

What is Consulting Psychology?



Society of Consulting Psychology
The Catalyst Division

DIVISION 13
AMERICAN
PSYCHOLOGICAL
ASSOCIATION

Program Facilitator



FELINA CARTER, PhD, PMP, SSBB

Project Management Consultant, Imprivata
APAGS/PSLN Student Representative



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<https://www.linkedin.com/in/felinacarter/>

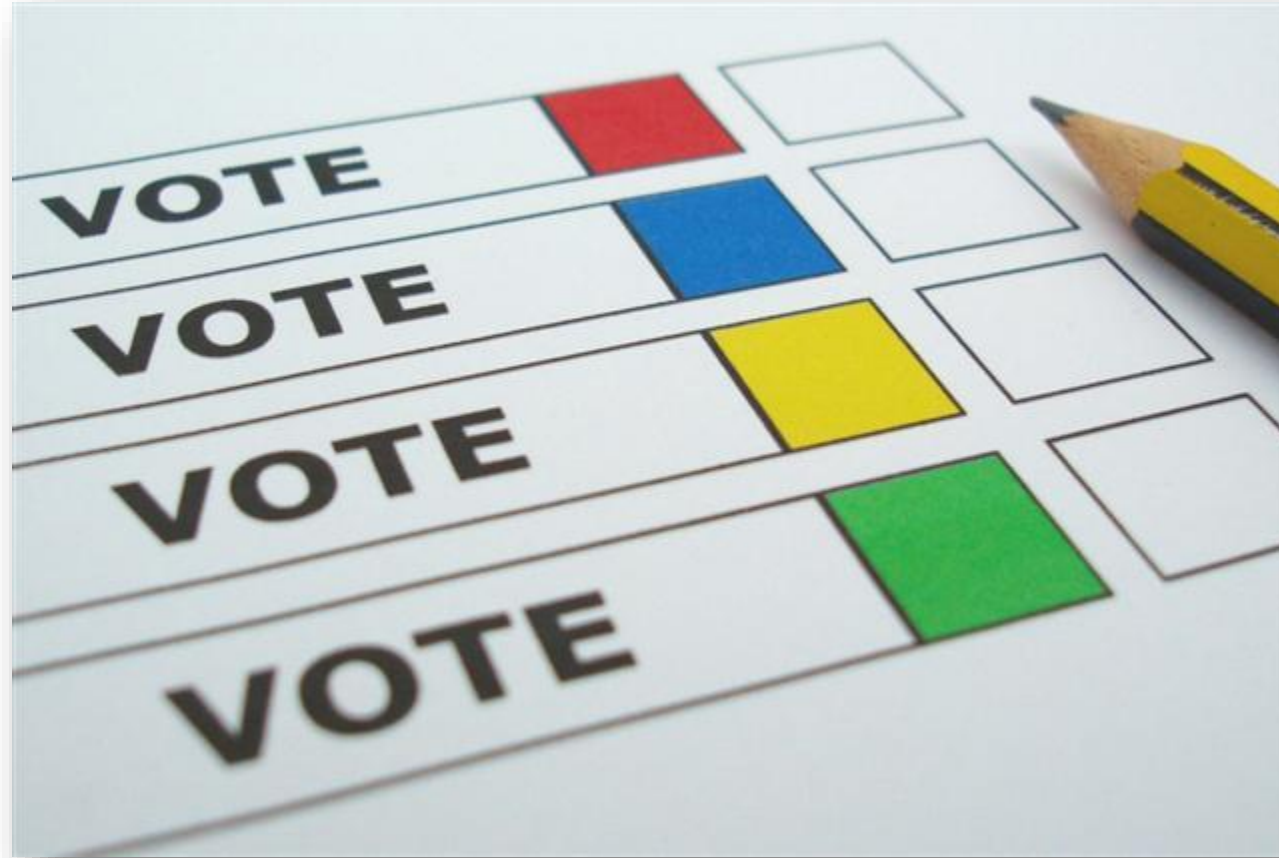
GET TO KNOW FELINA

Educational Background	PhD (ABD), Industrial-Organizational Psychology, University of Phoenix
Time In Consulting	15 Years in Project Management Consulting; First full-time consulting role with Charter Communications as a project management consultant in 2002
Years with SCP	Less than a year; 2017 Seattle was my first conference
What Drew You to SCP?	A desire to be active in a knowledge sharing community and to be engaged with like learners
Involvement in SCP	Currently 2016-2018 APAG/PSLN Student Representative, 2018 CPC Programming Committee, 2018 APA SCP Programming Co-Chair
Benefits of SCP	Shared learning with peers and students, balance of emphasis on science and practice, opportunity for engagement that directly impacts the Society

