

# SCP

ANNUAL CONFERENCE

FEBRUARY 6-9  
**2020**

PHILADELPHIA, PA



**RISK**  
AND  
**REWARD**



Society of Consulting Psychology  
*The Catalyst Division*

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# CONFERENCE CHAIRS' WELCOME



Hal Shorey / PhD



Colin Ennis / PsyD

Welcome to the Society of Consulting Psychology's 2020 conference, Risk and Reward: Developing Ecosystems for Entrepreneurs. We are very excited about the opportunities in store for all of you in Philadelphia this year. It will be a great opportunity to connect with old friends, make new friends, learn from others, and share your wisdom and experience. And of course, have some fun!

We've arranged a stellar group of keynote speakers, including some of the giants of consulting psychology and internationally recognized researchers. Our workshops will provide you with in-depth learning opportunities and our concurrent sessions represent an exciting mix of subjects including entrepreneurship, family business consulting, leadership, and promoting diversity. We'll also have several Tools of the Trade sessions focusing on 360 surveys. For those who need continuing education, virtually all of our sessions offer CE for psychologists. This year we have expanded our Breaking Into Consulting events into a full day of activities on Sunday with workshops by some of our most experienced members. Please come, and let your friends and colleagues know that we can help them break into the consulting and coaching world.

Every year, the feedback we get is that the socializing and relationship building is one of the best aspects of the conference. So we made sure to have a variety of opportunities to engage with others, including the Diversity Reception on Thursday night and the ever-popular Jam Session on Friday night. This year we're also holding a River Cruise with Dinner and DJ on Saturday night, so please join us!

Your Co-Chairs,

Hal Shorey, PhD & Colin Ennis, PsyD

## SCP MISSION

We represent psychologists who consult with individuals, groups and organizations in order to catalyze growth and change. Whether we work with start-ups or multi-nationals, for-profit or non-profit, educational, healthcare, corporate or government, we strive to add value for the benefit of individuals, institutions, and society. We achieve this by expanding knowledge and the transfer of psychological science to real-world settings, providing education, mentoring and thought leadership, and advocating for psychological consulting in the context of an inspired community. Please allocate as many votes as you can to Division 13 and consider taking advantage of our conferences or educational functions.

## SCP VALUES

The Society of Consulting Psychology wants anyone who participates in our society or our events to feel a sense of Inspired Community. We do this by bringing the following values to life:

**Engagement** - Ensuring members and participants feel the organization adds value to their business, personal and professional experience;

**Inspiration** - Facilitating others' vision for themselves, their organizations, and the profession;

**Authenticity** - Allowing others to be themselves, and express themselves, in ways that are open to and inclusive of others' different selves;

**Challenge** - Helping each other learn, develop, and grow as professionals;

**Impact** - Making a difference for our members, other participants in the organization, our clients, and their organizations.

SAVE THE DATE

# 2021 SCP ANNUAL CONFERENCE

FEBRUARY 4 – 7, 2021



WESTDRIFT MANHATTAN BEACH, CA

# PRESIDENT'S WELCOME



Dear Friends and Colleagues,

Welcome to SCP 2020! The conference team has put together a terrific program, and I know you will learn, engage, and grow through the experiences of the four days. Wow! The time has flown by. I cannot believe it was a year ago that I stood up in front of the 2019 Conference to pick up the gavel. The Society is in great shape, and we are able to market ourselves to help the Society grow and thrive. I am super proud of what the team has accomplished over the past year. Let me tell you just a few of things we have done:

- The Education Domain has grown dramatically, and is now providing a wide range of educational services including on-demand and real-time trainings, webinars, and programs. And we are wrapping up our second Leadership Development Initiative (LDI) at the conference this year.
- The Research Domain has continued to deliver the highest-quality articles, to the point that they are now exploring getting an impact factor for the Journal. As we say goodbye to Rob Kaiser as Editor, we welcome Ken Nowack, confident that he will do a phenomenal job. Larry Norton has done a great deal to develop our research and publication work, including working with our PR team to get wider distribution of our articles and books.
- The Community Team continues to work on connecting with our current members, and exploring new ways to connect with other divisions and other consulting psychologists. We also will have a new crop of Fellows.
- The External Affairs group is managing our presence at APA, our connections with other groups, and our social media campaigns. In the past year, we have seen a dramatic shift in the prominence of General and Applied Psychology, due in large part to the work of our members.
- Our Council Representatives have done a stellar job of representing us not only at APA Council but also with the GAP Caucus which is so important to expanding our impact.
- Our finance group has successfully moved our financials back in alignment with APA's accrual-based accounting, and we planned our 2020 budget by the end of November, 2019.

I could go on and on, but I know you want to get to the good part - the conference. I want to thank you all for trusting me in this position for 2019. I have truly enjoyed my time as President, and I appreciate all the people who have made my job easier by stepping up and following through on our strategic plan. I will be stepping back, but not away, so will continue to talk with, work with and connect with all of you.

