

# Research Involvement



Society of Consulting Psychology  
*The Catalyst Division*

DIVISION 13  
AMERICAN  
PSYCHOLOGICAL  
ASSOCIATION

# Program Co-Facilitator



## JAMIE LEWIS SMITH, PhD

Founder & President, Lewis Smith Consulting/Pixel Leadership Group  
SCP Conference Co-Chair (2019); SCP Programming Committee (2017, 2018)

 JamieLewisSmith@gmail.com

 <https://www.linkedin.com/in/jamielewissmith/>

### GET TO KNOW JAMIE

<b>Educational Background</b>	PhD Clinical Psychology from University of Miami 2007, Licensed in Ohio
<b>Time In Consulting</b>	10 Years; OD Consultant for VHA National Center for Organization Development; OD Manager for Nemours Health System; Director of Talent Development for MedExpress
<b>Years with SCP</b>	About 14 Years; but first conference was Orlando in 2016
<b>What Drew You to SCP?</b>	Connection and networking with like-minded practitioners
<b>Involvement in SCP</b>	Programming Committee 2017; Programming Chair 2018; Conference Co-Chair 2019
<b>Benefits of SCP</b>	I have built wonderful relationships – professional and personal; obtained valued mentoring and advice from seasoned professionals; stay current in the field.

# What is the Society of Consulting Psychology (SCP)?

The members of the Society of Consulting Psychology share a commitment to apply psychological insights for the success and fulfillment of individuals, groups, and organizations. The Society strives to be a strong intellectual and collegial community that is a source of valuable insights and useful resources, as we continuously expand the knowledge base of our profession.



**Stimulating** the exchange of knowledge, ideas, and consulting experience among psychologists

**Encouraging** high standards of consultation

**Promoting** psychological research and professional development in the area of consulting

**Fostering** cooperative relations with allied associations and with all APA divisions

**Supporting** the advancement of consulting psychology as a science and profession

**Advancing** multiculturalism, internationalism and diversity (e.g., ethnicity, race, disability status, age, sexual orientation, students, career stage, gender and international affiliates) in all matters within the Society, particularly as they relate to practice, training, and research in consulting psychology



# Become a Member of SCP



## WHY WE LOVE BEING MEMBERS

- Very welcoming and nurturing environment
- Embedded in the community
- Making connections and networking
- *Consulting Psychology Journal*
- Real world conversations with real world consultants
- A better appreciation of and confidence in your value as a psychologist
- Fun social experiences

Professional Affiliate Membership Fee \$100.00

Student Affiliate Membership Fee \$25.00

<http://www.societyofconsultingpsychology.org/becoming-a-member>





# 2018 Conference – Savannah, GA (Feb 8 – 11)

- **Content for Students/Early Career Attendees:**

- Learning from the Gurus Session
- Breaking into Consulting: Practical Strategies to Building Confidence and Competence
- Overview of Assessments Commonly Used in Consulting
- Learning Agility Certification Workshop (space is limited)
- Introduction to the Leadership Circle Profile
- Cutting-Edge Research on Executive Coaching
- PROPEL: 6-Steps Proven to Enhance Ind. and Org. Performance

- **Get Involved**

- Volunteer
- Participate on the Conference Planning Committee

Join the  
**FUN!**



# Series Overview

WHEN 5:30P EST	SEPTEMBER 20 2017	OCTOBER 18 2017	NOVEMBER 15 2017	DECEMBER 13 2017	JANUARY 17 2018
TOPICS	What is Consulting Psychology	Consulting Psychology Careers	Research Involvement	Career Path: External Consulting	Career Path: Internal Consulting
SPEAKERS	Greg Pennington, PhD	Jamie Lewis Smith, PhD	Dale Thompson, PhD w/ Chris Coultras, PhD	Anjali Fox, PhD	Matthew Del Giudice, PsyD, MBA
CURRENT ROLE	Managing Partner, PennPoint Consulting	Founder & President, Lewis Smith Consulting & Pixel Leadership Group, LLC	Founder & CEO Leadership Worth Following	Consultant Leadership Development Worldwide	Director, Global Talent Management and Organization Development Pepsico
SCP INVOLVEMENT	2008, 2016 President	2017, 2018 Conference Programming; 2019 Conference Co-Chair	2018 President	2017 Conference Co-Chair	2017, 2018 Conference Programing Review Committee

