

## Two Day Certification

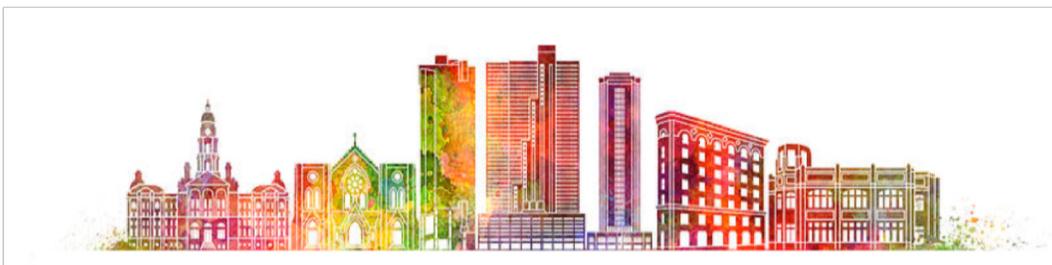
**Tuesday, February 5 and Wednesday, February 6: 8:00AM - 5:00PM**

**Title:** Hogan Level 1 Certification Workshop (NO CE's)

**Presenters:** Kirsten Mosier, MA; Michael Sanger, MA

**Abstract:** This two-day Level 1 Hogan Assessment Certification Program provides an in-depth understanding of how to use and interpret the Hogan assessment suite. The workshop provides a comprehensive tutorial on three Hogan inventories, Hogan Personality Inventory (HPI); Hogan Development Survey (HDS); and Motives, Values, Preferences Inventory (MVPI). Participants attending both days and successfully completing pre- and post-work will be certified to use the Hogan inventories. In this course, participants learn how to interpret and ethically apply our powerful and unique personality inventories, review Hogan, unique assessment philosophy and why it matters for proper use, and discuss the variety of potential applications appropriate for each assessment. Following Level 1 certification, you will be able to interpret and apply each Hogan assessment, support ethical application and use of the Hogan tools in your organization or consulting/coaching practice, and apply a general profile analysis and feedback model designed for further practice and refinement.

**Cost:** \$1750



## Full Day Certification

**Wednesday, February 6: 8:00AM - 5:00PM**

**Title: Denison Consulting: Building a High Performance Business Culture**  
(NO CE's)

**Presenter: Daniel Denison, PhD**

**Abstract:** This workshop will be delivered by Professor Daniel Denison, Founding Partner of Denison Consulting, LLC, headquartered in Ann Arbor, Michigan. Denison Consulting's culture and leadership assessments are based on our well-established research base on the impact that corporate culture has on business performance. This research was developed first at the University of Michigan's Ross Business School and then at IMD Business School in Lausanne, Switzerland, where Dan is now Professor Emeritus. Denison Consulting has worked with thousands of organizations all over the world and our work is now available in over fifty languages.

Our approach is unique because we use the same well-researched model for both our organizational culture assessment, the **Denison Organizational Culture Survey**, and for our leadership 360, the **Denison Leadership Development Survey**. This workshop will give an overview of this model, the research base, and the methodologies that we have developed to deliver both of these assessments. Dan Denison will teach this workshop using a series of case studies on culture transformation, leadership development, and on using our culture & leadership tools in combination.

In many corporations, organizational assessments and organizational change efforts are quite disconnected from leadership development efforts. By providing an integrated approach to both culture and leadership, Denison provides a platform for combining these efforts. Denison also provides a third assessment, the **Denison Leadership Potential Report**, which was developed in collaboration with Hogan Assessments, and reports out the Hogan personality results in terms of the Denison Model. A systematic overview of this assessment is beyond the scope of this workshop, but we will provide an overview and some sample reports.

