Changing Organizations from the Inside Out: Applications in Internal Consulting

Internal consulting psychologists are in the unique position to change an organization’s culture from the inside out. In this session, three internal consulting psychologists from large organizations will discuss the topics of training leaders as coaches, effectively using survey data to increase organizational health, and how one organization went about implementing a global integrated assessment and development architecture from the ground up. A discussion session with the audience will also be included.

Bio: 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 postdoctoral training. In late 2012 she became the Executive 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.
Bio: Ed Nottingham, Ph. D. (M. S. & Ph. D. in Clinical Psychology, Va Tech) is a licensed psychologist in Tennessee (Health Service Provider) and Mississippi (Clinical Psychologist). He is a Diplomate in Organizational & Business Consulting Psychology, Behavioral & Cognitive Psychology, and Clinical Psychology (ABPP; American Board of Professional Psychology), a Fellow of the American Psychological Association (Divisions of Independent Practice, Society of Clinical Psychology, Psychotherapy, and Society of Consulting Psychology), Fellow of the Academy of Clinical Psychology, and is listed in the National Register of Health Service Providers in Psychology. He is an Associate Fellow and Approved Supervisor in Rational Emotive Behavior Therapy, is an Advanced Certified Professional & Executive Coach (ACPEC) by the College of Executive Coaching, a Professional Certified Coach (PCC), International Coach Federation, and Board Certified Coach (BCC).

While in independent practice, Ed was a founding partner of a large group psychology practice and served as Clinical Director of that practice before moving to solo practice in 1998. He served as Director of Psychological Services for a private inpatient psychiatric hospital and as Director of Psychology for a partial hospitalization program. He holds a faculty appointment at the University of Memphis (Graduate Adjunct - Department of Psychology). He served as Chair of the Ethics Committee of the Tennessee Psychology Association for many years, and was elected to serve a two-year term as an Associate (non-voting position) of the American Psychological Association (APA) Ethics Committee (3/98 - 3/00) and re-elected to a second term as an Associate (3/01- 3/03). He has published articles on competency to stand trial, application of Rational Emotive Behavior Therapy with psychiatric inpatients, validation of measures of irrational thinking, and a self-help book, *It’s Not as Bad as It Seems: A Thinking Straight Approach to Happiness* - Revised & Expanded Edition (2001) published by iUniverse.Com, and this revised edition includes a Foreword by Albert Ellis, Ph. D.

After 26 successful years as an independent practitioner in clinical psychology, Ed decided to move from private practice to corporate America. Since 2003, he has worked for large corporations in different positions including leadership consultant/trainer, learning and development partner, HR Advisor, and Leadership Coach. His current FedEx Services position (HR Project Manager) focuses on helping develop a coaching culture and developing “leader coaches” through coaching courses and workshops for leaders, building emotional intelligence (EI) as well as “coaching the coaches.”
Bio: Dr. Allan Church is the Senior Vice President of Global Talent Assessment and Development at PepsiCo. He is responsible for setting the enterprise talent assessment and development strategy for high-potential identification throughout all levels of the organization, and strengthening the leadership pipeline via the People Planning talent review process. Along with leading the global strategy and execution of these efforts, Allan and his team deliver high-touch internal assessment and development efforts to top executive talent.

Previously he held a number of VP positions in the talent management and OD areas at PepsiCo, and during the past 17 years he has designed and delivered many of the company’s world class processes and tools. Along with the more traditional TM and OD related areas of performance management, talent planning and review processes, employee surveys, 360 feedback, leadership and functional competency models and frameworks, he has also had responsibility for additional practice areas including HR analytics, TM systems, external non-financial reporting of human capital metrics, employer branding, and institutionalizing new diversity and inclusion measures.

Allan joined PepsiCo in December 2000. Previously he spent nine years as an external OD consultant working for W. Warner Burke Associates where he designed 360-degree feedback and organizational survey interventions for Fortune 100 clients. He also spent several years at IBM in the Communications Measurement and Research, and Corporate Personnel Research departments where he worked on advertising insights, and the global employee survey.

On the side he has served as Chair of the Mayflower Group and has spent a total of 11 years on the SIOP Executive Board in various leadership positions. Currently he is an Executive Committee member of the Conference Board’s Council of Talent Management, and a member of the Board of Directors for the Human Resource People & Strategy (HRPS) the Executive Network of SHRM. He is also an Adjunct Assistant Professor in the graduate program in Organization & Leadership at Teachers College, Columbia University where he teaches Strategic Talent Management. He sits on the editorial board of a number of journals including Industrial-Organizational Psychology, Consulting Psychology Journal, Journal of Social Psychology, the Journal of Business and Psychology, and the OD Practitioner. In 2016 he assumed the role of Associate Editor of the Journal of Applied Behavioral Science.


Allan is a frequent speaker at professional meetings and conferences and is also a recurring guest lecturer at USC Marshall School of Business, Columbia Business School, and Columbia’s
Executive Masters Program in Change Leadership. He received his Ph.D. in Organizational Psychology from Columbia University, and is a Fellow of the Society for Industrial-Organizational Psychology, the American Psychological Association, and the Association for Psychological Science.