- Free Webinar Series for Students, Early Career, Transitioning Psychologists
- To Provide Insights and Education about Careers in Consulting Psychology
- Discuss with Attendees the Types of Careers and How to Pursue these Paths



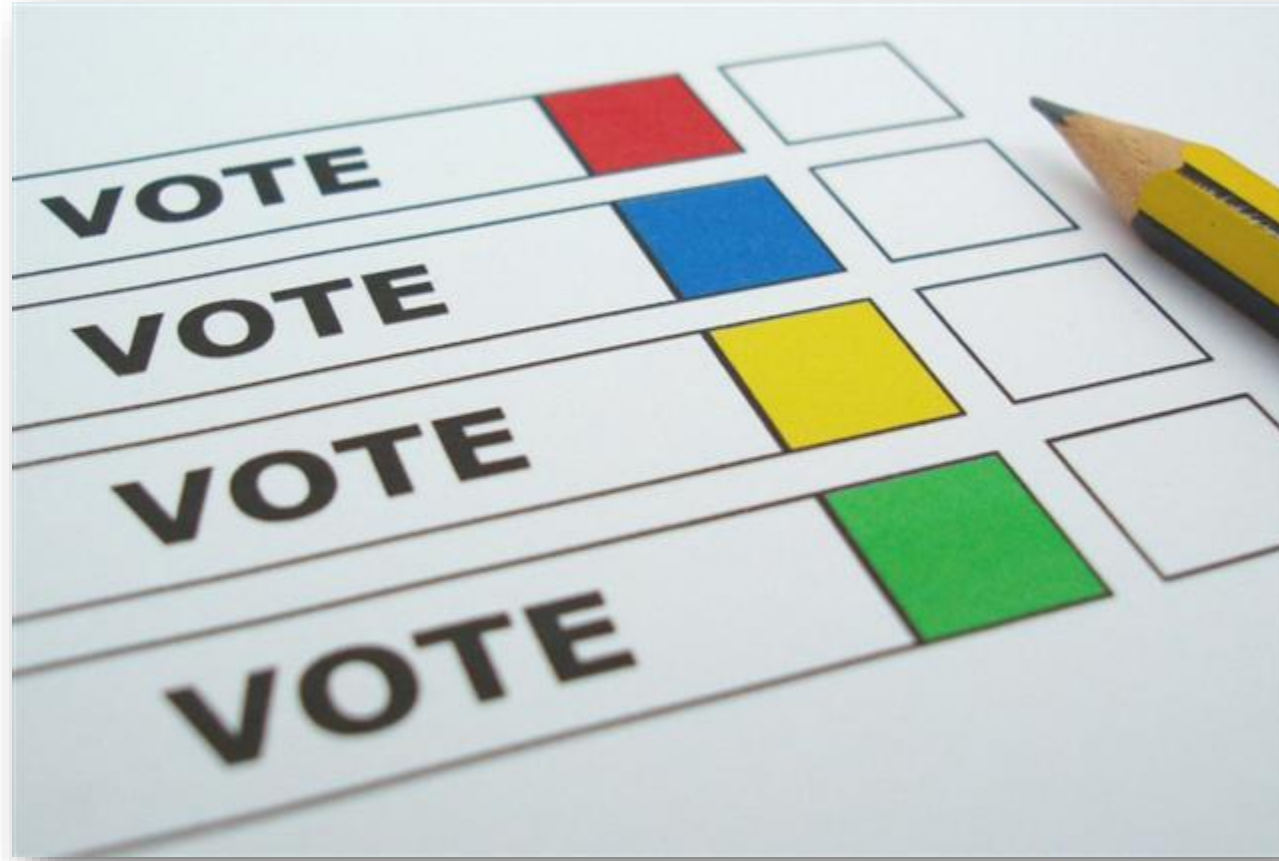
# Use the Chat Feature to Ask Questions

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# Poll: Your Career Status

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# Featured Speaker



## A. DALE THOMPSON, PHD

Founder & CEO, Leadership Worth Following, LLC

President-elect, Society of Consulting Psychology (2018)