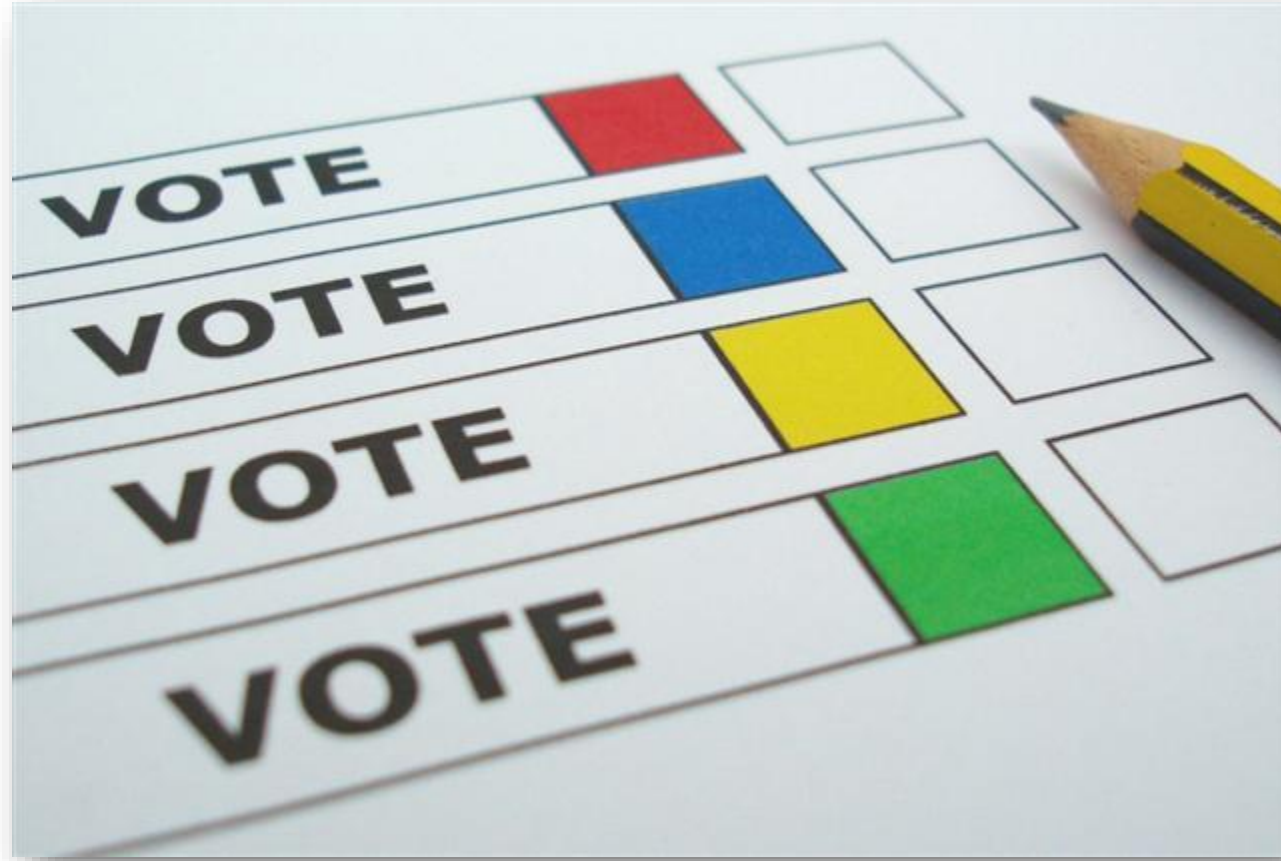
Use the Chat Feature to Ask Questions



Poll: Your Career Status



Poll: What You Hope for From This Series



Program Co-Facilitator



JAMIE LEWIS SMITH, PhD

Founder & President, Lewis Smith Consulting/Pixel Leadership Group
SCP Conference Co-Chair (2019); SCP Programming Committee (2017, 2018)

