SCP ANNUAL CONFERENCE

FEBRUARY 4-7
2021

Doing Well Doing Good

Consulting Psychology as a Force for Positive Change

Society of Consulting Psychology
The Catalyst Division
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Welcome to the 2021 Society of Consulting Psychology Annual Conference. To say it’s been quite a year would be quite an understatement; frankly, it’s been a hell of a year. Take your choice of significant events that impacted us, from the pandemic, to Black Lives Matter, to the elections, to the political climate, and the ever-volatile economy. Quite a year indeed!

We hope this year’s conference will offer education, professional growth, tools, tips, and food for thought. And, as always, a respite from our daily work and a chance to reconnect with friends and colleagues. This year we tried to strike a balance between current events and the evergreen issues of consulting psychology. In terms of current events, we have programs addressing the impact of cyber on our business and personal lives, as well as social and business reactions to COVID-19 and Black Lives Matter (under the heading of “D, E, & I” programs focused on Diversity, Equality, and Inclusion); programming focused on D,E, & I include workshops and symposia. In terms of cyber, which is sometimes referred to as 4IR, or the Fourth Industrial Revolution, we are pleased to welcome Mary Aiken, who will be giving us a keynote address on *The Cyber Effect* (which is also the title of her best-selling book); Mary is the first recognized cyber psychologist and her story and journey are fascinating. All of which impacts the future of work, another focus area for this year’s conference. In addition, our theme this year is “Doing Well Doing Good” and Consulting Psychology as a Force for Positive Change. Toward that end, some of our programming will focus on CSR (Corporate Social Responsibility) and we are pleased to offer another keynote from Adam Winkler, author of *We the Corporations*, a fascinating history of the coevolution of corporations and the American legal system. In addition, we have presentations focused on topics of long-standing interest among our members: consulting to family businesses, assessment, teams, and techniques and methods.

This year we also have programs about the nuts-and-bolts of the consulting business itself, from branding to marketing to running your business. Two keynotes will address these issues: the first from Allycin Powell-Hicks who will speak about building an inclusive brand, and the second from Ken Morris, who is an international authority on defining a space and language for your brand; Ken has been helping SCP do just that and he will be reporting on his work with us and how best to talk about the work we do.

This year, due to COVID-19, our conference is virtual. Although we will miss the hugs and hand-shakes, there are nevertheless some hidden benefits. The conference is less expensive and we have passed those savings along to you. And because all our sessions are being recorded, attendees will have access to every session for the rest of the year, which will be a first for us, and enable everyone to attend every session virtually if they choose.

Finally, a huge “Thank you” to NaTasha Jordan and Jay Finkelman, this year’s Conference Co-Chairs, and their team, without whom none of this would be possible.

All the best for a productive, safe, healthy, and fun conference this year!

Mark Sirkin, PhD
President, Society for Consulting Psychology
**SCP MISSION & VALUES**

**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.

**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.
CONFERENCE CHAIRS’ WELCOME

On behalf of the Society of Consulting Psychology conference planning committee, we are honored and delighted to welcome you to the Annual SCP Conference. Although this year’s conference looks different than ever before we remained dedicated to providing you with the same caliber of educational and professional growth opportunities. Our programming is rich and varied with 4 keynote speeches, 2 invited talks, around 6 workshops and numerous concurrent sessions.

As the conference co-chairs of SCP, we know that the success of the conference depends ultimately on the many people who have worked with us in planning and organizing both the programming, students, presenters and supporting social arrangements. In particular, we thank the Program Chairs for their wise advice and brilliant suggestion on organizing the program; the Program Committee for their thorough and timely reviewing of the papers. Recognition is also extended to our Social, Student, and Keynote Committee members who have all worked extremely hard for the details of important aspects of the conference programs and social activities.

Our conferences are designed to be professionally relevant for practicing Consulting Psychologists as well as for students and newcomers to this growing and exciting discipline. This year we are partnering with The Chicago School of Professional Psychology to engage Industrial-Organizational, Business Psychology and Organizational Leadership graduate students (and all interested students) in our APA Division 13 - Society of Consulting Psychologists and to participate and assist with our exciting 2021 SCP Annual Conference. It will be a memorable experience for all.

Thank you for joining us!
**Leverage Three Complementary Tools for Personal and Organizational Growth**

These tools offer a unique competitive advantage, providing a springboard to a more impactful service offering for your clients and organizations.

**DRiV Personality Assessment**
A powerful tool that reveals what drives and drains people in their work, helping maximize job performance and satisfaction.

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Go beneath the surface to help everyone better understand what motivates each team member. From DRiV assessments, develop tailored solutions that enhance team clarity, cohesion, and commitment – moving past common team derailers.

