of neuropsychological research for

If you would like to share any news about yourself: publications, new job, etc., please send me the information and I will include in the next newsletter

organizational politics.

Les Berkes will manage an excursion from philosophy to practical applications in his presentation, "Success vs. Wisdom: Lessons From the Past." **Sue Dyrenforth**, a psychologist-manager in the Veterans Administration has been working (with Dee Ramsel and others) to create the VA's National Center for Organizational Development located in Cincinnati. Sue will help us understand what has been happening in the VA to improve customer care and to introduce effective organizational interventions.

Harry Levinson has been reflecting on his work in academia, considering how well or poorly academic administrators deal with typical organizational issues. Health permitting, he will join us in Tampa and share his reflections with us. **Arthur Freedman** and **Ken Bradt** agreed to respond, putting Harry's work into the context of his prodigious literary output.

We've lined up a special treat for Friday night. **Joan Zinober** has agreed to open her spacious home on Tampa Bay and host a buffet dinner featuring Tampa-Cuban style foods. This will be the second time Joan has made her home available for a SPIM dinner, giving us another opportunity for great food and collegial conversation.

Save the dates February 18-21, and be on the lookout for the registration application that will be coming out soon.

Roger Cooper, President-Elect and Program Chair

SPIM Election Results

This year, the SPIM elections were held a month early to allow more time for transition of the treasurer duties which have become more complicated over the past few years. Thank you to all who voted in the SPIM elections this year and special thanks to those dedicated SPIM members who ran for office. The elections were VERY close because we had terrific candidates. The winners will start their terms at the incoming board meeting on the last day (Sunday) of our SPIM 2010 conference in Tampa.

And the winners were:

President-Elect - **Billie Blair and John Langhorne** will share the position this year

Treasurer - **Rich Ponton**

Board - **Rosemary Hays-Thomas and John Martello.**

Cathleen Civiello, Ph.D.

REMINDER: Northeast Regional Meeting in November

Don't forget the Regional meeting on November 17th, with **Dr. Robert Rosen**, CEO Healthy Companies, organization and management consultant and author of several books. In advanced praise of one of his latest books (*Just Enough Anxiety: The Hidden Driver of Business Success*, 2008), Warren Bennis says: "Without any risk of exaggeration: JEA is one of the most important, useful and timely books for the first decade of this century. Not just for the business read. For everyone!" More recently, Bob published *The Catalyst* in March, 2009. In collaboration with the Darden School of Business, he interviewed 50 exceptional growth leaders from such companies as Corning, Proctor & Gamble, Best Buy, Hewlett-Packard and other widely-recognized industry leaders. He has spent the last twenty years advising and studying top executives working in all three sectors of the economy: business, government and non-profit.

This regional meeting will be held at the Gallup Organization in Washington, D.C. For more information, contact Marlene Thorn (thornmarlene26@gmail.com)

News about SPIM members

George Watts has a new book coming out titled "*Becoming Your Own Business Coach*" (Praeger Publishing). The book's theme is the power of introspection and self knowledge in developing executive potential. George says he got his idea from Karen Horney's book, "Self Analysis" published in 1942. George plans a full marketing effort including internet strategies, radio, and articles to promote his new leadership training based upon the book's lessons and insights. George deals with a fundamental premise of his, namely that executives need to hold deep conversations within themselves before they can effectively hold deep conversations with others. The book is due out on February 28, 2010.