Our integrated approach to culture and leadership allows us to address some important issues for coaches and consultants that are frequently neglected. What are the implications of organization-level action planning for the leadership development agenda? How do new leaders fit with the organizational culture? What are the fit issues that should be addressed during the on-boarding process? How does an individual leader's development agenda fit with the needs of the organization? These issues are critically important in coaching leaders to improve their effectiveness and in creating a heightened sense of the leadership development agenda that is required to make an organization more effective. This approach also allows us to identify leaders who have the requisite skills needed to drive culture change within the organization, but may still be a neglected resource during the organizational change process.

This workshop is designed for experienced organizational change consultants and Leadership coaches who are interested in improving their practice by adding a working knowledge of two of the world's leading culture & leadership assessments. A free pilot assessment is available to those who successfully complete the workshop.

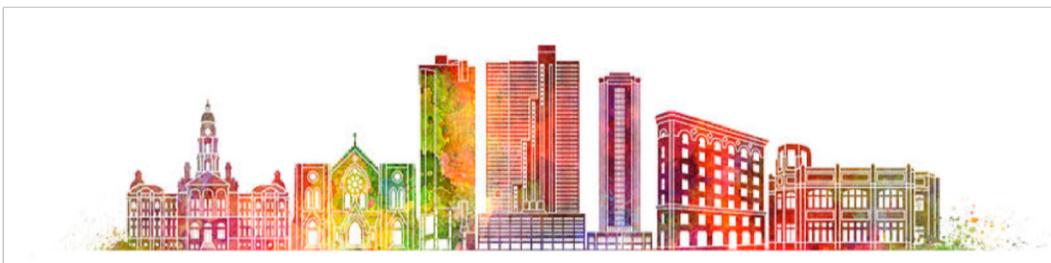
We hope that you can join us for our one-day certification workshop, which will be held on February 6<sup>th</sup>, ahead of the SCP/SPIM 2019 Conference.

You will learn:

- The Denison Model and the the research that lies behind it
- How to apply the Denison culture and leadership assessments
- How to interpret the results from our culture and leadership assessments and turn those results into a set of action plans
- The consulting and coaching process that we have designed to support our assessments

We hope that you can register by January 21. A signed copy of our most recent book will be available to all participants, and you'll have the opportunity to do a pilot project as a result of your participation in this workshop.

**Cost: \$695**



## Half Day Workshops

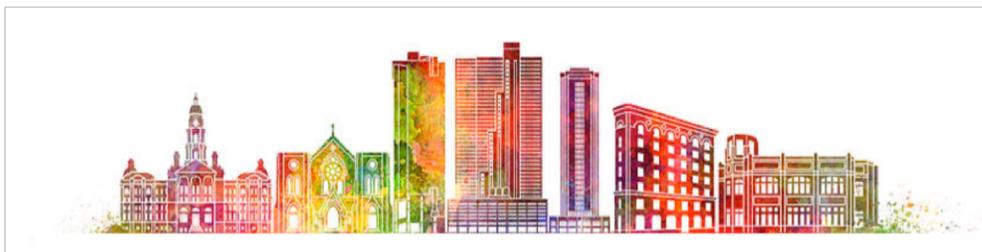
### Sunday, February 10: 8:00AM - 12:00PM

**Title:** Leadership assessment certification: An innovative tool for coaching, leadership development, selection, and succession planning (NO CE's)

**Presenter:** Marilyn Buckner, PhD & Kenneth R. Brousseau, PhD

**Abstract:** This four-hour certification workshop will provide an in-depth understanding of a leadership effectiveness construct, learning agility, and a validated tool, StyleView Decision Styles Assessment, used to measure it. The tool can be used to assist in identifying, selecting, coaching, and developing leaders. Participants will have the opportunity to take the assessment and will be certified in the assessment that will build their coaching and consulting skills toolkit.