 JamieLewisSmith@gmail.com

 <https://www.linkedin.com/in/jamielewissmith/>

GET TO KNOW JAMIE

Educational Background	PhD Clinical Psychology from University of Miami 2007, Licensed in Ohio
Time In Consulting	10 Years; OD Consultant for VHA National Center for Organization Development; OD Manager for Nemours Health System; Director of Talent Development for MedExpress
Years with SCP	About 14 Years; but first conference was Orlando in 2016
What Drew You to SCP?	Connection and networking with like-minded practitioners
Involvement in SCP	Programming Committee 2017; Programming Chair 2018; Conference Co-Chair 2019
Benefits of SCP	I have built wonderful relationships – professional and personal; obtained valued mentoring and advice from seasoned professionals; stay current in the field.

Series Overview

WHEN 5:30P EST	SEPTEMBER 20 2017	OCTOBER 18 2017	NOVEMBER 15 2017	DECEMBER 13 2017	JANUARY 17 2018
TOPICS	What is Consulting Psychology	Consulting Psychology Careers	Research Involvement	Career Path: External Consulting	Career Path: Internal Consulting
SPEAKERS	Greg Pennington, PhD	Jamie Lewis Smith, PhD	Dale Thompson, PhD	Anjali Fox, PhD	Matthew Del Giudice, PsyD, MBA
CURRENT ROLE	Managing Partner, PennPoint Consulting	Founder & President, Lewis Smith Consulting & Pixel Leadership Group, LLC	Founder & CEO Leadership Worth Following	Consultant Leadership Development Worldwide	Director, Global Talent Management and Organization Development Pepsico
SCP INVOLVEMENT	2008, 2016 President	2017, 2018 Conference Programming; 2019 Conference Co-Chair	2018 President	2017 Conference Co-Chair	2017, 2018 Conference Programing Review Committee

- Free Webinar Series for Students, Early Career, Transitioning Psychologists
- To Provide Insights and Education about Careers in Consulting Psychology
- Discuss with Attendees the Types of Careers and How to Pursue these Paths



A Message from Our President



DEE RAMSEL, PHD, MBA

Executive Director, VHA National Center for Organization Development
President, Society of Consulting Psychology (2017)



Dee.Ramsel@va.gov



<https://www.linkedin.com/in/dee-ramsel-1189734/>

GET TO KNOW DEE

Educational Background	PhD in Clinical Consulting, MBA
Time In Consulting	About 12 Years
Years with SCP	10 Years
What Drew You to SCP?	Was program chair for SPIM, which was having a joint conference with SCP, so wanted to check out SCP prior to the joint conference. Attended one conference, loved it, haven't missed an SCP conference since.
Involvement in SCP	Education and Training Committee Member; Continuing Education Co-Chair; Leadership Council; President and Executive Board
Benefits of SCP	My colleagues, including their generosity in sharing their expertise; the annual conference; the journal; the listserv

What is the Society of Consulting Psychology (SCP)?

The members of the Society of Consulting Psychology share a commitment to apply psychological insights for the success and fulfillment of individuals, groups, and organizations. The Society strives to be a strong intellectual and collegial community that is a source of valuable insights and useful resources, as we continuously expand the knowledge base of our profession.



Stimulating the exchange of knowledge, ideas, and consulting experience among psychologists

Encouraging high standards of consultation

Promoting psychological research and professional development in the area of consulting

Fostering cooperative relations with allied associations and with all APA divisions

Supporting the advancement of consulting psychology as a science and profession

Advancing multiculturalism, internationalism and diversity (e.g., ethnicity, race, disability status, age, sexual orientation, students, career stage, gender and international affiliates) in all matters within the Society, particularly as they relate to practice, training, and research in consulting psychology