And of course, I have to thank Heather Kennedy. She does 20 things a day that make my life, and the life of the Executive Board and Leadership Council easier. She picks up other people's slack, chases our vendors and APA, and does it all with a smile and a good mood. Thank you Heather, and thanks to all of you for your efforts to make SCP a great home for so many people.

Bill Berman, PhD, ABPP  
President, Society of Consulting Psychology  
Division 13, American Psychological Association

## CONFERENCE PLANNING TEAM

William Berman, PhD, Division 13 President  
Hal Shorey, PhD, Conference Co-Chair  
Colin Ennis, PsyD Conference Co-Chair  
Natasha Jordan, PhD, Student Chair

Julia Corcoran, PhD, Continuing Education Chair  
John O'Brien, PhD, Continuing Education Chair  
Heather Kennedy, MS, Division 13 Executive Director





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# KEYNOTE SPEAKERS



## DUNCAN WARDLE

### *Embedding a Culture of Innovation into Everyone's DNA*

We are all born creative. We are born with amazing imaginations, are full of curiosity, and carry this remarkable built-in tool known as intuition.

As Head of Innovation and Creativity at Disney, Duncan and his team helped Imagineering, Lucasfilm, Marvel, Pixar and Disney Parks to innovate, creating magical new storylines and experiences for consumers around the globe.

As founder of iD8 & innov8 he now brings his extensive Disney experience to audiences around the world using a very unique approach to Design Thinking, that not only places the end user at the core of the creative thinking process, but also looks in new and usual places to uncover insights for innovation, helping people capture unlikely connections, leading to fresh thinking and disruptive ideas.

Delivering a series of keynotes, workshops and ideation forums, his unique Design Thinking process helps companies embed a culture of innovation into everyone's DNA.

is a multiple Ted X speaker and contributor to Fast Company Magazine. He teaches Master Classes at Yale, the University of North Carolina, Duke University and the University of Florida. In 2008 he received the American Citizen of Choice Award at the White House. In 2014 he was awarded an Hons. Doctorate from Edinburgh University in Scotland. He also holds the Duke of Edinburgh Award presented by Her Majesty Queen Elizabeth.

*Duncan Wardle is the Former Vice President of Innovation & Creativity at The Walt Disney Company.*



## EDUARDO SALAS, PHD

### *Creating Effective Teams: Insights from the Science of Teamwork*

Eduardo Salas is the Allyn R. & Gladys M. Cline Chair Professor and Chair of the Department of Psychological Sciences at Rice University. Dr. Salas has co-authored over 450 journal articles & book chapters and has co-edited 32 books and authored one book on team training. His expertise includes assisting organizations in how to foster teamwork, design and implement team training strategies, facilitate training effectiveness, manage decision making under stress, and develop performance

measurement tools. Dr. Salas is a Past President of the Society for Industrial/Organizational Psychology and the Human Factors & Ergonomics Society (HFES), Fellow of the American Psychological Association (APA) and HFES. He is also the recipient of the 2012 Society for Human Resource Management Losey Lifetime Achievement Award, the 2012 Joseph E. McGrath Award for Lifetime Achievement for his work on teams and team training and the 2016 APA Award for Outstanding Lifetime Contributions to Psychology.

*Eduardo Salas is the Chair of the Department of Psychological Sciences at Rice University.*




## AMY C. EDMONDSON, PHD

### *Fearless Teaming: Why Psychological Safety Matters More than Ever in the Modern Organization*

Amy C. Edmondson is the Novartis Professor of Leadership and Management at the Harvard Business School, a chair established to support the study of human interactions that lead to the creation of successful enterprises that contribute to the betterment of society. Best known for her groundbreaking work on psychological safety in the workplace, Edmondson is the author of seven books and more than 75

articles and case studies. She has been ranked by the biannual *Thinkers50* global list of top management thinkers since 2011 (most recently #13), and selected in 2019 as the #1 most influential thinker in Human Resources by *HR Magazine*. Her most recent book, *The Fearless Organization* (Wiley 2019) offers practical guidance for leaders of teams and organizations who are serious about success in the modern economy.

*Amy Edmondson is the Novartis Professor of Leadership and Management at the Harvard Business School.*



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## KEYNOTE PANEL

### Building a Business in Consulting and Applied Psychology: Realities, Insights, and Lessons Learned



#### ROBERT HOGAN, PHD

Robert Hogan, PhD, president of Hogan Assessment Systems, is an international authority on personality assessment, leadership, and organizational effectiveness. He was McFarlin Professor and Chair of the Department of Psychology at the University of Tulsa for 14 years. Prior to that, he was Professor of Psychology and Social Relations at The Johns Hopkins University. He has received a number of research and teaching awards, and is the editor of the Handbook of Personality Psychology and author of the

Hogan Personality Inventory. Dr. Hogan received his Ph.D. from the University of California, Berkeley, specializing in personality assessment.