 dale@worthyleadership.com

 <https://www.linkedin.com/in/a-dale-thompson-69442224/>

### GET TO KNOW DALE

<b>Educational Background</b>	BS, Music Education; MA, PhD, Counseling Psychology, University of Minnesota
<b>Time In Consulting</b>	35 Years, 9 months, 15 days
<b>Years with SCP</b>	More than 20 years
<b>What Drew You to SCP?</b>	Great colleagues, great knowledge building, being part of a “changing the world” org.
<b>Involvement in SCP</b>	President-elect (become President February, 2018), attendee, presenter
<b>Benefits of SCP</b>	See above!

# Featured Speaker



## CHRIS W. COULTAS, PhD

Director, Science & Research, Consultant  
Leadership Worth Following, LLC



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<https://www.linkedin.com/in/chris-coultas-09b35419/>

### GET TO KNOW CHRIS

<b>Educational Background</b>	BS, Psychology, BS Religion, Liberty Univ; MS/PhD I/O Psychology Univ Central FL
<b>Time In Consulting</b>	3 years
<b>Years with SCP</b>	3 years
<b>What Drew You to SCP?</b>	Networking, diversity of perspectives, applied psychology
<b>Involvement in SCP</b>	Attendee, Presenter
<b>Benefits of SCP</b>	See above!

# A. Dale Thompson, PhD

*My Journey into Consulting and the Role of Research in Consulting*



# *The “Experiences” That Led to LWF*

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- **The crushing reality of profound failure: Psychology finding me**
  - Learning how to quit something that was important to me – Bill Harley
  - Beginning a journey in psychology – going to the University of Minnesota.
  - Doug Bray and Ann Howard – The AT&T Management Progress Study
- **First stint with PDI: Co-founding the “ICE” program**
  - As a graduate student: Hired to co-develop the first formal coaching program
  - Did my dissertation on: Coaching and, “Who changes, how much, and why?”
- **Working in business: Confronting the dark side of executive power**
  - Two of my subordinates were sexually assaulted – to prove I couldn’t stop it
  - Being asked to convince other victims not to sue the company
- **Second stint with PDI: Launching the Operating Office era**
  - Client facing business model; global clients and teams; driving growth
  - Two turning points: Rating of “2” on Integrity; helping someone leave PDI



# *Great Consulting, Great Science*

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- **What does “Great Science” look like?**
  - Defensible, Credible, Strategic Advantage
  - Predictive, Insightful, Differentiating, Engaging, Profitable
- **Why are Science, Research, Data so important?**
  - There’s a lot of crap out there!
  - We’re changing the world – we have an obligation to do it right!
  - We use it to weed through the noise
  - There are important and difficult questions to answer (e.g., catastrophic failure)
- **Grounding our Work in Research...**
  - We hate snake oil
  - “The facts are friendly...” Carl Rogers
- **Research is part of who we are, what we do, and what we sell!**



# Chris W. Coultas, PhD

*My Journey into Consulting (also) and Early Career Insights on Consulting Psychology Research*



# *My Path to Consulting Psychology and LWF*

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- **Changing the World... and a Backup plan**
  - Growing up with a “missionary mindset”
  - Lifelong interest in the psychology of leadership, motivation, and influence
- **From Academic to Consultant**
  - Graduate studies focused on leadership, motivation, culture, and teams
  - Awarded a \$100k SHRM grant for research on coaching effectiveness
  - The academic “game,” personal impatience, and a drive for impact
- **Crafting my career**
  - Finding LWF... “the drive” and “the interview”
  - Changing the world through consulting... MRH and looking to the future
  - Find a need, fill a need... building and expanding my role at LWF

# *“Real-Life” Consulting Psychology Research*

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- A few career paths, and my emphasis
  - Internal vs. external
  - For-profit vs. non-profit vs. government
  - Individual (e.g., assessment, development) vs. Organizational (e.g., engagement, turnover)
  - Organizational levels and volume (e.g., call centers vs. Board members)
- A typical day as an external, for-profit, individually-focused, leader-level researcher

