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To SPIM members:

This is a jam packed newsletter with lots of interesting information so I am not going to waste any words in my introduction! See you all in San Antonio!

Mary Zahner, Ph.D.

Newsletter Editor

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## Note from the President

January, 2008

Dear Colleagues:

I want to take this opportunity to summarize what has been accomplished in 2007 by the Board of Directors, Committee Chairs and the membership. At my first Board meeting in Washington, D.C., I outlined three primary objectives for 2007 -- 2008:

- Membership growth through greater outreach and retention
- Professionalism of the organization, and
- Agreement on our relationship, programs and services with the Society of Consulting Psychologists (APA, Division 13).

At the upcoming San Antonio Conference, I will personally thank each of the members who made the following happen. As I went over the progress we have made in the last year, I was most impressed with the number and percentage of our membership that are involved in making SPIM a very special and caring organization. The members take their involvement seriously and are willing to carve out time from very demanding careers to create a unique professional organization.

As I look forward to 2008-2009, I see a very ambitious agenda with programs, publications, and services being offered that are unique to the organization. With the new leadership team of Cathleen Civiello as President and Dee Ramsel as President Elect I am confident that we will be able to fully achieve those ambitions. Also, in my 18 years with the organization, I believe we have elected one of the strongest Board of Directors to serve and guide SPIM. It is easy to step aside when there is such a strong team following up with fresh new ideas and perspectives.

## Links

[www.apa.org](http://www.apa.org)

American  
Psychological  
Association  
Website

[www.spim.org](http://www.spim.org)

Society of  
Psychologists in  
Management  
Website

Contact Us

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Newsletter Editor

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- Please note that dues notices have been sent out electronically by Ed Johnson. You can pay dues directly or with conference registration. You must have 2008 dues paid to be eligible for member conference rates

When I think back over the last year, the following initiatives burn brightest in my memory:

- SPIM will be holding its first joint conference ever with the Society of Consulting Psychology (Div. 13) in San Diego, 2009. We are also consulting with them on the joint provision of services and equipment.
- There will be a stimulating program during the San Antonio Conference from February 28<sup>th</sup> to March 2<sup>nd</sup>. With a wide variety of presenters and Institutes, expect a challenging and thought provoking experience. Given the location, this is a wonderful opportunity to bring your partner. **Early registration ends on January 15<sup>th</sup>.**
- The Membership Committee has done an outstanding job conducting a national outreach campaign using APA membership data along with the design of a professional brochure. Expect to see lots of new people with fascinating backgrounds at the San Antonio Conference.
- In an effort to attract new and younger members, the Executive Committee designed a policy and process to admit graduate students as "Affiliate Members" on a trial basis.
- The Foundation for the Advancement of Psychology in Management is beginning to get off the ground with its planning process and we expect new initiatives in 2008.
- The Second Annual SPIM Regional meeting was successfully held in Washington, D.C., with Dick Kilburg as the keynoter.
- By the end of January, we will have liability insurance in place for SPIM and the Foundation and their respective Boards. We have been flying without a parachute for too long.
- We are piloting a new Retired Member Retention program for fully retired members. This is an effort to retain the members who created, developed and grew the organization into what it is today. Please see the registration materials on the web site [www.spim.org](http://www.spim.org) for information.
- The Psychologist-Manager Journal continues to publish wide ranging professional articles from members and non-members.
- The web site has been improved and gives more detailed information for current and potential members.
- The SPIM Newsletter has been greatly enhanced with the addition of interviews, articles and informational pieces.
- The Distinguished Psychologist in Management Award program continues to recognize the strongest members of our profession.
- We are financially strong, even with these new initiatives, and expect to remain so in the New Year.

I want to warmly thank all of the members who have given up their weekends and personal time to make the above progress possible. Their contributions have made me proud to have been your President.

May 2008 bring all of us a peaceful and joyful New Year!

John C. Bruckman, Ph.D.

President

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## SPIM Annual Conference

**Early Bird Registration is NOW OPEN**  
**2008 SPIM Conference and Institutes**  
**February 28 - 2 March - San Antonio, Texas**

**Conference Theme: Managing and Leading: The role of the setting and organizational situation.**

Registration is open for the 2008 Society of Psychologists in Management (SPIM) Conference and Institutes. There are significant savings for those who register during the early bird period.

