Wednesday, February 3, 2021

*All times are in EST.*

10:00AM - 2:00PM

**Using Organizational Simulations to Develop Leadership in a Changing World**  
Skipton Leonard, PhD

4 APA CE's

Interactive organizational simulations have been used to provide impactful leadership development programs for a number of decades. The Center for Creative Leadership's highly acclaimed "Looking Glass Experience", built around a highly realistic organizational simulation was first offered in 1979. Harvard Business School, known for their case studies, now offers 95 organizational simulation with 30 minutes to 18 hours in duration.

**Mental Health Issues in Coaching: Competence vs Confidence**  
Julia Corcoran, PsyD

4 APA CE's

Given the frequency and importance of mental health issues, professional coaches need to be able to draw appropriate professional boundaries based on their competencies while also supporting the client through evidence-based and ethical actions.

2:30PM - 6:30PM

**The Ethical Practice of Consulting Psychology**  
Rodney Lowman, PhD

4 APA CE's

This interactive seminar will provide participants an overview of 2017 APA Ethics Code as applied to consulting psychology and discuss anticipated changes to the Code. It will emphasize how the principles and standards directly connected to consulting psychology at the individual, group, and organizational levels. Research on enhancing ethical decision making will be integrated into the program. Some legal issues are also covered. The workshop will include case vignettes provided by participants.
Thursday, February 4, 2021

*All times are in EST.*

**10:00AM - 2:00PM**

**What’s New in Career and Work Assessment: Integrating Interests, Abilities, and Personality**  
Rodney Lowman, PhD  
4 APA CE’s

Psychologically-based career assessment is a powerful, and underutilized, tool for helping people chart well-fitting and productive careers. This area of psychological practice, though not new, is often not included in graduate training criteria with the emphasis it deserves. This workshop will focus on three major individual difference domains relevant to career and work assessment: interests, abilities (broadly defined), and work-related personality characteristics. These are covered in the context of the purposes of the assessment and the specific presenting concerns. Highlights from the vast literature in each of these domain areas are summarized and recommendations for combining across domains are introduced. The workshop will also cover common errors made in such assessments including a) failing to measure in multiple domains; b) not integrating across domains; reliance on a single measure within a domain; and c) not being familiar with the current literature. The workshop will illustrate how to translate assessment data to real-world career and work concern.

**2:30PM - 6:30PM**

**Differences Make a Difference: Sharpening Insights and Effectiveness in Executive Coaching**  
Gregory Pennington, PhD and Layla Bokhari, PhD  
4 APA CE’s

Differences make a difference. Effectively managing the dynamics of differences, including race, continues to be an area in which consulting psychology can have a positive impact on leaders, teams, and organizations. The increase in awareness of race as a factor, in large part stimulated by the focus on systemic racism in the aftermath of the killing of George Floyd in May, 2020. In addition to existing headwinds identified through research that effect Black leaders in corporate settings, the current focus on social justice has increased challenge of being effective coaching others when dynamics of differences are involved. This workshop builds on the experience of participants and evidence from psychology in the areas of race, diversity, bias, and change management to provide models for understanding when and how differences impact coaching engagements. It also outlines a framework for how to increase insight and effectiveness in executive coaching engagements by using case study examples, sharing best practices, and learning from skill practice opportunities.

**7:00 – 8:00PM: Welcome Party & Diversity Celebration**
Friday, February 5, 2021

*All times are in EST.*

9:00AM – 9:30AM – Tai Chi/Qigong

10:00AM - 10:15AM – Conference Kick-Off

10:15AM – 11:45AM

KEYNOTE: The Cyber Effect
Mary Aiken, PhD
1.5 APA CEs

11:45AM – 12:00PM – Break

12:00PM – 1:30PM – Concurrent Sessions

CYBER: So You Want to be a Cyber Psychologist?: Some Considerations for an Emerging Field
Mark Sirkin, PhD; Mary Aiken, PhD; Jay Finkelman, PhD; Vidyut Lata Dhir, PhD
1.5 APA CEs

COVID-19: Increasing Hardiness, Emotional Intelligence, Well-being, and Work Performance
Stephen Bowles, PhD; Paul Bartone, PhD; Steven Stein, PhD
1.5 APA CEs

CSR: Global Interdependence
Nathan Iverson, PhD; Joshua Fuller, PhD; Benjamin Sargent, MS
1.5 APA CEs

TECHNIQUES & METHODS: Strategic Planning and Execution: Transforming the Soft and Squishy into Action
John-Luke McCord, MA; Roza Rojdev, PsyD; Mariana Rojdev, MBA
1.5 APA CEs

1:30PM – 1:45PM – Break
Friday, February 5, 2021 (continued)

*All times are in EST.*

1:45PM – 3:15PM – Concurrent Sessions

**FAMILY BUSINESS: Master Class in Family Business Consultation: The Application of Multi-Systemic Perspectives**
Florence Kaslow, PhD; Michael Madera, PsyD; Mark Sirkin, PhD
1.5 APA CEs

**FUTURE OF WORK: The Future of Coaching: Catalyzing Crucial Conversations with the Latest Research**
Brian Underhill, PhD; J'Aimee Mission, PhD; Joey Collins, PsyD
1.5 APA CEs

**TEAMS: Adapting Traditional Leadership Development Approaches to Better Accommodate the Future of Work: A Case Study**
Katja Luostarinen, MA
1.5 APA CEs

**TECHNIQUES & METHODS: The Neuroscience of Habit Change: 10 Hacks for Successful Goal Setting and Striving**
Kenneth Nowack, PhD
1.5 APA CEs

3:15PM – 3:30PM – Break
Friday, February 5, 2021 (continued)

