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Happy Fall everyone!

In this issue there is a short report from our President, a little information about the upcoming conference (find more information on the SPIM website), a description of the Annual Fund by Dick Kilberg (and a letter from Dee Ramsel asking for support of the fund), a remembrance of Tony Broskowski by Dick Kilburg, and some information about a recent SPIM regional meeting in Washington, D.C.

Happy Holidays!

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Note from the President

The financial crisis gripping our country has affected SPIM as well. At its August meeting, the SPIM Board established membership dues at \$145 beginning in FY 2011, in order to meet the financial obligations of the Society. The Board took this action in response to a looming financial crisis precipitated by decreasing revenue from sponsorships and increasing conference and non-conference related expenses. The Board agreed to curtail any new discretionary expenses and to institute budgetary controls to provide real-time data for planning SPIM's long-term financial viability. It remains to be seen if the dues increase hinders the recruitment of new members.

Increasing our membership is of vital concern to the Board. I want to encourage you to use every contact you might have with psychologists who are managers or who consult with managers, to point them to the website and urge them to join SPIM. Marlene Thorn attended a training session that led to the enrollment of a new member, Carol Kauffman, Founder and Director of the Institute of Coaching at the Harvard Medical School, McLean Hospital. I recently attended the opening of a VA Outpatient facility in Florida and discussed joining SPIM with a psychologist/manager on the staff there. The Associate Director of the VA in Gainesville gave me the name of a psychologist/manager at that facility. I will be following

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

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.

up on these contacts.

It is time to consider reviewing and perhaps revising SPIM's By-Laws. They were revised in 2006. At present, they contain no "conflict of interest" statement nor a reference to a standard reference for parliamentary procedure such as *Robert's Rules of Order*. A review of the roles and responsibilities of Officers should take into account precedents and practices that have evolved since 2006.

Only four months remain until our Annual Conference in Napa next February! Billie Blair and John Langhorne have enlisted a superb series of presenters. Our visit to the California wine country will take advantage of that locale. One presentation will be a visit to a winery and an opportunity to understand the management issues involved in winemaking. *In vino veritas* is not just an empty slogan.