Dr. Hogan is the author of more than 300 journal articles, chapters and books. He is widely credited with demonstrating how careful attention to personality factors can influence organizational effectiveness in a variety of areas — ranging from organizational climate and leadership to selection and effective team performance. Dr. Hogan is a fellow of the American Psychological Association and the Society for Industrial/Organizational Psychology.

*Robert Hogan is the Founder and President, Hogan Assessments*



#### SANDRA DAVIS, PHD, LP

Sandra L. Davis, PhD is chair and founder of MDA Leadership Consulting in Minneapolis, a premier national leadership development, talent assessment and organizational performance firm. Sandra specializes in senior executive talent evaluation, CEO selection and succession planning, board evaluations and C-Suite trusted advisor consultation. As a CEO selection and succession planning expert, she has demonstrated remarkable insight into the potential and fit of senior executives. She is widely known as an industry thought leader, counting numerous Fortune 500 firms among her clients.

Sandra is the author of the books Pearls of Leadership Wisdom: Lessons for Everyday Leaders Vol. I and II and Reinventing Yourself: Life Planning After 50. In addition, she has contributed numerous chapters and articles in professional books and journals on topics related to assessment, leadership development, coaching and succession.

Sandra earned her B.S. from Iowa State University and her Ph.D. in counseling psychology with an emphasis in industrial/organizational psychology from the University of Minnesota. She is a fellow of the Society of Industrial and Organizational Psychology and of the American Psychological Association.

*Sandra Davis is the Chair and Founder at MDA Leadership Consulting.*



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# KEYNOTE PANEL

## Building a Business in Consulting and Applied Psychology: Realities, Insights, and Lessons Learned



### MARC SOKOL, PHD

Marc Sokol, PhD (Industrial-Organizational Psychology, University of Maryland, College Park) has worked in 25 countries, providing consulting services to organizations and leaders for more than 30 years. Executive editor of *People + Strategy*, he also serves on the editorial board of *Consulting Psychology Journal*, and is advisor to a Masters program in Industrial-Organizational Psychology. He is past president of MPPAW, Minnesota Professionals for Psychology Applied to Work. Marc has worked in large and small companies, in the public and private sector, as practice leader for a global consulting firm and now owns his own company, Sage Consulting Resources. In recognition of career achievements, he was elected Fellow of both the American Psychological Association and the Society of Industrial and Organizational Psychology. Dr. Sokol has coached virtually every C-level leadership role, helping executives extend impact across the firms they lead. He works with leaders to repair damaged organizational relationships, coaches others through role transitions and discover ways to change the impact they have without changing themselves. Distinctive among his practice is his experience coaching multiple senior leaders within the same firm, helping them work more effectively individually and together. His approach has been presented at national and regional professional associations.

*Marc Sokol is the Founder and Principal Consultant at Sage Consulting Resources.*



### KATHERINE HOLT, PHD

Dr. Katherine Holt is a global change agent who helps people realize their dreams. She manages two values-based coaching networks which champion social justice, promote environmental stewardship, and develop global leaders. Change, innovation and sustainability are her paradoxical passions – along with supporting organizations whose mission is to create a better world. Her consulting background includes assessing talent, coaching leaders, and conducting leadership development programs in over 25 countries. Katherine specializes in transformational coaching to help leaders visualize and pursue their destinies. Her forte is team coaching, working with leaders to accelerate their individual and collective performance. She has worked in nearly every industry along with non-profits such as EthicalCoach (in Ethiopia), United States Institute of Peace, and World Bank Group. Prior to starting Peakinsight LLC in 2000, Dr. Holt served as chief architect for The PROFILOR® family, then moved to Japan to establish PDI's Asia-Pacific offices. In 2010, she began organizing Global Assessment Summits and conducting benchmarking surveys to improve the practice of cross-cultural assessment. After serving on ASTD's global board of directors, she received their lifetime professional service award and became their first CPLP Fellow. She is launching her second consulting firm (Global Coach LLC) in 2020.