Featured Speaker



GREGORY PENNINGTON, PHD

Managing Partner, Pennpoint Consulting Group, LLC
Past President, Society of Consulting Psychology (2008, 2016)

 drgpenn@pennpointconsultinggroup.com
 <https://www.linkedin.com/in/gregpenningtonphd/>

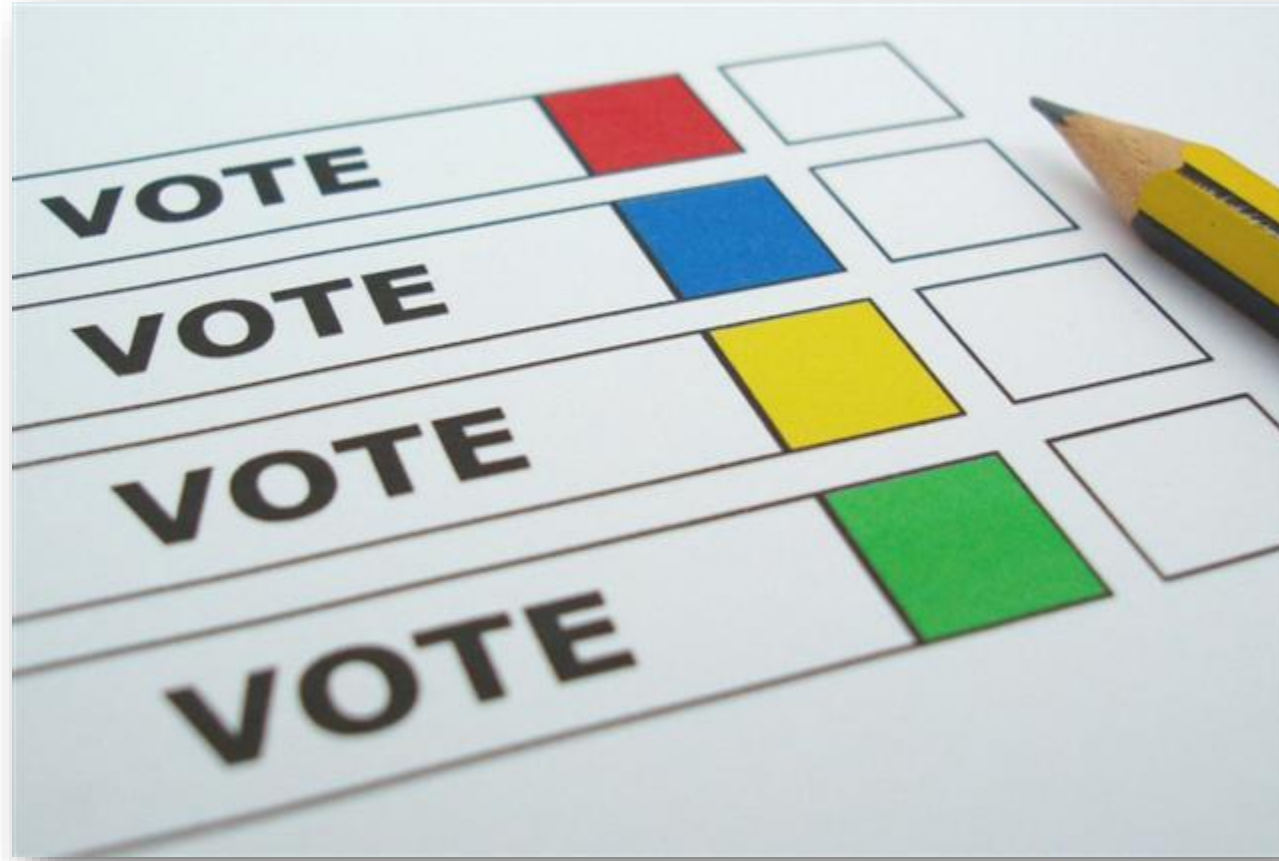
GET TO KNOW GREG

Educational Background	B.A., cum laude, Psychology and Social Relations, Harvard University; Ph.D. Clinical Psychology, University of North Carolina at Chapel Hill
Time In Consulting	About 36 Years. First full-time consulting role with Alexander Proudfoot Consultants as an productivity improvement analyst in 1981.
Years with SCP	About 16 Years; First Conference in 2001
What Drew You to SCP?	Personal invitation to join this community of learners....focused on practical application of psychology to leadership, team effectiveness , and organization performance.
Involvement in SCP	Currently Past President, served as President in 2008 and 2016
Benefits of SCP	Shared learning with peers and students, balance of emphasis on science and practice, opportunity for engagement that directly impacts the Society.