**Cost:** \$155



## Full Day Workshops

### Wednesday, February 6

#### **8:00AM - 5:00PM - (1 hour for Lunch break)**

**Title:** Psychological Assessment for Selection & Development of Leaders: Tool-sharpening for Consulting Psychologists (8 APA CE's)

**Presenters:** Vicki Vandaveer, PhD; Larry Norton, PhD; Alok Sawhney, PsyD, MBA

**Abstract:** This full-day skill-building workshop is designed to strengthen consulting psychologists' proficiency in individual psychological assessment for selection, promotion, and development. Well aligned with the conference theme, the morning session emphasizes basic psychometric principles, professional standards, legal guidelines, and related ethical and professional issues, using well-known instruments and case vignettes to illustrate principles. The afternoon session will consist of mini-tutorials and case studies for "bringing alive via application" the morning session's learnings.

**Cost:** \$310

---

#### **8:00AM - 6:30PM - (Lunch Included)**

**Title:** Transitioning From Psychologist to Psychologist-Manager: Leadership and Management Skills for Success (10 APA CE's)

**Presenters:** Myranda Grahek, PhD; Isabel Marlene Thorn, PhD; Dee Ramsel, PhD

**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.

**Cost:** \$650



## Morning Workshops: 8:00AM - 12:00PM

### Wednesday, February 6

**Title:** Ethical Issues in Consulting Psychology: Foundational Workshop (4 APA CE's)

**Presenters:** Rodney Lowman, PhD, ABAP and Stewart Cooper, PhD, ABPP

**Abstract:** Organizational consultation requires that consulting psychologists make daily professional decisions involving ethics. Many of these decisions are complex and some require the wisdom of Solomon. This interactive foundational ethics workshop will provide participants an overview of 2010 APA Ethics Code and its applicability to consulting psychology, particularly as practiced in organizational contexts. The workshop is highly interactive and requires open and active participant discussion. (This foundational workshop or the equivalent is a pre-requisite for attending the advanced ethics workshop.)

**Cost:** \$155

---

**Title:** Executive Coaching: When differences make a difference...Can you handle it? (4 APA CE's)

**Presenter:** Gregory Pennington, PhD

**Abstract:** Differences matter. The question is whether we take time to intentionally process the potential impact of those differences on building relationships in executive coaching engagements. Research on implicit and explicit bias provide evidence for how the dynamics of categorizing others, and their influence on feelings, thoughts and actions impact the effectiveness of driving change in behavior and performance. Do you think you are accurately estimating the impact of differences? Are you certain about what to do to help clients manage those differences? Are you clear about how your reactions to differences impact your effectiveness? Learn a simple framework. Apply a defined process. Practice some specific skills. Improve effectiveness managing differences to make a difference.

**Cost:** \$155

---

**Title:** Helping Clients Navigate Complexity Creatively and Collaboratively (4 APA CE's)

**Presenter:** Ellen Moran, PhD

**Abstract:** Organizations must innovate to stay competitive but the highly complex nature of the challenges they face makes it difficult to confidently decide where and how to focus their innovative efforts. Participants learn through experience: the four-stage innovation process and the three problem construction steps that comprise the front end of the creative process; and the skills of diverging and converging to move individuals and teams from ill-defined situations to clearly defined conceptualizations and innovative solutions.

**Cost:** \$155



**Afternoon Workshops: 1:00PM - 5:00PM****Wednesday, February 6**

**Title:** Ethical Issues in Consulting Psychology: Advanced Workshop (4 APA CE's)

**Presenters:** Rodney Lowman, PhD, ABAP and Stewart Cooper, PhD, ABPP

**Abstract:** This interactive advanced ethics workshop will provide participants an overview of 2017 APA Ethics Code and its applicability to consulting psychology, particularly as practiced in organizational contexts. The seminar will emphasize awareness and application of the new standards directly connected to organizational consulting. Research on enhancing ethical decision making will be integrated into the program, and existing literature on ethics in organizational consulting psychology will be shared with the participants. Ethics specific to particular States, such as CA, will be presented. All the above will be applied to case vignettes and to actual ethical dilemmas participants have faced in their practice. (The foundational workshop or the equivalent is a pre-requisite for attending this advanced ethics workshop.)

