



LEVERAGING PSYCHOLOGICAL SCIENCE TO IMPROVE THE WORKPLACE

Designing and Implementing Culture Change: A 2-Year Journey Led by a Student Consulting Organization | Nicolette Hass, PhD; Christa Mason, MS; Caroline Frey | 1.5 APA CE's

Abstract: Implementing change, especially a large-scale change, typically starts at the top with the leadership team. What's an organization to do if leadership is in constant flux? This session will describe a case study on how a team of students approached a culture change project using a bottom-up method. Active involvement from both the leadership team and the organization's thought leaders led to the establishment of a core set of values meant to unify the organization.



Nicolette Hass, PhD

Prior to joining UT Arlington in 2007, Dr. Hass consulted for several years for a large multinational aeronautics organization. That experience was integral to the formation of her teaching and mentoring philosophy, which ultimately led to her current role as Professor of Practice. With a focus on the application of I/O, one of her primary roles is managing The Industrial and Organizational Psychology Center which connects the business community with the I/O Master's students.



Christa Mason, MS

Christa is a Senior Consultant at Leadership Worth Following, LLC (LWF). In her role at LWF, she assists with leadership assessment and development, assessment center design, and training. She is also a PhD candidate in Industrial-Organizational Psychology and a member of the I-O Psychology Center at The University of Texas at Arlington. Her research interests include humility, leadership, and derailment.



Caroline Frey

Caroline Frey graduated with her Bachelor's degree in Psychology from Hardin-Simmons University in 2017. She is currently enrolled in her second year at The University of Texas at Arlington, where she will earn her Master's degree in Industrial and Organizational Psychology this May. Caroline completed an internship at Leadership Worth Following and has been working for the student consulting organization, the I/O Center, since her entry into the Master's program at UTA.

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