Featured Speaker



Poll: How familiar are you with consulting psychology?



Key Questions

- **WHAT IS CONSULTING PSYCHOLOGY**
- **WHERE DO CONSULTING “PSYCHOLOGISTS” WORK AND WHAT DO THEY DO**
- **WHAT DOES IT TAKE TO BECOME ONE**
- **WHAT DO CONSULTING PSYCHOLOGISTS EARN**
- **WHAT DIFFERENCE DO CONSULTING PSYCHOLOGISTS MAKE**



Key Questions

WHAT IS CONSULTING PSYCHOLOGY

- Application...” of psychological knowledge to issues about which they advise others-or the group or organization as a whole-to work more effectively, to create conditions of high satisfaction and motivation, and to help people get along better with one another.”p.3 An Introduction to Consulting Psychology, R. Lowman
- Application not the academic discipline
- Recommended readings
 - An Introduction to Consulting Psychology, Rodney Lowman
 - The California School of Organizational Studies Handbook of Organizational Consulting Psychology: A Comprehensive Guide to Theory, Skills, and Techniques, Rodney Lowman
 - Consulting Psychology Journal, Rob Kaiser, Editor



Key Questions

WHERE DO CONSULTING PSYCHOLOGISTS WORK AND WHAT DO THEY DO

- Internal roles
 - Human Resources, Talent Management, Organization Development-Design-Effectiveness, Learning and Development
- External roles
 - [Blank] Consultants
 - Executive/Leadership Coach
- *Develop leadership competencies/Assess candidates for selection and development/Accelerate integration of new leaders/Identify and develop high potential and high performance leaders/Increase overall team effectiveness/Facilitate problem-solving/ Develop high performing teams/Manage organization change/Develop cross-cultural competency/Assess organizational climate and culture/Design and Facilitate Succession Planning/Crisis management/Create development plans.....*



Key Questions

WHAT DOES IT TAKE TO BECOME ONE

- Calling
- Education and Training Guidelines for Consulting Psychology
- Ph.D? Licensed? Certified?
- Leibowitz and Blattner, On Becoming a Consultant: Transitioning from Clinical to Consulting
- Read what leaders read....
 - WSJ or Barrons
 - HBR or Forbes
 - PwC or McKinsey Survey



Key Questions

WHAT DO CONSULTING PSYCHOLOGISTS EARN

- Median Salaries by ***Psychology Field*** of Highest Degree (Source: 2015 National Survey of College Graduates, National Science Foundation)
 - I/O - \$125,000
 - Educational - \$75,000
- Range of Salaries for ***MBA*** Consultants (Source: 2017 Management Consulting Salaries reported at managementconsulted.com)
 - Mercer-\$95,00 to McKinsey - \$150,000
- ***Executive Coaching*** (2016 International Coaching Federation Executive Coaching Survey)
 - Average North America revenue-\$62,000



Key Questions

WHAT DIFFERENCE DO CONSULTING PSYCHOLOGISTS MAKE

- Does your degree matter? Does being licensed matter?
- How do you measure impact?
 - Quantitative
 - Qualitative
- Personal/professional mission



Your Questions

What other questions can we address that will help meet your expectations for this sessions on Careers in Consulting Psychology?