**Cost:** \$155

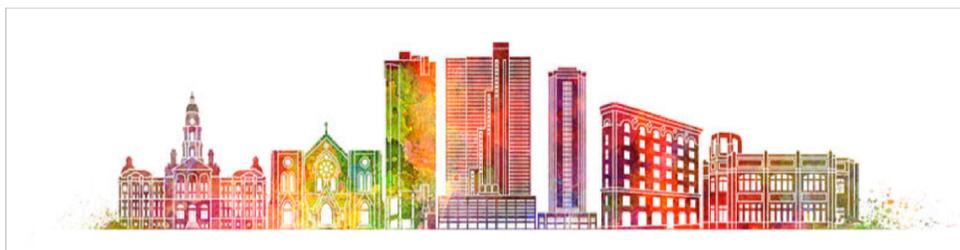
---

**Title:** The Courage to Coach: Lead the Way by Building a Coaching Culture in Your Organization (or Client) (4 APA CE's)

**Presenter:** Jeffrey Hull, PhD, Andreas Bernhardt, MS

**Abstract:** Psychological science research now confirms: coaching works. As a tool for performance improvement, leaders, especially millennials are calling for coaching throughout an organization. But what if coaching everyone is unrealistic? How do we answer the call? By building a culture where coaching is embedded in the fabric of the organization. Engaging from the inside (HR/OD) or outside (consultant/coach), we will explore together: What is the psychological science underpinning a "coach approach"? How can a "coach approach" become part of an organization, DNA? How can an organization use the , "network effect" to multiply the benefits of coaching? What are the key success factors (and barriers) that lead to a culture of coaching? Participants will learn the latest levers that coaches and consultants can pull to spread the benefits of coaching and accelerate both individual and organizational performance.

**Cost:** \$155



**Afternoon Workshops: 1:00PM - 5:00PM****Wednesday, February 6**

**Title:** Sexual Experience, Sexual Expression, and Gender Power in Executive Coaching Engagements (4 APA CE's)

**Presenter:** Richard R. Kilburg, PhD

**Abstract:** This workshop is designed to help coaches manage sexual experience, sexual expression, and gender power during their client engagements. Recognizing the recent re-emergence of concerns about sexual harassment at work, participants will be encouraged to strengthen and deepen their diagnostic and intervention skills in these arenas. A variety of learning methodologies will be used including case studies, assessment methods, lecture, small and large group discussions, and exposure to a tool kit to enhance practice.

**Cost:** \$155

**Morning Workshops: 8:00AM - 12:00PM****Sunday, February 10**

**Title:** Leading and Communicating from Within: Bringing your Authentic Self to Work (4 APA CE's)

**Presenter:** Jennifer Wisdom, PhD, MPH

**Abstract:** Integrating authentic leadership, role stress theory, Jungian theories of the integrated Self, and behavioral economics, presenters will provide hands-on activities for attendees to gain a deeper understanding of their authentic selves, including role conflict, ambiguity, and overload; projections; and ingrained beliefs that limit our behaviors, identity and habits. Presenters will then describe how these challenges can affect communication and offer opportunities for attendees to practice working through role-play communication challenges while integrating their self knowledge.

**Cost:** \$155

---

**Title:** Brain-Based Coaching and Consulting: Leveraging the CONNECT Model (4 APA CE's)

**Presenter:** Catherine Hambley, PhD

**Abstract:** This workshop will introduce a brain-based model (CONNECT) that translates our understanding of the neuroscience research into practical skills, specifically around strategies to promote a "brain friendly" work environment, facilitate team development and practice using a brain-based coaching process. The CONNECT model provides strategies to leverage people's best thinking at work and to promote employee engagement. The workshop will be highly interactive with numerous opportunities for discussion and skills practice.

**Cost:** \$155