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Helping organizations identify and develop leadership worth following
KEYNOTE SPEAKERS

MARY AIKEN, PHD  
Professor Forensic Cyberpsychology, University of East London  
*The Cyber Effect*  
*Friday, February 5, 2021, 10:15 - 11:45AM*  
Professor Mary Aiken is a Cyberpsychologist, an expert on the impact of technology on humankind. She will introduce the science of Cyberpsychology, explaining how human behaviour changes in cyber contexts, and will discuss her specialist area Forensic Cyberpsychology, that is, the study of criminal, deviant and abnormal behaviour online. She will cover the ‘Online Disinhibition Effect’ (Suler, 2004), the power of anonymity online, along with psychological immersion, escalation (White & Horvitz, 2009), behavioural manipulation online (Aiken, 2018a), youth hacking (Aiken et al., 2016a) and trolling as a manifestation of everyday sadism (Buckels et al., 2014) in technology mediated environments. Prof. Aiken will explain why Cyberspace should be conceptualised an actual environment (Aiken, 2018b) as a powerful psychological space and she will discuss her book “The Cyber Effect (Aiken, 2016b). She will describe the profound and pervasive impact of the Internet on humankind and will explain the difference between cybersecurity which focuses on data/information, and new evolutions in cyber safety which focus on people. She will discuss her work in the area of “Online Harms” (DCMS, 2019) ranging from cyberbullying to mis/disinformation online. Prof. Aiken will also outline UK plans for a world-leading package of measures to keep users safe online — initiatives which will emphasise ‘duty of care’ and corporate responsibilities to users especially those users who may be vulnerable online, such as children and young people. Prof. Aiken will discuss her latest UK government advisory research report which highlights an exciting opportunity on an international basis to become actively involved in building out a new sector, that is, the “Online Safety Technology” sector or SafetyTech (Donaldson et al., 2020). Prof. Aiken will discuss her latest research findings regarding US SafetyTech initiatives, the aim being to provide technology solutions to technology facilitated online harms — an initiative that will create jobs, generate investment, build businesses and solve techno social problems, and in doing so create a better Cybersociety and a safer Cyberspace.

ALLYCIN POWELL-HICKS, PHD  
Founder DOUX Consulting Group  
*How to Decolonize your Practice or Company*  
*Friday, February 5, 2021, 5:15 - 6:45PM*  
In the wake of COVID-19 we are experiencing a pandemic with an a pandemic. Systemic racism, though always present, is finally taking up enough space in the public psyche to create change. This awakening, triggered by the murder of George Floyd, has led to protest and progress on one side and pushback and denial on the other. Many consultants, psychologists, doctors, and other professionals pivoted quickly to reflect the new reality and were surprised when their attempts did not garner the responses they expected. In this presentation I will seek to educate listeners on how they can begin to decolonize their companies, their practices, and themselves. Creating meaningful touch points to attract clients as well as deepening their own connection to humanity.
KEN MORRIS, PHD  
President, Lightbulb Press  
*Applications of Consulting Psychology in Creating a Brand*  
Saturday, February 6, 2021, 10:15 - 11:45AM  
Presentation will describe compelling case histories that show the application of consulting psychology methods and principles in guiding an organization to redefine itself and clarify its brand proposition and differentiating qualities. Core topics will include the importance of active listening, interpreting intent and underlying concerns, and developing resolutions that address internal behaviors and motivation as well as core business objectives.

ADAM WINKLER, JD  
Professor at UCLA School of Law  
*We The Corporations*  
Saturday, February 6, 2021, 5:45 - 7:15PM  
Presentation will describe case histories that show the history of how corporations have pursued a long-standing, strategic effort to establish and expand their constitutional protections, often employing many of the same strategies as other well-known movements: civil disobedience, test cases, and the pursuit of innovative legal claims in a purposeful effort to reshape the law. Core questions that will be answered include ‘How did we get here?’ Is a corporation an artificial ‘person’ with rights and duties independent of its members? Or is it a collection of people associating with one another? And, in turn, what constitutional rights protect it?
At LDW, we’ve traded our luggage and work shoes for ring lights and slippers, but we continue to grow and we’re looking for talented consultants to join our team.

Visit our website www.LDW-W.com if you are interested in learning more.

Berman Leadership Development, LLC provides executive coaching, team facilitation, executive onboarding, and assessment of senior leaders. We leverage the principles of coaching, the science of psychology, and line management experience.

We are pleased to announce that Bill’s new book, *INFLUENCE AND IMPACT*, will be published by John Wiley & Sons, in June, 2021

To register for a free copy, go to bermanleadership.com/InfluenceAndImpact

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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

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
Nominations for all awards are due by November 1, 2021. Winners will be notified by January 6, 2022, and awards will be presented at the 2022 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.

For questions about eligibility or clarification of requirements, contact Awards Committee Chair Myranda Grahek at 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’s 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, Equity and Inclusion (DE&I)

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, 2021. Winners will be notified by January 6, 2022, and awards will be presented at the 2022 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
Myranda@worthyleadership.com
Boutique firms with international expertise, able to customize every client experience

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- Executive Coaching
- Individual and Team Leadership Development
- Executive and Management Assessment
- Selection Testing

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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 d) 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
AGENDA

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

5:00PM – 5:15PM – Break

5:15PM – 6:45PM

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

6:45PM – 7:00PM – Break

7:00PM – 8:30PM – Poster Reception
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
AGENDA

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; Patricia Gordon, MBA
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