**USE THE CHAT
FEATURE TO ASK YOUR
QUESTIONS.**

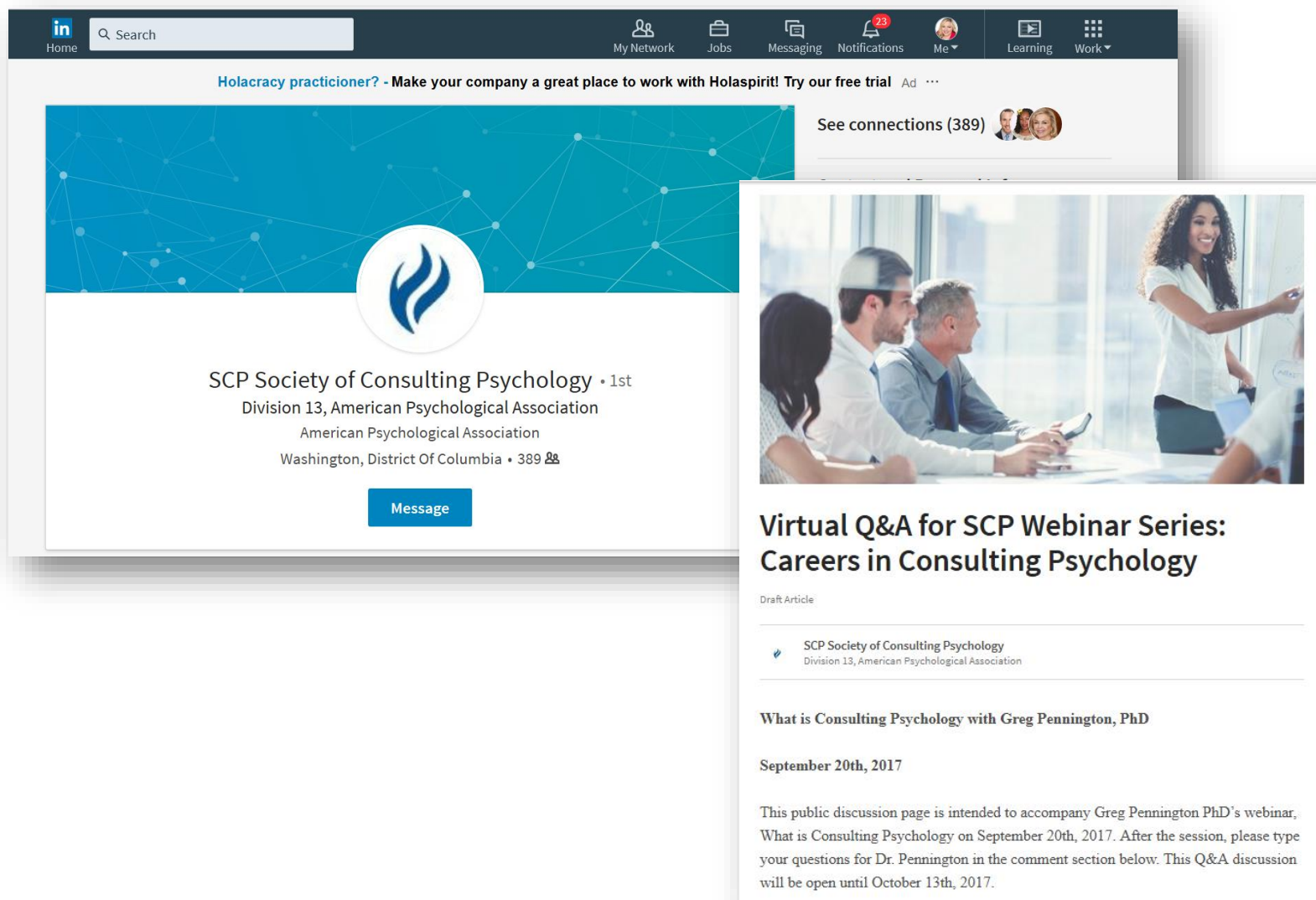




CONTINUE YOUR JOURNEY



Continue the Discussion



The image shows a screenshot of a LinkedIn profile for the SCP Society of Consulting Psychology. The profile header includes the LinkedIn logo, a search bar, and navigation icons for Home, My Network, Jobs, Messaging, Notifications (23), Me, Learning, and Work. Below the header is a banner image with a blue background and a white logo. The profile name is "SCP Society of Consulting Psychology • 1st", followed by "Division 13, American Psychological Association", "American Psychological Association", and "Washington, District Of Columbia • 389". A "Message" button is visible. To the right of the profile is a "See connections (389)" link with three profile pictures. Below the profile is a draft article titled "Virtual Q&A for SCP Webinar Series: Careers in Consulting Psychology". The article is from the SCP Society of Consulting Psychology, Division 13, American Psychological Association, and is dated September 20th, 2017. The article text states: "This public discussion page is intended to accompany Greg Pennington PhD's webinar, What is Consulting Psychology on September 20th, 2017. After the session, please type your questions for Dr. Pennington in the comment section below. This Q&A discussion will be open until October 13th, 2017."