*Founder and President, Peakinsight and Global Coach LLC*



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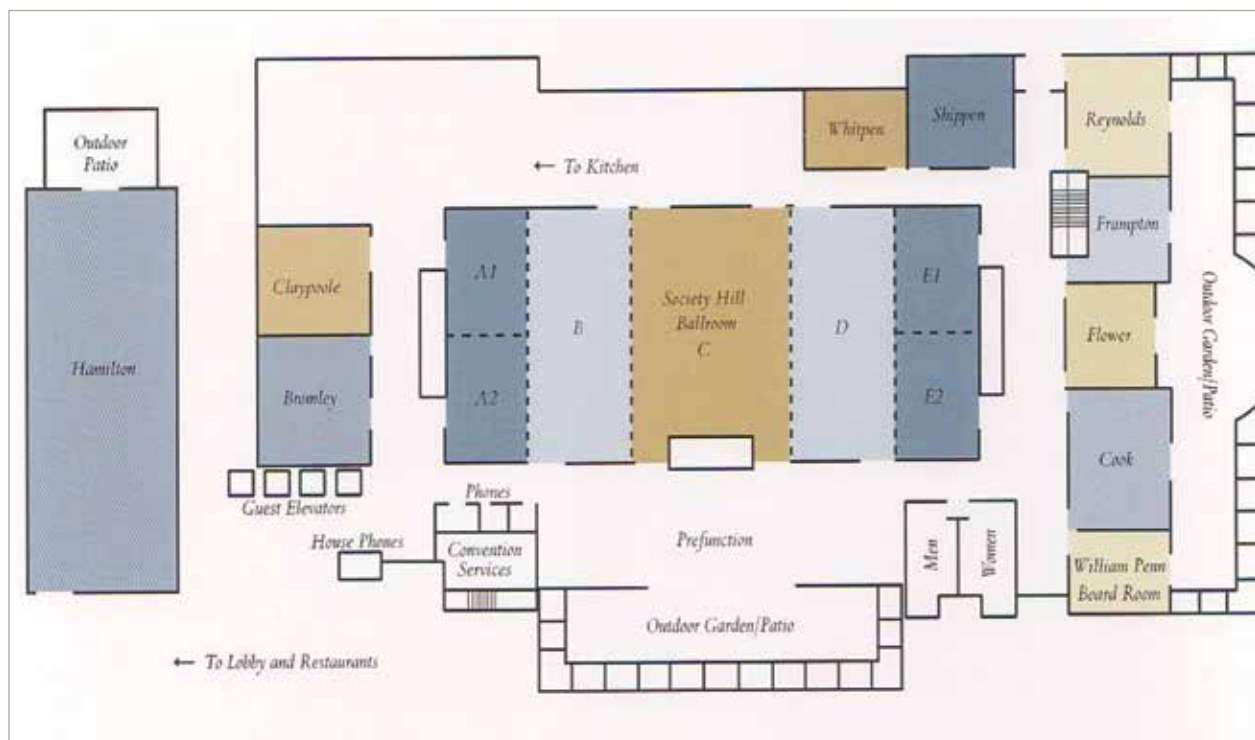
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# CONFERENCE MOBILE APP

## TO GET THE CONFERENCE MOBILE APP:

**iPhone and iPad users:**

Search “Consulting Psych Conference” on the Apple App Store

**Android users:**

Search “Consulting Psych Conference” on the Google Play Store

**Blackberry, Windows, laptop users:**

Go to this address <https://cpc.gatherdigital.com/apps/2587>

### APP LOGIN EMAIL

The email address you used to register for the conference

### APP LOGIN PASSWORD

2020scp

## HERE ARE A FEW OF THE THINGS YOU CAN DO TO ENHANCE YOUR CONFERENCE EXPERIENCE...

### COMPLETE YOUR ATTENDEE PROFILE

- From the home screen, click the icon in the upper left hand corner
- A side menu will appear and click on your email address / name
- This will bring you to your attendee profile. Be sure to upload a selfie!

### SEE THE DAY'S ACTIVITIES

- To view the Conference Schedule, click the AGENDA icon
- Create your “MY SCHEDULE” by clicking on a session and then on the “MY SCHEDULE” star in the top left hand corner

### INTERESTED IN A SPECIFIC SPEAKER?

- From the home screen, click on SPEAKERS
- Find and click on the speaker's name to see all sessions they are participating in

### COMPLETE YOUR CE SURVEYS DIRECTLY ON THE APP

- Click on the AGENDA icon, then the SESSION NAME, then the SURVEY button, rate each question and then click SUBMIT

### SEE YOUR COMPLETED CE CREDITS

- To view YOUR CE Credits from the conference click the MY CREDITS icon

### LOOKING FOR A CONFERENCE ATTENDEE?

- From the home screen click on ATTENDEES
- All registered attendees names are here, find the attendee you are looking for and MESSAGE THEM DIRECTLY THROUGH THE APP





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Society of Consulting Psychology  
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## SCP AWARDS

### NOMINATIONS ARE DUE BY NOVEMBER 1, 2020

Nominations for all awards are due by November 1, 2020. Winners will be notified by January 7, 2021, and awards will be presented at the 2021 SCP Annual Conference. Nominating someone is not difficult – just send a brief letter to the committee indicating why you think someone is deserving of an award. We will follow up.

Please send all nominations to Heather Kennedy [heather@div13.org](mailto:heather@div13.org).

For questions about eligibility or clarification of requirements, contact Awards Committee Chair Myranda Grahek at [Myranda@worthyleadership.com](mailto:Myranda@worthyleadership.com).

#### **AWARDS WITH STIPEND ATTACHED:**

##### **RHR International Award for Excellence in Consultation**

This award is given to an individual with an unusually distinguished career in the practice of consulting psychology. It is funded by the consulting firm RHR International and honors a founding member of the company, Perry L. Rohrer, who epitomized the standards of excellence that RHR and the Society seek to perpetuate. The award is accompanied by a \$1,500.00 check.

#### **NOMINATION REQUIREMENTS:**

- One-page letter of nomination outlining nominee's contributions to excellence in consultation.
- Three letters of endorsement from consulting clients.
- Nominee resume or CV.