*All times are in EST.*

**3:30PM – 5:00PM – Concurrent Sessions**

**ASSESSMENT:** Going Beyond Traditional Leadership Assessment: Using a Multi-Trait Multi-Method Approach to Drive a Functional Talent Strategy  
Rose Fonseca, PhD; Allan Church, PhD; Matt DelGiudice, PsyD, MBA  
1.5 APA CEs

**D, E & I:** Diversity Leadership: A Case Study on Career Advancement of Sixteen Women Leaders of a Global Financial Services Firm  
Lyne Desormeaux, PsyD  
1.5 APA CEs

**TECHNIQUES & METHODS:** Practical Applications to Promote Employee Commitment to Change  
Felina Carter, PhD  
1.5 APA CEs

**FUTURE OF WORK:** Advancing your Organizational Culture Through a Values Ambassador Program  
Shanon Harmon, PhD  
1.5 APA CEs

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**5:00PM – 5:15PM – Break**

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**5:15PM – 6:45PM**

**KEYNOTE:** Building an Inclusive Brand  
Allycin Powell-Hicks, PhD  
1.5 APA CEs

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**6:45PM – 7:00PM – Break**

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**7:00PM – 8:30PM – Poster Reception**
2021 SCP ANNUAL CONFERENCE AGENDA

Saturday, February 6, 2021

*All times are in EST.*

9:00AM – 9:30AM – Tai Chi/Qigong

10:00AM - 10:15AM – Conference Kick-Off

10:15AM – 11:45AM

KEYNOTE: Applications of Consulting Psychology in Creating a Brand
Ken Morris, PhD
1.5 APA CEs

11:45AM – 12:00PM – Break

12:00PM – 1:30PM – Concurrent Sessions

CYBER: Creating “safe spaces” in the post-COVID19 era: Mitigating the Impact of the Weakest Link in Cybersecurity
Vidyut Lata Dhir, PhD; Gaurav Karkhanis, MBA
1.5 APA CEs

CSR: Advice to Executives: Do the Right Job! (Most People Don’t)
Bill Berman, PhD
1.5 APA CEs

TECHNIQUES & METHODS: Curating Your Life: Ending the Struggle for Work-Life Balance
Gail Golden, PhD
1.5 APA CEs

FUTURE OF WORK: The Future of Work: Opportunities for Consulting Psychologists
Claude-Helene Mayer, PhD; Paul Wong, PhD; Satinder Dhiman, PhD; Joan Marques, PhD; Rodney Lowman, PhD
1.5 APA CEs

1:30PM – 1:45PM – Break
Saturday, February 6, 2021 (continued)

*All times are in EST.*

1:45PM – 3:45PM – Town Hall Meeting & Awards

3:45PM – 4:00PM – Break

4:00PM – 5:30PM – Concurrent Sessions

**ASSESSMENT: Coaching Style, Agility, & Coachability**
David Duncan, PsyD
1.5 APA CEs

**COVID-19: COVID19 Pre During After - The Macro Environment and its impact for ourselves, our clients and our businesses**
Lyne Desormeaux, PsyD
1.5 APA CEs

**TECHNIQUES & METHODS: Utilizing Motivational Interviewing for Leadership (MI-Lead) to Enhance Servant Leadership**
Owen Gaasedelen, PhD; Beth Clark, PhD; Brian Kersh, PhD; Maureen Marks, PhD; Kevin Corbus, PsyD; Jason Wilcox, MS
1.5 APA CEs

**D, E & I: Brick by Brick: Developing Sustainable DE&I Initiatives in Organizations**
Cedric Williams, PhD
1.5 APA CEs

5:30PM – 5:45PM – Break

5:45PM – 7:15PM

**KEYNOTE: We The Corporations**
Adam Winkler, JD
1.5 APA CEs

7:30PM – 8:30PM – Social Hour & Cocktails
Sunday, February 7, 2021

*All times are in EST.

**NOT recorded and will not be available at a later date.

9:00AM – 9:30AM – Tai Chi/Qigong

10:00AM - 11:30AM – Concurrent Sessions

COVID – 19: How Executive Coaching Responded to COVID-19
Reese Haydon, MS; Hannah Murphy, PhD; Xavier Hernandez, PhD; Jonathan Kirschner,PsyD
1.5 APA CEs

**D, E & I: The Responsibility of Privilege - A Candid Conversation About the Role and Impact of Consulting Psychologists on Senior Leaders
Greg Pennington, PhD; John Fulkerson, PhD; Karen Wilson-Starks, PhD; Laurie Moret, PhD; Leonard Wysocki, PhD
1.5 APA CEs

CYBER: Guardedness and Attention to Detail: Development of the Cyberstyle Questionnaire
Karen Milner, PhD; Mark Paiker, PhD
1.5 APA CEs

11:30AM – 11:45AM – Break

11:45AM – 1:15PM – Concurrent Sessions

**D, E & I: Conversations You Cannot Ignore About Racism in the Professional World: Improving Insight Through Difficult Conversations
Rehman Abdulrehman, PhD; Mira Brancu, PhD; Lubna Somjee, PhD; Ann Bowers-Evangelista, PsyD; Cedric Williams, PhD
1.5 APA CEs

TEAMS: The Missing Ingredient in Team Assessments: Inter-Team Dynamics
Michael Seitchik, EdD; Andrew Atkins, MBA
1.5 APA CEs

ASSESSMENT: The Bar-On MMPTM: New Hope for Improving Work Performance
Relly Nadler, PsyD; Reuven Bar-On, PhD; Cathy Greenberg, PhD; Carina Fiedeldey-Van Dijk, PhD
1.5 APA CEs