Dick Kilburg will kick off the main conference the evening of Thursday, 28 February with a session focused on learning about our new attendees as well as on touching base with our returning SPIM members. In addition to this kick off session, there will be many opportunities for networking throughout the conference.

The formal conference sessions begin Friday morning, 29 February. Our current President, John Bruckman, will begin the conference with his presidential address which will focus on managing through times of organizational change. We will also have a special session on managing in differing environments, including professional associations, health care, academia, and consulting. Other speakers include:

- One of the co-authors of "12" who will discuss managerial leadership;
- The CEO of The Hispanic Institute who will talk about developing community leaders; and
- The Clifton Strengths Award Winner who will talk about fostering a supportive environment.

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

FYI:

SPIM has two directories of members. One is a printed directory distributed by Edgar Johnson [edgarmj@bellsouth.net](mailto: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 will 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](mailto:edgarmj@bellsouth.net).

maximum number of institutes. Institutes will be offered on ethics, executive assessment, leadership, and maintaining your professional edge.

Full information on the conference, to include the draft program, and registration materials are posted on the SPIM website (SPIM.org). To be added to the mailing list to receive registration materials in the mail, please send an e-mail to [SPIM@Irieff.com](mailto:SPIM@Irieff.com). Questions about SPIM or the conference can be directed to president-elect Cathleen Civiello at [clcpd@earthlink.net](mailto:clcpd@earthlink.net).

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

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## SPIM Foundation to Sponsor Auction

After its initial success at last year's meeting, the Board of the SPIM Foundation has agreed to sponsor a fund raising auction at the meeting this coming March. Everyone had a great time last year, and the event raised several thousand dollars. If you would like to donate something for the auction next year, contact Dick Kilburg at: [dickkilburg@comcast.net](mailto:dickkilburg@comcast.net).

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## SPIM Conference Sponsorship

We greatly appreciate the support of many SPIM members and their respective organizations whose donations ensure a high quality experience for everyone at the Annual Conference. Looking ahead to our upcoming conference in San Antonio, if you have not had a chance to consider supporting SPIM and would like to, please contact John Reed at [john.reed@ysc.com](mailto:john.reed@ysc.com) or 832-215-4018. All support is welcome and formal corporate support levels and associated benefits are as follows:

\$1000	Bronze Level	Sponsoring a coffee break
\$1500	Silver Level	Sponsoring a breakfast
\$2500	Gold Level	Sponsoring a lunch
\$5000	Platinum Level	Sponsoring a dinner

For Bronze, Silver and Gold Sponsors:

Their sponsor sign and logo appear outside the room where the event (e.g. breakfast) is held

Their ad appears in the Conference Program

Their logo appears on the back cover of the Conference Program

They are listed on the Sponsor sign at the Conference registration desk

Platinum Sponsors receive the same benefits as other sponsors and in addition

have:

Their Banner hung in conference rooms, if authorized by the hotel

Thanks very much to those who have already decided to support us this year and we look forward to seeing everyone in San Antonio.

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## Reduced Registration Fees for Retirees

The SPIM Board of Directors recognizes that SPIM has always been a small intimate, highly professional organization with long-term involvement by many of its members. However, the average age of the membership is rising and the Board does not want to lose the contributions of members who have retired. Therefore, the Board has just passed a proposal to reduce registration fees by \$200 for retirees!

There are four easy steps to apply for reduced registration fees:

Log on to the SPIM website ([www.spim.org](http://www.spim.org)) and click on the SPIM Retiree Registration Fee Reduction Application

Complete the simple application form by endorsing the following:

Must have been a member of SPIM for ten years

Must be fully retired from prior professional position

Must not earn more than \$10,000 in any calendar year from consulting, private practice, fees, etc. (normal retirement income from retirement plans, annuities, savings, investments, etc. is exempted)

Must be 60 years or older, or disabled

Return the completed application to John C. Bruckman ([jbruckman@changemg.com](mailto:jbruckman@changemg.com))

If you meet the application criteria, enjoy your \$200 reduction in conference registration fees!