##### **LWF Award for Excellence in Developing Consulting Psychologists**

This award is given to an active Consulting Psychologist (practices Consulting Psychology 75%-time or more) who is tangibly and consistently investing in the development of students, early career practitioners, and/or other psychologists who are making the transition into the field of Consulting Psychology. The contributions of the recipients may be tangible (formal mentorships, workshops, internships, fellowships, etc.), or less formal (a history of informal mentoring, coaching, or consultation with other professionals). The award is accompanied by a stipend of \$1,500.00 and an additional \$1,500.00 for the awardee's use in sponsoring a "developing others" initiative in the year following receipt of the award.

#### **NOMINATION REQUIREMENTS:**

- Letter of nomination to the Awards Committee of SCP, outlining the nominee's contributions to developing consulting psychologists.
- At least two supporting letters documenting nominee's contributions.
- Nominee's resume or CV.



## SCP Award for Excellence in Diversity and Inclusion (D & I) Consulting

This award recognizes consulting psychologists for outstanding consultation to organizations to enhance their Diversity and Inclusion agendas, to help organizations retain, promote and develop diverse leaders, and to help organizations create a more diverse and inclusive workforce. Consultation as well as relevant publications, presentations and/or research in the area of D&I will be considered. Preference will be given to consulting psychologists who offer innovative ideas to the field and contribute to the development of D&I within applied psychology or related disciplines. This award is accompanied by a stipend of \$1,000.

### NOMINATION REQUIREMENTS:

- Letter of nomination to the Awards Committee outlining the case for the nominee's work as exemplary in D & I services and/or in the significant development of the field.
- Letters of support from two clients and/or from other psychologists who have observed their work in this area.
- Provide materials created for workshops, training, consultation or presentation, including assessment tools, theoretical statements, published research or popular articles, or presentation materials that provide evidence of the significance and innovation involved in the candidate's work.
- Nominee's curriculum vitae that reflects the focus and breadth of work (professional roles, publications, presentations) for which the candidate is being recognized.

## SCP Award for Early Career Impact in Consulting Psychology

This award recognizes work of significant impact by consulting psychologists who are roughly eight to ten years beyond the doctoral degree. The contributions honored will represent significant contributions in innovation, practice, research or service that is distinguished by its clear impact on an organization(s), its notable influence on the practice of consulting psychology more generally, or its clear promise for creating new directions in some area that is translatable to practice or the field. Successful candidates will hold a graduate degree in psychology from a regionally accredited university located in the U.S. or Canada, or the equivalent in other countries. This award is accompanied by a stipend of \$1,000.

### NOMINATION REQUIREMENTS:

- Letter of nomination stating the nominee's qualifications for the early career impact award
- Provide written reports of anonymous, published or presented case studies of innovative work with clients, evidence of useful and new assessment tools, innovative theoretical papers, published research, or evidence of service that has had an impact on the profession of consulting psychology. The key is to provide evidence of the significant impact related to the nominee's work.
- Two letters of support. They may be from clients or senior colleagues who are knowledgeable about the nominee's impactful work. At least one letter must be from a senior colleague who is a member of SCP or a relevant Division of APA.
- Nominee's CV

**Nominations for all awards are due by November 1, 2020. Winners will be notified by January 7, 2021, and awards will be presented at the 2021 SCP Annual Conference.**

**PLEASE SEND ALL  
NOMINATIONS TO:**  
Heather Kennedy  
heather@div13.org

**FOR QUESTIONS ABOUT ELIGIBILITY  
OR CLARIFICATION OF REQUIREMENTS:**  
Myranda Grahek, Awards Committee Chair  
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# SCHEDULE-AT-A-GLANCE

Thursday, February 6, 2020

TIME	EVENT	PRESENTER(S)	CE	LOCATION
7:00AM - 8:00AM	Breakfast (provided)			Ballroom BC
7:00AM - 5:00PM	Registration			Ballroom Foyer
8:00AM - 12:00PM	Workshops			
	What Lies Beneath: The Risks and Rewards of Pursuing the Influence and Impact of Diversity in Executive Coaching Engagements (Advanced)	Gregory Pennington, PhD; Rehman Abdulrehman, PhD; Layla Bokhari, PhD	4 APA	Bromley/Claypoole
	The Ethical Practice of Consulting Psychology	Rodney Lowman, PhD, ABAP	4 APA	Cook Room
	Psychological Assessment for Selection and Development of Leaders – Part 2: The Science and Art of Interpretation Across Measures	Vicki Vandaveer, PhD; Alok Sawhney, PsyD, MBA; David Caruso, PhD	4 APA	Ballroom A
	Brain-Based Coaching and Consulting: Leveraging the CONNECT Model	Catherine Hambley, PhD	4 APA	Ballroom E2
8:00AM - 5:00PM	Certifications			
	LWF: DRiV Certification Workshop	Chris Coultas, PhD	9 ICF	Ballroom E1
12:00PM - 1:00PM	Lunch (provided)			Ballroom BC
1:00PM - 5:00PM	Workshops			
	From Stumbling to Start Up: How Psychologists Can Turn an Idea Into a Business	Lisa Graham, PhD; Julie McDonald, PhD; Lindsay Sutton, PhD; Donnie Garvich	4 APA	Bromley/Claypoole
	Entrepreneur, Manager, Or...? - The Power of Career Assessment	Rodney Lowman, PhD, ABAP	4 APA	Cook Room
	Family Business Consultation: A Global, Multicultural Perspective	Florence Kaslow, PhD	4 APA	Ballroom A
	Getting the Whole Ecosystem in the Room for Vision and Action in New and Mature Organizations	Jeffrey Axelbank, PsyD	4 APA	Ballroom E2
5:30PM - 6:30PM	Welcome Party & Diversity Celebration			Hamilton
6:30PM - UNTIL	Dinner on your own			Philadelphia
7:00PM - 9:00PM	SCP Board of Directors Meeting			Cook Room