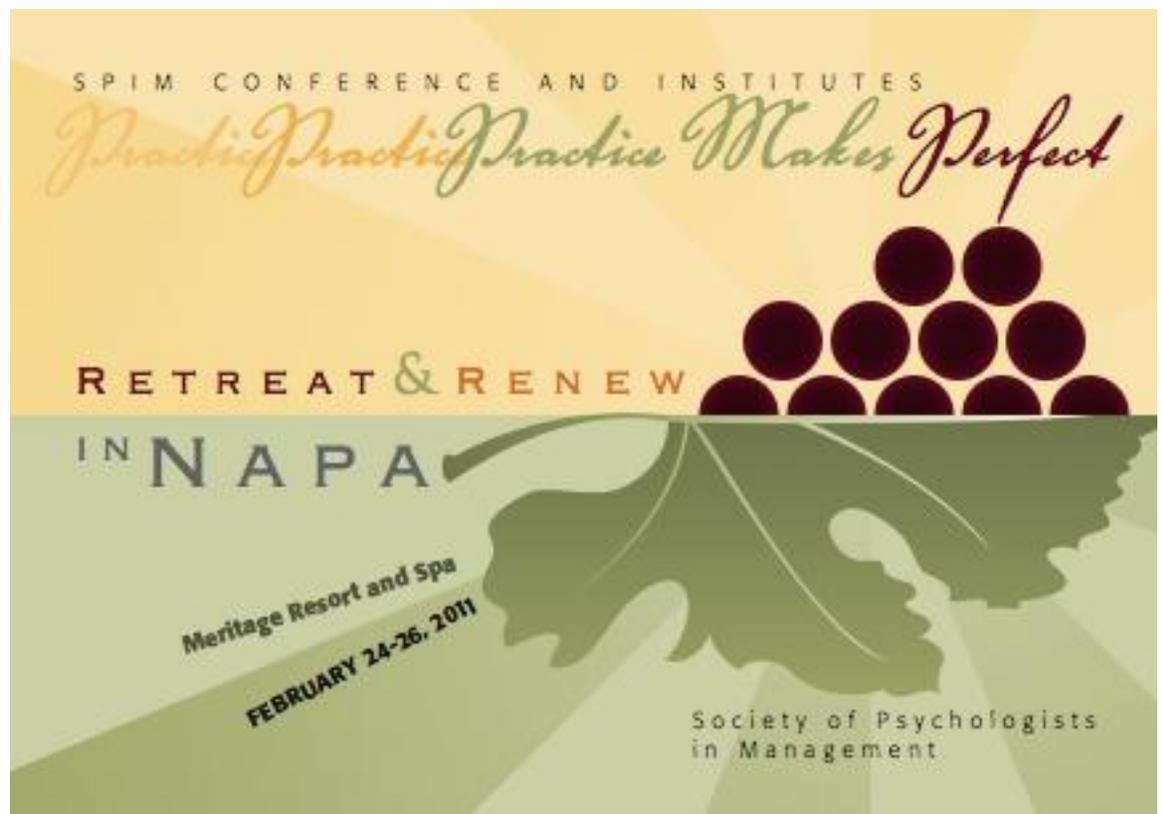
Roger

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President

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SPIM 2011 Conference!



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

You might check out "Linked In" to connect with SPIM members – go to the Group section.

Practice makes Perfect: Retreat and Renew in Napa
SPIM 2011 Registration is open and the program is available online at <http://www.spim.org/conference.htm>

SPIM has created a fine annual meeting at an enviable location. This year the programs are being presented exclusively by SPIM members. This is the perfect opportunity to bring a partner and invite a colleague. Come see SPIM at it's best in NAPA.

Announcing the Annual Fund for the Foundation

Twenty-eight years ago, a small group of psychologists who had found themselves in leadership roles in various organizations thought that it would be useful to create an organization that would devote itself to supporting professionals like them. The **Society of Psychologists in Management (SPIM)** emerged out of several years of hard work and dedication by them and through the efforts of hundreds of volunteer members, has been serving those purposes for a quarter of a century. In the past five years or so, a small group of members of SPIM has been working with the Board of Directors of the organization to develop additional support for the future activities of the Society. As a result, the Foundation for the Advancement of Psychology in Management was founded and incorporated in 2006. The Board of Directors of the Foundation has been engaged in a wide variety of activities to establish its infrastructure and begin operations. Earlier this year, we received notification that the Foundation is now classified as a 509(a)(3) organization under Section 501(c)(3) of the Internal Revenue Code and are therefore exempt from Federal Income Tax expectations. That means that any and all donations to the Foundation are tax deductible. The 509(a)(3) designation means that the Foundation is "operated in conjunction with" SPIM. Now that the Foundation is able to receive and acknowledge tax deductible gifts, its Board is ready to move forward with its first formal fund raising initiative. The purpose of this note is to announce the initiation of the **Annual Fund** of the Foundation. The goals of the Board in creating this fund are to support the general purposes of the Foundation identified in its By-Laws. What follows is the language on general and specific purposes from those By-Laws
Foundation for the Advancement of Psychology in Management (By-Laws)

Section 1. IRS Section 501(c)(3) Purposes

This corporation is organized exclusively for several of the purposes

as specified in Section 501(c)(3) of the Internal Revenue Code, including providing support for educational, scientific, and/or public benefit programs and activities that promote the practice of management, the leadership careers of psychologists, and graduate students who pursue such interests, and for such purposes, the making of distributions to organizations that qualify as exempt organizations under the Internal Revenue Code. The Foundation is also specifically intended to support the educational, scientific, and/or public benefit purposes of the Society of Psychologists in Management, a 501(c)(6) corporation, as provided in IRC Section 509(a)(3).

Section 2. Specific Objectives and Purposes

The specific objectives and purposes of the Foundation shall be: to advance the application of psychological science and practice in the leadership and management of organizations, both private and non-profit, and to support and promote education about leadership, management of organizations, and the improvement of work life within organizations.

