



LEVERAGING PSYCHOLOGICAL SCIENCE TO IMPROVE THE WORKPLACE

**Transitioning From Psychologist to Psychologist-Manager: Leadership and Management Skills for Success** | Myranda Grahek, PhD; Isabel Marlene Thorn, PhD; Dee Ramsel, PhD | 10 CE's | West Fork I

**Abstract:** Many psychologists at some point in their career, "find themselves" in management positions. Often they are selected to lead programs and organizations based on cognitive and interpersonal skills or organization and planning skills, yet may have little preparation for newly acquired management/leadership positions. This workshop is designed to facilitate successful transition to leadership and management positions and focuses on 3 important facets of leadership: understanding yourself, managing others, and managing the business.



**Myranda S. Grahek, PhD**

Myranda S. Grahek, PhD is a business leader, executive consultant, and President of Leadership Worth Following, LLC (LWF). Established in January 2004, LWF is a premier provider of services, tools, processes, and systems that help organizations identify, select, develop, and retain leadership worth following.

A 10-year veteran of the firm, Myranda leads all aspects of the business and firm operations and the LWF Executive Team. In her role as an Executive Consultant, she primarily focuses on applying her knowledge of psychology and business experience to the talent selection and development needs of organizations. She establishes high-impact and trusting relationships with assessment and coaching participants, helping them become the leaders they intend to be, aspire to do better and be better, and transform the worlds around them. She has developed powerful partnerships with all levels and functions of her client stakeholder organizations. Her clients range in size from small privately-held companies to award-winning Fortune 100 multi-nationals, and include those in the financial services,

retail, manufacturing, and transportation sectors, among others. Prior to joining LWF, Myranda worked in HR consulting for the public sector, and in the finance division of a nation-wide provider of transportation and logistics services.

Myranda's research interests include all aspects of leadership assessment and development, and the design, use, and impact of 360-degree feedback tools and processes. She is a co-author of the landmark article, *The Search for Worthy Leadership* (2008), and was the lead author on the follow-up article, *A Closer Look at Character in Leadership* (2011).

Myranda earned her Ph.D. and M.S. degrees in Industrial/Organizational Psychology from The University of North Texas, and her undergraduate degree in Business and Psychology from the University of Wisconsin – Green Bay. She is a member of the Society of Consulting Psychologists and The Society of Psychologists in Management.

**FEBRUARY 6-10 2019**

**THE WORTHINGTON RENAISSANCE FORT WORTH HOTEL**



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**Dee Ramsel, PhD, MBA**

Dee Ramsel has been a clinician, mental health executive, organization development consultant, and medical college instructor over the past thirty years. She earned her doctorate in clinical psychology in 1985. She was director of a 200-bed mental health rehabilitation program and regional mental health coordinator for the Veterans Health Administration until 2003 when she became director of the Healthcare Analysis & Information Group in the Office of Policy and Planning at Veterans Affairs Central Office.

She received her MBA in 1999 and began applying her clinical psychology and business degrees in the areas of leadership development, executive coaching, and organizational consulting. In 2008, she joined VHA's National Center for Organization Development (NCOD) as the director of training. In late 2012 she became the Director of NCOD, the internal consulting group which provides customized data-driven assessments, consultations, and leadership support to all employees of Veterans Affairs.

Dee maintains an academic appointment as an Associate Professor with the Medical College of Wisconsin where she has taught for 20 years. She is active in professional societies and community organizations. Three recent highlights include her position as Past President of the Society of Psychologists in Management, current role as President for the Society of Consulting Psychologists, and immediate past chair of the Board of Directors of Milwaukee's United Lutheran Programs for the Aging.

**I. Marlene Thorn, PhD**

Dr. Thorn is an international leader in organizational development and human capital management in private, public, nonprofit, and international organizations. She has over 35 years of work experience with organizations, executives, and employees to improve effectiveness in the workplace. Her full-time professional experiences include: The International Monetary Fund (IMF), G.E. Information Services, Corporation for Public Broadcasting, U.S. General Accountability Office, Gallaudet University, St. Elizabeth's Mental Health Hospital, and the District of Columbia Rehabilitation Administration.

She is President of IMT Consulting Associates, LLC, consulting in organizational reviews, evaluations, and development, human capital management, management consulting, executive assessment and development, and executive coaching. Her clients have included: Director, United Nations Ethics

Office, Director, U.N International Fund for Agricultural Development, Rome, Italy, Deputy Director of Budget, General, Personnel, and Management Systems, Asian Development Bank, Manila, Philippines, President, DMS International, President of the University Research Company-Center for Human Services, the World Bank/International Monetary Fund. She is a psychological assessor and executive feedback coach, and facilitator for the Center for Creative Leadership, Greensboro, N.C., the National Leadership Institute, College Park, Md., and the Hay Group. She has also been an adjunct professor, Business and Executive Programs, Graduate School of Management and Technology at the University of Maryland University College.

As a scholar, she has published articles in the area of international leadership, management, and human resource development and numerous policy and Board papers.

She is Past President and Past Board Chair of the Society of Psychologist in Management (SPIM), has chaired the Communications Committee and the Strategic Planning Committee, and currently is on the Foundation for the Advancement of Psychologists in Management Board, and the Center for Progressive Development.

Dr. Thorn received her Ph.D. in Human Development with a specialty in Organizational Management from the University of Maryland, and her M.A. and B.A. degrees, in counseling and psychology, from the University of Florida and holds an Executive Development Certification from ESADE Business School, Barcelona, Spain. She is a CCE Board Founder and Certified Coach (BCC), and an International Coaching Federation Professional Certified Coach (PCC).

She has received numerous awards and honors for professional and community service. The biggest being a mother of two Eagle Boy Scouts!

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