The SPIM Board is eager to preserve the expertise, experience, and cultural history of SPIM by maintaining the involvement of our most senior members. This newly passed proposal should assist with that goal. Please apply by January 25, 2008 if you meet the criteria above and enjoy another wonderful SPIM conference this year. For further information, call John C. Bruckman at 541-482-1050.

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## Special Notice

### **OVERLAPPING CONFERENCE WITH THE SOCIETY OF CONSULTING PSYCHOLOGISTS**

**SPIM CONFERENCE: February 4-7, 2009**

**SCP Conference: February 5-8, 2009**

**San Diego Hilton Resort**

As I mentioned in our last newsletter, in 2009, SPIM and the Society for Consulting Psychologists (SCP, APA Division 13) will pilot test holding overlapping conferences due to our commonalities of interest. Many SPIM members will find their programming to be of value.

The following briefly describes the SCP annual 2008 conference which takes place three weeks prior to the 2008 SPIM Annual Conference, described elsewhere in this newsletter. The 2008 SCP Midwinter Conference, which has the theme, **Consulting At The Leading Edge:** New Ideas, Approaches, and Markets, will take place from February 8 - 10 in Austin, Texas. The conference is targeted at consulting psychologists and students who aspire to work as consulting psychologists. Up to 20 CE credits are available.

Keynote speakers for the SCP Midwinter Conference will be:

Andrew C. von Eschenbach, M.D., (Commissioner, U.S. Food and Drug Administration) on "The Challenges of Driving Change in a Large Bureaucratic Organization"

Bob Kegan, PhD (Harvard Business School), leading an interactive session on "Confronting The Immunity To Change: Personal Learning For Organizational Success"

Wayne Baughman, PhD (National Security Agency) leading a panel on "Consulting in Intelligence Agencies"

There will be numerous breakout sessions with topics ranging from establishing a competitive advantage to breaking into consulting. There will also be a session on student internships and a student poster session.

Full information on the SCP conference and registration materials will be posted on the SCP website ([http://www.div13.org/conferences\\_midwinter.aspx](http://www.div13.org/conferences_midwinter.aspx)). Questions about SCP or their meeting can be directed to the SCP conference Co-Chairs Steve Kincaid ([stevekincaid@mindspring.com](mailto:stevekincaid@mindspring.com)) and Lyne Desormeaux at [desormeaux@comcast.net](mailto:desormeaux@comcast.net)

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## Opportunity to Define the Practice of Psychology

The Association of State and Provincial Psychology Boards (ASPPB) has authorized a new study that will update the description of the practice of psychology. One of the areas of psychology practice they are studying is management. ASPPB is looking for individuals to participate in this study and there are a variety of roles with varying levels of time commitment. SPIM members seem to be the exact type of individual who could best contribute in the management area. You can self-nominate.

This ASPPB practice analysis will result in:

- The identification and validation of underlying professional competencies,
- The identification of assessment methods to best measure underlying professional competencies, and
- Revised test specifications for the Examination for Professional Psychology (EPPP) updating the knowledge base and integrating additional relevant competencies

The deadline for nominations is January 14, 2008. It will also be necessary for you to submit an up-to-date CV. Click on the link below to view the nomination form. (If the link does not work, copy it and paste it into the address bar of your Web browser.)

[https://www.surveymonkey.com/s.aspx?sm=XPiMd6M3DWTDqXIdoYULBg\\_3d\\_3d](https://www.surveymonkey.com/s.aspx?sm=XPiMd6M3DWTDqXIdoYULBg_3d_3d)

If you would like more information, you can e-mail our President-elect, Cathleen Civiello, at [clcphd@earthlink.net](mailto:clcphd@earthlink.net) and she will send you an e-mail with more details or you can visit the above site. Please consider nominating either yourself or a colleague from SPIM.

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## Regional Meeting

The Society of Psychologists in Management (SPIM) had its second Regional meeting for SPIM members in the Va. / Md. /D.C. area on November 8, 2007. Members were encouraged to bring a colleague psychologist (s) who they believed would be interested in the topic and in SPIM. The purpose of this meeting was to give SPIM members and chance to come together, and other psychologists in the Washington area a chance to try out SPIM and see why we are so passionate about this professional organization The Regional Meeting presented an opportunity for two free Continuing Education Program (CEU).