Internal Clients	External Clients
Data management and process automation	Data analysis of client data
Needs analysis and process improvement	Consulting internal counterparts on analysis
Literature reviews and content development	Consulting internal counterparts on internal processes
Impact and effectiveness analyses	Communicating findings and making recommendations
Converting research into tools and products	Networking with potential research partners
Coaching and developing analysts and interns	



# *Early Career Lessons Learned in Consulting Research*

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- **Field data can be (extremely) messy... AND quality is ESSENTIAL**
  - “I can’t wait to dive into the data!” ...the harsh reality, “Fix the database Chris”
  - Human error, automation, the impact of errors, and the road to recovery
- **Communication is hard (and critical)... AKA the KISS principle**
  - Descriptives versus a Random-Forest Hierarchical Longitudinal Growth Curve Model
  - How to communicate “simple” statistics and models?
- **Collaboration and alignment... Adopting a customer-centric mindset**
  - I am a consultant to consultants!
  - What do your customers (internal or external) need to hear?
  - Just because it’s a good idea or you have “data” doesn’t mean it will land.
  - **What is the impact to the business?**

# *The Rodney L. Lowman Fellowship in Consulting Psych.*

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- **The Fellowship –**

- Collaborating with the LWF Team and its Science Advisory Board to continue conceptualizing and leading LWF's commitment to Great Science.
- Deeply involved in further developing LWF's research strategy and agenda, executing selected portions of the agenda, and contributing to LWF's publishing efforts.
- Developing and validating new ways of assessing leadership, including psychometric tools and work simulations.
- Help clients clarify and address important business challenges, collaborate on LWF's other Business Roadmaps, and deliver and manage a variety of LWF projects.

- **Required Qualifications and Characteristics**

- Earned PhD (or ABD with plans to finish) in Industrial-Organizational, Counseling, or Consulting Psychology, or a related field with significant evidence of relevant qualifications in research.
- Experience conducting, writing, communicating, and presenting top-flight research.
- Interest in developing innovative products and processes for leadership assessment.
- Possesses a mastery of statistics, data analytic techniques and

software (e.g., SPSS, Excel).

- Experience with psychometric tool development and advanced statistical techniques (e.g., IRT, HLM).
- Experience establishing and leading a program of research.
- Effective when working on internal, cross-disciplinary, and cross-organizational research teams.

- **Preferred Qualifications**

- 2+ years' experience working in a corporate setting, either as an employee or as an internal consultant.
- Publications in top-tier, peer-reviewed journals.
- Experience in database management, preferably with significant SQL experience.
- Expertise using the R platform for statistical analyses.
- Significant expertise in one or more of the following areas:
  - Item Response Theory and Computer Adaptive Testing
  - Situational Judgment Testing (especially interactive or branching assessments)
  - Theories of, and techniques for assessing, cognitive biases

# Your Questions

What other questions can we address that will help meet your expectations for this sessions on Careers in Consulting Psychology?

**USE THE CHAT  
FEATURE TO ASK YOUR  
QUESTIONS.**





CONTINUE YOUR JOURNEY





# Join Us for Future Sessions!

## To Register for Future Sessions:

- 1** SCP Webpage  
[www.societyofconsultingpsychology.com](http://www.societyofconsultingpsychology.com)
- 2** Education Tab
- 3** Current Webinars
- 4** Webinar: Careers in Consulting Psychology

You will be asked to login or create a **free** account.

WHEN 5:30P EST	DECEMBER 13 2017	JANUARY 17 2018
TOPICS	Career Path: External Consulting	Career Path: Internal Consulting
SPEAKERS	Anjali Fox, PhD	Matthew Del Giudice, PsyD, MBA



## Next Month:

### External Consulting Career Path

**Anjali Fox, PhD**

Executive Assessment Consultant  
Leadership Development Worldwide  
2017 SCP Conference Committee



# We Value Your Feedback

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# FEEDBACK



- You will receive an email from **FELINA CARTER**
- It will include a link to the feedback survey
- It will also include links to helpful resources from this call



Thank you!