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# SCHEDULE-AT-A-GLANCE

Friday, February 7, 2020

TIME	EVENT	PRESENTER(S)	CE	LOCATION
7:00AM - 5:00PM	Registration			Ballroom Foyer
7:00AM - 8:00AM	Breakfast (provided)			Ballroom BCD
7:00AM - 8:00AM	First Time/Buddy Breakfast			Ballroom BCD
7:00AM - 8:00AM	Membership Focus Group	Membership Committee		Flower
8:00AM - 8:15AM	Conference Kick-Off			Ballroom BCD
8:15AM - 9:45AM	Keynote			
	Embedding a Culture of Innovation into Everyone's DNA	Duncan Wardle	1.5 APA	Ballroom BCD
9:45AM - 10:15AM	Break			Bromley/ Claypoole
10:15AM - 11:45AM	Concurrent Sessions			
	*VIDEO RECORDED* Fear and Courage in Executive Coaching	Anita Stauffer, PhD; Amy Owen Nieberding, PhD	1.5 APA	Ballroom BCD
	An Intergenerational Perspective: How Four successive Business Psychology Mentorships Drove Entrepreneurial Success	Claire Rodgers, PsyD; Jonathan Kirschner, PsyD; Karol Wasylyshyn, PsyD; Bill Haas, PsyD	1.5 APA	Cook Room
	Crafting Your Entrepreneurial Power: How to Sculpt Your Identity as a Business Owner	Fredina James, MEd; Adrian Burney, MEd	1.5 APA	Ballroom A1
	Family-Owned Businesses: Board Dynamics... or Dynamite!	Derek Mueller, PsyD; John-Luke McCord, MA; Andrew Jones, PhD	1.5 APA	Ballroom A2
	Tools of the Trade: Driving insight, driving change: Case studies with an innovative 360-degree feedback tool for emerging and entrepreneurial leaders	Chris Coultas, PhD; Mira Brancu, PhD; Christa Mason, PhD	1.5 APA	Ballroom E1
	Updating the APA Ethics Code: Process, Progress, and Opportunities	Rodney Lowman, PhD, ABAP	1.5 APA	Ballroom E2
11:45AM - 12:45PM	Lunch (provided)			Ballroom BCD
11:45AM - 12:45PM	First Time/Buddy Lunch			Ballroom BCD
1:00PM - 2:30PM	Concurrent Sessions			
	*VIDEO RECORDED* Stumbles, Fumbles and Blind spots: Learning from missteps in the business of organizational consulting	Judith Blanton, PhD; Vicki Vandaveer, PhD; Gregory Pennington, PhD; Thor Legvold, PsyD	1.5 APA	Ballroom BCD
	The Rest You Need to Know about Strengths-based Development for Leaders	Robert Kaiser, MS; Cara Miller, PhD, MDiv	1.5 APA	Cook Room
	Leading the charge: What sets entrepreneurial leaders apart and how we can help them succeed	Maria Brown, PhD; Tricia Naddaff, MS	1.5 APA	Ballroom A1