Marlene Thorn, Ph.D., Connie Schroyer, Ph.D. at Hay Group and Connie Rath, Ph.D at Gallup Organization organized the SPIM Regional Meeting. The meeting was hosted by Gallup Organization and sponsored with a reception by Gallup and Hay Group. About 17 psychologists attended the Regional Meeting and 4 psychologists become new members to SPIM as a result of learning about us through the Regional Meeting invitation. Dana Ackley, SPIM Membership Committee Chair, attended the meeting and was available to answer questions about SPIM.

The Regional Meeting speaker was Dr. Richard (Dick) Kilburg, SPIM founder, and 2005 Harry Levinson Award winner and SPIM's Distinguished Psychologist in Management Award, started SPIM in 1984 as an organization for psychologists who lead, consult to leaders, and who research leadership. He provided a short history of SPIM and the address, described below. (Both Harry Levinson and Dick are a previous winners of SPIM's Distinguished Psychologist in Management Award.) Dr. Kilburg conducted 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 were 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 were used to highlight the principles being explored, and the participants also had an opportunity to discuss their own challenges in small groups.

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## Open Positions of interest

### **Director of Assessment Solutions**

Leadership Worth Following (LWF) is a premier provider of services, tools, and processes that help organizations identify, select, develop, and retain exemplary executives worthy of exemplary followership. Our fast growing firm creates client-focused solutions rigorously grounded in science. The Director of Assessment Solutions will have two major roles: 1) to spearhead LWF's Assessment Solutions business, and 2) to develop, manage, and serve clients. In spearheading the Assessment Solutions business, our team member will lead the continuing conceptualization, development, and delivery of our assessment-based solutions. Position Qualifications include a PhD in Counseling Psychology, I/O Psychology, Consulting Psychology, or a related field. Being licensed or license-eligible is preferred. Our team member will have at least 3-10 years experience conceptualizing, developing, and delivering assessment-based solutions either in the context of a consulting environment or as part of a corporation, with a particular emphasis on individual assessments. For more information, please contact A. Dale Thompson, Ph.D., Founder and CEO at Leadership Worth Following, LLC; 5605 North MacArthur Blvd, Suite 310; Irving, TX 75038; Phone: 214-260-8007; Email: dale@leadershipworthfollowing.com

### **Director of Executive Assessment and Development, Confidential, North East**

Our client is a premier global organization in the North East. This is a corporate level/center of expertise position with responsibilities for 360



feedback, executive assessment, global leadership profile scaling, career pathing, competency modeling and succession planning etc. This role is global and spans across all business divisions. The individual will lead a team of 2 - 3, and reports to the VP of Assessment & Development. Ideal candidate will have an advanced degree in I/O psychology or in a related discipline with 12-15 years of experience with a major Fortune 500 company. Prior assessment consulting experience would be welcome. Proven business partnering and influencing skills at a senior level is critical. For more information, please contact: Virginia Ho; Korn/Ferry International (NYSE:KFY); Princeton, NJ  
Tel: 905-508-9977 (Toronto, Canada)

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## News from Members

**George Watts** radio program, The Business Doctor is broadcast live every Sunday from 11:00 AM to 12:00 Noon on WCPT AM 820. The new signal is awesome, the best AM in Chicago. Go to [www.wcpt820.com](http://www.wcpt820.com) to listen over the Internet. They will continue to have many of the world's leading CEOs, Global thought leaders and best selling authors on to discuss leadership, getting ahead in your career and Talent Management. Tune in and join the rapidly growing audience. If you know somebody that you think would make a great guest of the program, email or call George. They will enjoy the experience.

**Billie Blair** has a new book: "All the Moving Parts: Organizational Change Management". Dr. Billie Blair is an organizational psychologist whose latest book addresses change management from the perspective of leaders and managers. Written for her firm's clients who frequently ask indepth questions about the changes their organizations are undergoing, Dr. Blair has included her firm's extensive research into the area in addition to real-life scenarios of CEOs who exemplify the five essential moving parts of an organization and who have recently struggled with change scenarios - sometimes successfully and sometimes not. The book is available at Amazon and Barnes & Noble, as well as on the website: [www.leadingandlearninginc.com](http://www.leadingandlearninginc.com)

Stay tuned for more information about this book in an upcoming newsletter!