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American Psychological Association Website

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Society of Psychologists in Management Website

Contact Us

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Newsletter Editor

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SPIM Members – please take a look at some of the information in the newsletter. Short and sweet: there is good stuff to read!

Mary Zahner, Ph.D.  
Newsletter Editor  
[Mzahner3@earthlink.net](mailto:Mzahner3@earthlink.net)

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## Note from the President - Marlene Thorn, Ph.D.

Reflecting on this SPIM year, I looked back at my written remarks from my Welcoming Notes for the 2012 SPIM Conference to see if I said anything significant to you that has made a difference for me, the Board, and the membership since we kicked-off the year. Interestingly enough I found some words that help describe the energy that has enabled SPIM to move many positive creative ideas forward and accomplish the results we set out to achieve.

The theme of the 2012 Conference was **Refocus, Inspire, and Innovate**. That is just what I have seen SPIM, the Board, and the members do this year. I also said it was not a viable solution to say no...to problems and infrastructure needs, or organization problems, or to say no...the money doesn't exist we can't do it. I said it was up to us to offer alternative and creative solutions to get important goals accomplished and meet today's challenges and the challenges of the future. **AND THIS IS WHAT SPIM HAS DONE!!**

We have been busy putting words into action. **Let me tell you what your Board, the committees and other membership involvement have accomplished thus far this year:**

**Signed an Agreement with the American Psychological Association to publish The Psychologist-Manager Journal**, opening many opportunities for SPIM to get its message out to a larger subscription and membership base. With this partnership our Journal is now listed in the APA 2013 Periodicals Catalog Journals Program that was circulated to APA membership in October. Also the SPIM Conference dates will be published in the American Psychologist Journal Calendar of Conferences. Great free marketing for SPIM and our Conference! APA also recommends that we advertise the SPIM Conference dates in the Psychologist-Manager Journal so that the APA subscribers and membership will learn about us through our own Journal.

**Signed an Agreement to have PsychEXTRA link with our SPIM Newsletter, Conference Information, Videos and other website information that we have agreed to share that does not violate confidential information, for only SPIM members, in our website.**

You ask...**What is PsychEXTRA and why do we care?** All of APA's databases (PsycARTICLES, PsycEXTRA, PsycINFO, etc.) reside on the platform called PsycNET which is designed to deliver APA content. In addition to PsycNet, APA also licenses their databases to other scholarly content providers, such as EBSCO and Proquest and Academic institutions license the databases through any of these platforms. PsycINFO is APA's abstracting and indexing database and together with PsycARTICLES they are the two top social science databases in the world, covering more than 3.3 million records, going back to the 17<sup>th</sup> century! All APA journals are automatically indexed in PsycINFO, and will now include the Psychologist Manager Journal.

So between the Journal and our SPIM website over 34,000 subscribers and members will learn about SPIM, our practices and research!

**The APA Monitor:** Our new relationship with APA has also created an opportunity for psychologist-managers to be highlighted in the APA Monitor January 2013. The **Monitor will write and publish a Feature article highlighting 3 – 5 psychologists who have chosen a career path in Leadership and Management.** This provides a new level of promotion of SPIM and its mission and Conference. It provides SPIM to have a foundation for a new platform with APA to promote leadership and management as career paths in psychology.

**Ethics in Management:** APA wants to develop a video for their on-line webinar continuation education program on the topic of Ethics in Management, and they approached Rich Ponton. Rich and I will interview Dee Ramsel, Dick Kilburg, Dale Thompson, and John Martello about various topics of ethical leaders. This project is another opportunity to partner with APA and provides a spotlight on SPIM members as psychologist-managers.

**Still to be accomplished:**

- Ensure that SPIM CE's information will be listed in APA's on-line CE Clearinghouse information. Another good way to advertise the SPIM CE Conference/Institutes and to reach potential psychologist-managers that should be SPIM members.
- Continue to expand our relationships with APA, and Divisions within APA in the future years, where there are overlapping interests and where Psychologist-Managers exist, but may not know about SPIM.
- Create and execute any other **BIG IDEAS** that come forward from the SPIM members!

**All of the above have cost us no money!! It has required:**

- Work, decision-making, and execution by the SPIM Board, the Committee members, and the SPIM membership that we have called on to help!
- Creative, out of the box thinking...Richard Boyatzis and George Everly spoke to this at the 2012 conference.

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

There is a website directory 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 Liz Woodward (liz@wplanning.com).

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

- Relationship building and partnering.
- Application of many of the leadership and management qualities and skills that we use daily!

**What has cost us?** ...An advertisement in The APA Monitor. With financial support from FAPIM and SPIM Boards, and gifts from Leadership Worth Following and Cathleen Civiello, SPIM's 2013 Conference will be advertised in the November 2012 Monitor. The contributions and support will also enable us to advertise the 2014 SPIM Conference in the November 2013 issue of the Monitor. Thank you to FAPIM, SPIM Board, "SPIM Gifters."