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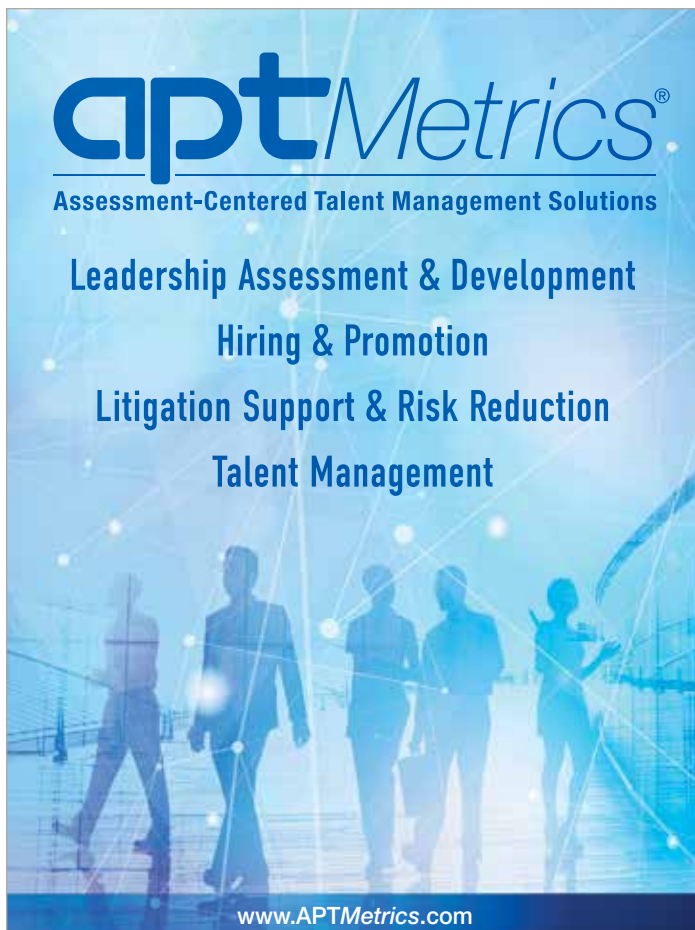
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# SCHEDULE-AT-A-GLANCE

Friday, February 7, 2020

TIME	EVENT	PRESENTER(S)	CE	LOCATION
1:00PM - 2:30PM	<b>Concurrent Sessions (continued)</b>			
	Playing with Entrepreneurial Building Blocks: Building the Capacity for Risk and Innovation	Michael Vodiano, MA	1.5 APA	Ballroom A2
	<b>Student Session:</b> Ready, Launch, Go: 5 Lessons Learned from Starting a Consulting Group as an Early Career Professional	Cedric Williams, PhD	0	Ballroom E2
2:30PM - 3:00PM	<b>Break</b>			Bromley/ Claypoole
3:00PM - 4:30PM	<b>Concurrent Sessions</b>			
	*VIDEO RECORDED* The Times they are a Changing - Helping Leaders Effectively Lead Organizational Change Efforts	Shannon Simms, PhD	1.5 APA	Ballroom BCD
	The Importance of Bringing the Whole Self to Work	Michelle Downey, PsyD; Gregory Pennington, PhD; Karen Wilson-Starks, PhD	1.5 APA	Cook Room
	From Start Up to Scale Up: Building a Culture of Innovation in Fast-Growth Companies	Jeffrey Hull, PhD, MBA	1.5 APA	Ballroom A1
	The Family Business Ecosystem Inside Out: Unique Pressures, Unparalleled Opportunities	Mark Sirkin, PhD; Bruce Hammer, PhD; Tom Diamante, PhD; Christine Allen, PhD	1.5 APA	Ballroom A2
	Tools of the Trade: Coaching in a Broader Context using the IDI and Personal Directions	Maria Brown, PhD; Tricia Naddaff, MS Andrew Rand, PhD	1.5 APA	Ballroom E1
	<b>Student Session:</b> Trust the Process Group: Navigating Discussion regarding Diversity, Inclusion, and Representation between Entrepreneurs and their Teams	Daniel Lattimore, MS; Rosilyn Sanders, MA; Dominique Burrell, MA	0	Ballroom E2
4:40PM - 6:10PM	<b>Keynote</b>			
	*VIDEO RECORDED* Creating Effective Teams: Insights from the Science of Teamwork	Eduardo Salas, PhD	1.5 APA	Ballroom BCD
6:15PM - 7:30PM	<b>Poster Walk &amp; Reception</b>			Hamilton
7:30PM - UNTIL	<b>Social Hours/Dinner on your own</b>			Philadelphia
8:30PM - 12:00AM	<b>JAM Session</b>			Hamilton



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**Join us at the table  
for an exciting presentation on,**

