How Do You Successfully Consult to Technical Leaders?

Session Structure
The presenter will give an overview of hers and others' research on the topic. The chair will then facilitate a discussion with the presenter and attendees using specific questions designed to draw from research, experience, and differences in consulting approaches to shed light on the extent to which consulting psychologists use different methods to consult with technical leaders and which methods are most successful.

Summary
Research shows that tech companies have the lowest success rates for their leaders and their technical leaders tend to have many setbacks when they transition from expert to leadership roles (BlessingWhite, 2013; Development Dimensions International, The Conference Board, & EYGM, 2016). Technical leaders in other industries face similar obstacles (Vieth & Smith, 2008). What technical industries need is a force for positive change to help their leaders be successful. Organizational consultants have a lot to offer technical leaders, but it can be difficult to work with them if a consultant does not know how to communicate with them effectively (BlessingWhite, 2013; Grenny & Maxfield, 2016; Hurd, 2009).

Although there is evidence that technical leadership is unique, there is debate among organizational consultants as to the extent to which different consulting methods are necessary to help this population and the extent to which tech experience is beneficial to consultants. This session is intended for a diverse range of practitioners (from seasoned to novice), working either internally or externally. We will discuss and explore different perspectives and approaches to technical leadership consulting and help attendees consider how to best consult to technical leaders. Whether you are a practitioner contemplating how to help your technical leadership clients succeed or a researcher seeking to develop hypotheses for future research, come and engage in a discussion with the presenters and your colleagues about best practices with technical leadership consulting.

Learning Objectives:
1. List 3 common factors faced by psychologists that often impede success when consulting to technical leaders.
2. List 3 best practices for consulting psychologists when consulting to technical leaders.
3. Compare and contrast the pros and cons of 3 different consulting methods when consulting to technical leaders.

Target Audience: Post-Doc/Early Career, Mid-Level and Advanced Level Psychologists

How to Access:

- At APA 2020 Portal
- Live Q/A Discussion over Zoom on Sat. 8/8 at 2:00pm EDT ([Click](#))
- Disqus Chat in APA Portal and during "Office Hours" on Sat. 8/8 at 4pm EDT

Presenters:

Joanie B Connell, PhD

Joanie B. Connell, PhD is President of Flexible Work Solutions, Inc. She has over 25 years' experience as an organizational consultant, author, professor, leadership coach and electrical engineer. She hosts the Reinventing Nerds podcast and is the author of the upcoming book, Consulting to Technical Leaders: Transforming Technical Experts to Managers and Leaders (APA, 2021). She earned a Ph.D. in Psychology from the University of California, Berkeley, and a B.A. in Engineering from Harvard University.

Eric Roth, PhD

Eric William Roth, PhD Eric is the sole proprietor of Eric William Roth & Partners. He has over 25 years of experience working with organizations to develop leadership talent. Eric has a broad background in multiple industries including technology and telecom, financial services, biotech, manufacturing, energy, engineering and construction and retail.