#### **What Made the Above Possible?**

**We Focused, Inspired each other, and were Innovative and Creative in our work.** It has been a great team effort! And actually quite fun! Let's keep it rolling!

Beth Mitchell said: "It is the dawn of a new day for psychologists in management!" John Martello said: "SPIM has entered a new phase in its growth and evolution."

I agree! SPIM'ers...Lean Forward!

Marlene Thorn, Ph.D.  
SPIM President

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## Message from John Reed PhD, MBS about 2013 Annual Conference in Scottsdale

Let's start with huge thanks to the many SPIM members who worked hard as Board Members and in other key capacities and also to those members who so graciously came forward with ideas, suggestions and even to volunteer themselves as presenters for our 2013 Annual Conference coming up in Scottsdale, Arizona February 20-24<sup>th</sup>. Combine this dedication and generosity with Liz Woodward's invaluable professionalism, organization and poise and the result is an event which we hope you'll find fresh, useful, forward thinking, stimulating and – most of all – fun!

This year's theme is '**Enjoy a Look Ahead: Thriving in the Future**'. As you might expect, one focus of the conference will be helping us proactively anticipate, prepare and position ourselves for new levels of success and satisfaction in the coming years.

Opening the conference is an increasingly popular training institute for those of us transitioning into psychologist-manager positions. Veteran SPIM experts will help participants build practical, road-tested management and leadership skills for major impact in the business world. Additional institutes provide industry leading and pragmatic thinking on such topics as digital technology, talent management, entrepreneurial success and organizational performance.

It's a pleasure to report that this year's presenters include, of course, widely-respected and experienced SPIM members. Also joining us will be globally recognized figures such as author and futurist Jack Uldrich and psychologist Jeff Auerbach, author and board member of the International Coach Federation and head of the College of Executive Coaching.

Equally exciting and important to note is that several new SPIM members and their colleagues will be presenting. Fortunately for us, these men and women wasted little time in stepping forward to contribute as leaders in our organization. We'll truly have a wide range of interesting outlooks to discuss and learn from.

As last year's conference in Charleston ended – and the idea of organizing this year's Scottsdale conference hit home – my anxiety spiked! Sensing this, many friends and colleagues from SPIM helped me with encouragement and great ideas. You in the SPIM community have been wonderful and have made this process manageable and, most of the time, satisfying. Most importantly, with your support, we continue increasing engagement by all members, established and new, so each year SPIM grows in value to us and more broadly to our profession. Thank you.

A final note - please be sure to check the SPIM website and 2013 Conference registration information to join us this February!

John Reed PhD, MBA  
President-Elect

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## Regional Washington, DC area SPIM meeting: November 15, 2012

Dear Colleagues:

**The Society of Psychologists in Management (SPIM)** is having its Regional meeting for SPIM members in the Va. / Md. /D.C. area and invites you to join us at **5:30 PM on November 15, 2012..** We encourage you to bring a colleague psychologist (s) who you believe would be interested in the topic and in SPIM. 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 you and other 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 you will enjoy, as we do, 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. Please **encourage any**

**potential new members to attend and see what we are all about!!**  
In this meeting, **you will hear from: Dr. Judith Albino, PhD, University of Colorado Anschutz Medical Campus on *Decisions that No One Made: The Penn State Case.*** Dr. Albino will speak on this highly visible case and will discuss:

- General principles and best practices for good decision-making in participatory governance organizations such as higher education
  - The factors in executive leadership settings that may disrupt good decision-making in complex situations
  - The elements within and external to the chief executive officer in the Penn State case that may have contributed to catastrophic “stealth decision-making”
  - Ideas for safeguarding against stealth decision-making
- If you have any questions about the program, please contact Connie Schroyer, Ph.D. at Hay Group (703-841-3147) or Connie Rath, Ph.D at Gallup Organization (202-715-3073). If you have questions about SPIM, please visit our web site [SPIM.org](http://SPIM.org). SPIM is approved by the APA to offer continuing education for psychologists. SPIM maintains responsibility for the Program.

Please **RSVP to Connie Schroyer** at [Connie.Schroyer@haygroup.com](mailto:Connie.Schroyer@haygroup.com), or by replying to this e-mail. We hope to see you on November 15!

Sincerely  
Connie

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## FAPIM Annual Fund Campaign

### **The Foundation for the Advancement of Psychology in Management**

Several years ago a small group of SPIM members founded the Foundation for the Advancement of Psychology in Management (FAPIM). The purpose of FAPIM is 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 with organizations. The 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.

In just a few years since the establishing the Foundation, FAPIM has received funds and gifts, all tax deductible under FAPIM as a 501 (C )(3). The Foundation is specifically intended to support the educational, scientific, and /or public benefit purposes of the Society of Psychologists in Management (SPIM).