**Family-Owned Businesses:  
Board Dynamics or...Dynamite!**





# SCHEDULE-AT-A-GLANCE

Saturday, February 8, 2020

TIME	EVENT	PRESENTER(S)	CE	LOCATION
7:00AM - 8:00AM	Breakfast (provided)			Ballroom BCD
7:00AM - 8:00AM	The Question of Privilege	Diversity & Inclusion Committee		Ballroom E2
7:00AM - 8:00AM	Membership Focus Group	Membership Committee		Flower
8:00AM - 8:15AM	Morning Welcome			Ballroom BCD
8:15AM - 9:45AM	Keynote			
	Fearless Teaming: Why Psychological Safety Matters More than Ever in the Modern Organization	Amy Edmundson, PhD	1.5 APA	Ballroom BCD
9:45AM - 10:15AM	Break			Bromley/ Claypoole
10:15AM - 11:45AM	Concurrent Sessions			
	*VIDEO RECORDED* Integrating Personality Assessment and 360 Feedback to Develop Leaders	Robert Kaiser, MS; Robert Hogan, PhD	1.5 APA	Ballroom BCD
	So You Want to Be a Solo Entrepreneur? A Candid Conversation About Living the Dream and Embracing the Nightmare	Katherine Bittner, PhD; Janis Ward, PhD	1.5 APA	Cook Room
	Approaching Diversity as an Entrepreneurial: Strategies for Creating Change	Courtney Barrett-Smith, PsyD; Kevin "Kip" Corbus, PsyD	1.5 APA	Ballroom A1
	Acting as an Owner - Promoting Entrepreneurship in a Fortune 100 Company	James Scrivani, PhD; Robert Lewis, PhD; Allan Church, PhD; John Scott, PhD	1.5 APA	Ballroom A2
11:45AM - 1:45PM	SCP Town Hall & Awards (Lunch provided)			Ballroom BCD
2:00PM - 3:30PM	Concurrent Sessions			
	*VIDEO RECORDED* High Potential Leadership Talent: Predicting, Motivating, Assessing and Working with High Potentials	Rob Silzer, PhD; John Scott, PhD; John Fulkerson, PhD; Sandra Davis, PhD	1.5 APA	Ballroom BCD
	Women Entrepreneurs: An Growing But Underserved Market Requiring New Models of Coaching and Consulting Services	Lubna Somjee, PhD; Mira Brancu, PhD	1.5 APA	Cook Room
	The Personality Characteristics of Entrepreneurs and How to Coach Them	Ryne Sherman, PhD; John Horton, MS	1.5 APA	Ballroom A1
	Developing Adaptive Leaders: The Key to Building and Sustaining an Adaptive, Agile, and Entrepreneurial Company	Dan Fisher, PhD; Steve Garcia, EdD, MBA; Andy Czuchry, PhD	1.5 APA	Ballroom A2
	Tools of the Trade: Data in Action: How to Leverage Data in Consulting	Justin Zamora, PhD; Derek Lusk, PhD	1.5 APA	Ballroom E1
3:30PM - 4:00PM	Break			Bromley/ Claypoole
4:00PM - 5:30PM	Keynote			
	*VIDEO RECORDED* Building a Business in Consulting and Applied Psychology: Realities, Insights, and Lessons Learned	Robert Hogan, PhD; Sandra Davis, PhD, LP; Marc Sokol, PhD; Katherine Holt, PhD	1.5 APA	Ballroom BCD
7:00PM - 10:30PM	SCP Night on the Town: Philly Party I Spirit of Philadelphia Dinner Cruise			Philadelphia
6:00PM - UNTIL	Dinner on your own			Philadelphia

5-CE

# 2020 BREAKING INTO CONSULTING PSYCHOLOGY

FEBRUARY 9, 2020 | 8:30 AM - 3:30 PM  
Philadelphia Marriott Old City, Philadelphia, PA



## SCHEDULE-AT-A-GLANCE

Sunday, February 9, 2020

TIME	EVENT	PRESENTER(S)	CE	LOCATION
7:30AM - 8:30AM	Breakfast (provided)			Ballroom BC
8:30AM - 10:00AM	<b>*VIDEO RECORDED*</b> Common Processes in Organizational Consulting	Hal Shorey, PhD	1.5	Ballroom D
10:00AM - 10:30AM	Break			Ballroom BC
10:30AM - 12:00PM	<b>*VIDEO RECORDED*</b> Ethical, Legal, and Practice Issues in Consulting	Mira Brancu, PhD; Stefanie Mockler, MA	1.5	Ballroom D
12:00PM - 1:00PM	Lunch (provided)			Ballroom BC
1:00PM - 2:00PM	Concurrent Sessions			
	Putting the Executive into the Assessment	Jennifer Fetterman, PsyD, MBA; Jay Chaffin, PsyD	1.0	Ballroom A1
	<b>*VIDEO RECORDED*</b> Executive Coaching	Michael Frisch, PhD; Jeremy Robinson, MSW	1.0	Ballroom D
	Working with Groups and Teams: How Psychologists Can Enable Organizations to Deliver More Impactful Results	Dan Fisher, PhD	1.0	Cook Room
	Organizational Development and Effectiveness	Carolyn Humphrey, PhD	1.0	Ballroom E1
2:30PM - 3:30PM	Concurrent Sessions			
	Putting the Executive into the Assessment	Jennifer Fetterman, PsyD, MBA; Jay Chaffin, PsyD	1.0	Ballroom A1
	Executive Coaching	Michael Frisch, PhD; Jeremy Robinson, MSW	1.0	Cook Room
	<b>*VIDEO RECORDED*</b> Working with Groups and Teams: How Psychologists Can Enable Organizations to Deliver More Impactful Results	Dan Fisher, PhD	1.0	Ballroom D
	Organizational Development and Effectiveness	Carolyn Humphrey, PhD	1.0	Ballroom E1
3:30PM	Conference Ends			



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#### AVAILABLE HOURS

##### **February 6**

12:00pm-1:00pm (1 hour)

##### **February 7**

7:00am-1:00pm (6 hours)

##### **February 8**

7:00am-1:00pm (6 hours)

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