SCP Society of Consulting Psychology • 1st
Division 13, American Psychological Association
American Psychological Association
Washington, District Of Columbia • 389

Message

See connections (389)

Virtual Q&A for SCP Webinar Series: Careers in Consulting Psychology

Draft Article

SCP Society of Consulting Psychology
Division 13, American Psychological Association

What is Consulting Psychology with Greg Pennington, PhD

September 20th, 2017

This public discussion page is intended to accompany Greg Pennington PhD's webinar, What is Consulting Psychology on September 20th, 2017. After the session, please type your questions for Dr. Pennington in the comment section below. This Q&A discussion will be open until October 13th, 2017.

- Follow SCP Society of Consulting Psychology in LinkedIn
- Virtual Q & A there now
- Open until October 13th



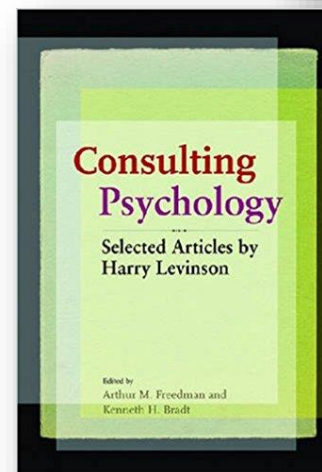
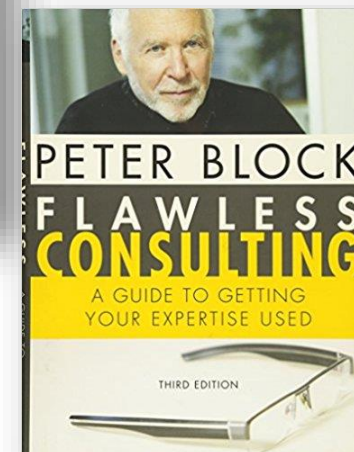
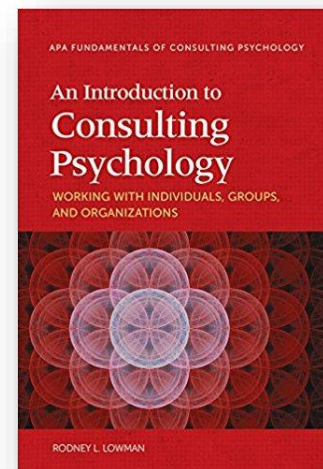
Further Reading

Lowman, R. L. (2016). *An Introduction to Consulting Psychology: Working with Individuals, Groups, and Organizations*. Washington, DC: American Psychological Association.

Levenson, H., A. M. Freeman, & K. H. Brandt (2008). *Consulting Psychology: Selected Articles by Harry Levenson*. Washington, DC: American Psychological Association.

Block, P. (2011) *Flawless Consulting: A Guide to Getting Your Expertise Used (3rd Ed)*. San Francisco: Pfeiffer.

Liebowitz, B. & Blattner, J. (2015). On Becoming a Consultant: The Transition for a Clinical Psychologist. *Consulting Psychology Journal: Practice and Research*, 67 (2), 144 – 161.



Become a Member of SCP



WHY WE LOVE BEING MEMBERS

- Very welcoming and nurturing environment
- Embedded in the community
- Making connections and networking
- *Consulting Psychology Journal*
- Real world conversations with real world consultants
- A better appreciation of and confidence in your value as a psychologist
- Fun social experiences

Professional Affiliate Membership Fee \$100.00

Student Affiliate Membership Fee \$25.00

<http://www.societyofconsultingpsychology.org/becoming-a-member>



2018 Conference – Savannah, GA (Feb 8 – 11)



- **Content for Students/Early Career Attendees:**
 - Breaking into Consulting
 - Learning from the Gurus
 - New Attendee Welcome Lunch
- **Get Involved**
 - Submit a Poster Proposal (deadline October 15)
 - Volunteer
 - Participate on the Conference Planning Committee

Join the
FUN!