Accomplishments to date as a result of gifts to the Foundation include

support for:

- The continuation of the Institute: Psychologists Transitioning to Psychologist Manager: Leadership and Management Skills for Success.
- The first WE/SPIM early career woman psychologist-manager to attend SPIM's Institutes and Conference.
- The attendance of an early career Federal psychologist-manager to the SPIM Conference.
- A Video production of SPIM members attending the 2011 SPIM Conference articulating the SPIM culture and benefits of SPIM, the continuing education learning opportunities, and the professional and personal relationships and network of "like-minded" colleagues.
- An advertisement of the 2013 SPIM Mid-winter Conference in the November issue of the APA Monitor publication to make other psychologist managers aware of what SPIM offers.

There is no limit to our collective creativity in pursuing the goals of SPIM and FAPIM. The only true limit is the availability of resources to help us support you.

More can be accomplished by FAPIM with gifts and contributions to the Annual Fund. Please consider making a contribution to the Annual Fund. No gift is too small...or too large! Please see the form below and use it to make your donation. Please note that the Foundation can accept the gift through MasterCard or Visa.

George Watts, Ph.D  
President  
The Foundation for the Advancement of Psychology in Management.

## The Annual Fund

\_\_\_\_\_ **Yes, I would like to support the Annual Fund of the Foundation for the Advancement of Psychology in Management with a gift of:**

\_\_\_\_\_ **\$5,000**

\_\_\_\_\_ **\$2,000**

\_\_\_\_\_ **\$1,000**

\_\_\_\_\_ **\$500**

\_\_\_\_\_ **Other (Amount) \_\_\_\_\_**

**Gifts are tax deductible as the Foundation is a 509(a)(3) charitable organization under the U.S. Internal Revenue Code**

**Methods of Payment (Please do not enclose cash):**

\_\_\_\_\_ **Check Payable to the Foundation for the Advancement of Psychology in Management**

**Credit Card Payment**

\_\_\_\_\_ **Visa**      \_\_\_\_\_ **MasterCard**



Name as listed on card: \_\_\_\_\_

Credit Card Number: \_\_\_\_\_

Security Code: \_\_\_\_\_

Expiration Date: \_\_\_\_\_

Billing Address: \_\_\_\_\_

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Signature: \_\_\_\_\_

\_\_\_\_\_ I Authorize payment to be made in monthly installment payments on my credit card.

Please send this form with your check or as your credit card commitment to:

**Rich Ponton, Ph.D.**

Treasurer

Foundation for the Advancement of Psychology in Management

c/o P.O. Box 910

Oakhurst, NJ

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## Women's Endowment/Society for Psychologists in Management Award Nomination for 2013

The purpose of WE/SPIM (Women's Endowment) is to ensure that women leaders, managers and consultants are actively involved in SPIM activities. In light of that purpose, the WE/SPIM award is to sponsor a deserving female psychologist in attending the 2013 SPIM conference in Scottsdale. Specifically WE/SPIM will pay for the individual's registration to the conference as well as two half-day workshops on Wednesday. At this time we are looking for nominations from SPIM members for a female psychologist who meets the following criteria:

- Has potential to benefit from SPIM and to make contributions to SPIM and its mission of facilitating the growth, development and interaction of psychologists who work as managers
- Has been a manager for less than ten years
- Has a PH.D. in psychology within the last ten years
- Has not been a previous attendee at a SPIM conference

Do you know of someone who fits these criteria? If so, please submit your nominee to Liz Woodward at [liz@wplanning.com](mailto:liz@wplanning.com) by January 15<sup>th</sup>. Decision of award recipient will be made by January 31<sup>st</sup>. Please include the following information:

Your Name \_\_\_\_\_  
Nominee's Name \_\_\_\_\_ Nominee's email address \_\_\_\_\_  
Nominee's phone number \_\_\_\_\_

Short background information on the nominee (if possible a bio or resume or vita):

How does this individual meet the criteria – especially the potential to benefit from and contribute to SPIM?

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## Books our members are reading!

From Roger Cooper:

Sutton, Robert J. *The No Asshole Rule*. New York: Warner Business Books, 2007.

Sutton is a professor of management science and engineering at Stanford University. This book is a quasi-scientific contribution to management literature. He uses the terms "asshole" and "jerk" and "bully" interchangeably to describe persons whose behavior is obnoxious and is counterproductive to organizational effectiveness. Steve Jobs and Michael Eisner along with a few others, are singled out as examples of assholes in organizations. While he sees Jobs as provocative and productive in his organization, Sutton points out that his productivity occurred in spite of, and not because of, his obnoxious behavior

Southwest Airlines has a corporate culture that inoculates it against spawning assholes. Because he lacks a background in clinical psychology, his comments miss the diagnostic clarity (narcissism, psychopathy, borderline personality disorder, etc.) that more experienced clinically trained psychologist/managers find useful. At the same time it could be used with appropriate caution in some consulting situations where it might help struggling employees conceptualize and articulate what they are experiencing at the hands of asshole bosses and colleagues.