As you can see, we have been extremely careful to yoke the purposes and practices of the Foundation to those of SPIM. Our long term goal is to ensure that every psychologist who is interested in the study and practice of leadership and management will continue to be supported in developing and sustaining those interests and career aspirations into the indefinite future. There is no limit on our collective creativity in pursuing those goals. The only true limit is the availability of resources to help us support you. So, please consider making a contribution to the **Annual Fund**. No gift is too small, or too large. Please see form below and use it to make your donation. And please note that the Foundation can accept the gift through MasterCard or Visa.

Sincerely,

Richard R. Kilburg, Ph.D.
President
The Foundation for the Advancement of Psychology in Management

Dear SPIM members:

I am writing this brief letter to you as Immediate Past President of SPIM. I trust that you have found your membership in the Society of Psychologists in Management to be as rewarding as I have. I initially came to a SPIM conference because I was intrigued by the content of the conference and the outstanding presenters. Once I experienced the program, I was even more impressed. In addition to the ongoing intellectual and practice stimulation from the meetings, I stayed with

SPIM because of the connections I made.

About fifteen years ago I attended my first SPIM conference. I enjoyed the presentations and made my way to the banquet on Saturday evening. I did not yet really know anybody there, but a very kindly gentleman introduced himself and made sure that I met three other people within the next 15 minutes, all doing the same kind of work (healthcare management) that I was. That gentleman turned out to be Don Clifton, CEO of Gallup at that time, yet he took the time to ensure I was comfortable and had met SPIM members with similar interests. I will never forget that evening; the members to whom he introduced me I still consider my friends. And that's the kind of members SPIM enjoys. I have contacted fellow SPIM members for ideas on pricing services, for research thoughts, for advice on how they handle certain problems, and even for providing training for the postdoctoral fellows I supervise in my current job and never once had anything other than a very helpful and courteous response. This networking is absolutely invaluable to me. And I trust that I have been helpful in return to other SPIM members.

I hope you feel the same way about your membership in SPIM. If you do, then I would invite you to consider contributing to the Foundation for the Advancement of Psychology in Management through **its new yearly fundraising campaign called the Annual Fund**. Through this and other activities, the Foundation will ensure funding to support activities specifically geared to psychologists who practice in the field of management, whether they be executives, researchers, or consultants.

Many of you know that I am very proud to work for the National Center for Organization Development in the Veterans Health Administration. I am not in a position to donate tens or hundreds of thousands of dollars, which is the first thought of many when they think of donating to a Foundation. Please be assured that there are many ways to donate other than leaving a large bequest in your will. One simple example would be to donate a set amount of money each year for the next five years through the **Annual Fund**. And also please be assured that each donation is very much valued. A member of the Foundation's Board of Directors would be happy to explain the various options to you.

Please consider donating to the Foundation for the Advancement of Psychology in Management and ensure that we can continue the legacy of promoting excellence for psychologists in management.

Sincerely,
Dee Ramsel
Past President, SPIM

Remembering Tony Broskowski

I met Tony in January of 1969, nearly 42 years ago. I was a 23 year old graduate student in clinical and community psychology at the University of Pittsburgh, just a kid. Tony was my instructor in the required course on intelligence testing. It was my first exposure to him professionally and personally. It was memorable for several reasons. First, Tony was an intellectual's intellectual. Despite leaving full time academia and choosing a practice career, Tony always approached everything he did with the hard driving desire to fully master the ideas and the research findings that supported concepts. He taught us all always to be open to new ideas and to never, ever leave our critical minds behind as we learned. He brought those two sensibilities into every class where he would challenge all of us to be curious, explore, and to intellectually dissect every concept and research study. Near the end of that course, he said something in class that I will never forget. In response to a question from a student about writing professionally, he replied, "I think it's best to write critically about what you are doing. Getting the ideas down on paper, forcing yourself to go to the literature for confirmation or criticism, and opening yourself up to formal debate and dialogue with your professional colleagues will make you better at everything you do." I wrote that down. I memorized it. I've made it a centerpiece of my professional life. I just printed the manuscript for my sixth book which I'll send to my publisher tomorrow. Tony Broskowski and his inspiration are and have been a part of everything I have ever written and always will be.