Register for Future Sessions



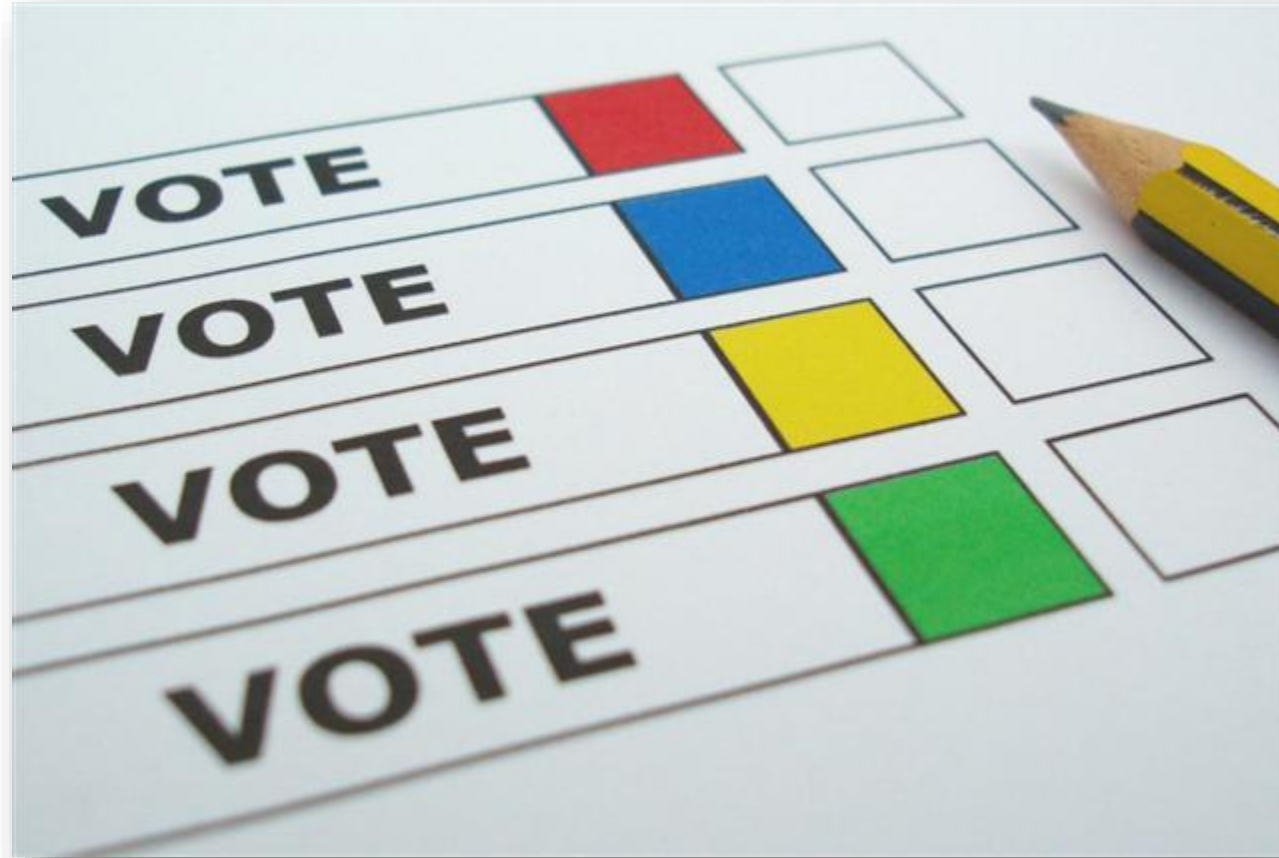
- 1 **SCP Webpage**
www.societyofconsultingpsychology.com
- 2 **Education Tab**
- 3 **Current Webinars**
- 4 **Webinar: Careers in Consulting Psychology**

You will be asked to login or create a **free** account.

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Poll: Will You Join Us Again?



We Value Your Feedback



- You will receive an email from **FELINA CARTER**
- It will include a link to the feedback survey
- It will also include links to helpful resources from this call