Tony followed that course with another in the winter of 1970 in which he took 10 second and third year students into a racially torn junior high school in Pittsburgh as a consulting team. That experience changed all of us. Nearly every student participant has had a very different kind of career as a result of what we did together and what we learned from Tony. It was approximately 2 years after the Martin Luther King assassination and riots. It was the beginning of the woman's liberation movement. It was the birthplace of a generation of activist leaders, and Tony was our Pied Piper. We did everything we could think of to help that school and in the process, we learned about social change, leadership, followership, organization development, consultation, management, group dynamics, organizational dynamics, politics, racism, sexism, and how to work together as a team. In our weekly classes, we would explore what we were doing on our projects and who we were becoming as people and professionals. In that class, I learned who I was as a psychologist. I use the ideas and methods that Tony

taught us there every day.

Tony left Pitt and went to Boston where he became affiliated with Gerald Kaplan's Laboratory on Community Psychiatry. I ran across him years after I graduated and shortly after he had his run in with a snow plow on a New Hampshire ski slope. Tony invited me to apply to a post graduate program for mental health administrators that the lab ran under a contract for the National Institute of Mental Health. I got in and spent two years of intensive learning about leadership and management. When I went to classes – three days at a time, Tony invited me to stay with him at his home in Brookline. The experience was transformational for me.

Tony left Boston to become the Executive Director of the Northside Community Mental Health Center in Tampa, Florida. A few months ago when I talked to him, he told me that's where he believed he did the best work of his life. He energized the staff, the communities that they served, the agencies of local and state government that supported the organization, students, and the other enterprises with which they worked. There he was able to bring all of his experience, knowledge, curiosity, creativity, compassion, intellectual brilliance, insane persistence, and sense of humor to bear on the problems of those communities. With his colleagues, they constructed one of the finest mental health organizations the world has ever seen. It provided world class care to a huge array of clients in a tremendously cost effective fashion. Under Tony's leadership, they were energetically courageous in their willingness to try new ideas and to evaluate ruthlessly whether they worked. Tony's empathy and compassion for the psychological problems of the people in those communities combined with his enormous energy, intellectual prowess, leadership abilities, and political skills in unique ways during those years and everyone whom he touched benefited.

It was while he was at Northside that I reconnected with him and asked him what he thought about starting an organization for psychologists who had chosen to pursue careers as managers. His response was instantaneous and enthusiastic. He put everything he had personally and professionally into the creation of the Society of Psychologists in Management. He and his team hosted our early organizational meetings. They provided the staff support for the first of our mid winter meetings held in Tampa at the Holiday Inn and then at the airport Hyatt. Tony and I debated about which of us should be the first President of the Society. Typical of him, he said, "it was your idea, you should be first." Tony became the second President. Most people don't know that SPIM is now 26 years old and still providing a professional home for people in psychology for people like Tony – smart, compassionate, trying to make a true difference in this big world of ours, conversant with many different

technical languages, energetic, committed to helping people in trouble, and with a very well developed sense of humor. It is a community in which we learn, criticize, grow, and cry and laugh together. His legacies live on.

For me, Tony was one of those people who provided a consistent, loving, challenging, and supportive presence in life. We were in and out of each others homes and careers over four decades. He was one of the guiding stars of my existence and I will miss him terribly.

Dick Kilburg

Regional Meeting in Washington D.C.

On October 28th, the SPIM members in Washington D.C. had another regional meeting featuring Eric Hazeltine, sponsored by the Gallup organization. CEUs were available. The title of his presentation was **"Winning outside the box starts by looking inside your skull."**

Eric described four emotional and perceptual blind spots that all human brains have, then show how to find big opportunities hiding in those blind spots. He provided case studies of leaders who turned potential big wins into actual big wins by working WITH the brain's hard wired blind spots and weaknesses rather than fighting them. He calls this process: "surfing human nature vs fighting it."

Four questions were up for discussion:

- 1) What game changing events in my business or developments do I NOT expect to happen in the next 5-7 years?
- 2) What game changing events do I not WANT to happen in the next 5-7 years?
- 3) What potential game changing events are mere "blips on the horizon" now that may loom large one day (such as air travel to the railroads in the 1930's, desktop calculators to slide rule companies in the 1960's, or personal computers to mainframe and minicomputer makers in the 1970's)
- 4) What game change developments are very LIKELY to happen in the next ten years?