



# Minnesota Professionals for Psychology Applied to Work

## Upcoming Speaker

By Lisa M. Perez, VP Programs

### THURSDAY, JANUARY 18<sup>TH</sup>: TRANSFORMING TALENT ACQUISITION WITH LEAN PROCESS AND STANDARD WORK

**Jenifer A. Kihm, Ph.D.**, Operant  
**Tom Barrett**, PDG Consultants

In this month's presentation, Jenifer Kihm and Tom Barrett will propose a new way of looking at human capital processes. They suggest that a merger of ideas from industrial psychology and industrial engineering can transform the typically unruly process of employee hiring. The presentation will explain how the principles of lean transformation and standard work apply to more than manufacturing issues. Jenifer and Tom will use some of the core principles of lean transformation, to show how non-value added processes within the typical hiring process can be identified and systematically eliminated. Their new hiring approach will allow hiring teams to leverage more of the proven I/O tools and techniques in order to dramatically improve the quality of hire and reduce time-to-fill and overall cost to the organization.

**Jenifer Kihm** has 20 years of professional experience within business-to-business enterprises, with over 10 of those being in the human capital industry. She has served in start-up, turn-around, strategy, consultant and senior leadership roles. Her work has been credited with meaningful business improvement for her clients and employers. Locally, Jen has worked for PDI and ePredix. Jen holds a PhD in Industrial/Organizational Psychology from Bowling Green State University and an MBA from the University of Wisconsin. She has authored articles in both business and academic journals.



**Tom Barrett** is the Co-founder of PDG Consultants, Inc., where he is responsible for Consultant and Client development. PDG is a Midwest-based Lean Consulting firm serving manufacturers, service providers and educational institutions in lean transformation. PDG's model for lean transformation uses the tools of the Toyota Production System along with PDG's exclusive model for culture change. Tom holds a B.S. in Industrial Engineering & Management, and an M.S. in Manufacturing Systems Engineering and speaks frequently on local, regional and national levels on how to apply lean in any environment. Tom has over 15 years of operations experience in Engineering and Continuous Improvement and

over 10 years of lean transformation experience with manufacturers, distributors, banks, sales and other organizations.

## MPPAW Update

by Janis Houston, President



Happy New Year! And finally there was some snow, to remind ourselves that we do indeed live in the northern realms (sort of). I hope everyone had a pleasant and rejuvenative holiday season, and is ready for the next – and all subsequent – MPPAW session(s). In our last session, we heard from Rick Aberman about developing high performance in individuals and organizations. Working extensively with athletes, Rick has a very interesting perspective on this topic, and he generously left each of us with a deck of personal construct cards to play with (alas, if you didn't attend the last session, you missed out on this).

On January 18<sup>th</sup>, we look forward to hearing Jenifer Kihm, the Vice President of Talent Acquisition Outsourcing for the Bartech Group, who will tell us about the latest innovations in that arena.

We will continue to meet in the McNamara Alumni Center for the remainder of this year. We are currently working on possible meeting locations for next year. One of the proposed locations for next year is the Solera restaurant in downtown Minneapolis (in one of their meeting rooms upstairs), with food provided by the restaurant. There is apparently inexpensive parking nearby, which would be a nice relief from the "event" parking charges in the University lot near McNamara. If you have any thoughts on meeting location for next year – Solera or any other – please share them with me or anyone else on the MPPAW board, as we will be deciding this issue very soon.

The program for next year is nearing completion, so if you would be interested in being a presenter or have ideas for speakers, please share those ideas with us as well. We also welcome anyone interested in serving on the board next year, or otherwise participating in MPPAW goings-on. We will have a few people "retiring" from board and coordination positions.

See you at the meeting on January 18<sup>th</sup>!



## Announcements

### Social Hour

By Justin Bethke, VP Communications Elect

Attention MPPAW members! Although we will no longer be able to enjoy our favorite alcoholic beverages before each meeting, we invite all of you to partake in the "continuous social hour" as Kevin Nilan so elegantly put it. We will again meet at Applebee's, just a short walk from the McNamara building (take a right from the front of the building, less than a block). Feel free to join us for food, drinks, and stimulating discussion!



### Continuing Education Credits

For Licensed Psychologists needing to meet the CEU requirements of the Minnesota Board of Psychology, attendance at each MPPAW event counts as 1.5 hours of CEU credit. And only \$10 added to your membership dues covers all the expenses for the MPPAW year, up to 10.5 CEU credits!

Please contact VP Communications with any announcements you would like to add to our Newsletter for future issues.

## November Presentation Recap

Summary prepared by Matthew Borneman, Co-Secretary

### THURSDAY, NOVEMBER 16: THE BEHAVIORAL SCIENCE BEHIND EFFECTIVE LEADERSHIP AND ORGANIZATIONAL SUCCESS

Rick Aberman, Ph.D., The Lennick Aberman Group



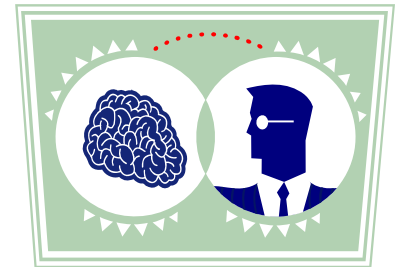
Dr. Aberman began the presentation by giving a biography of himself and explaining how he became a champion of moral and emotional competencies. Although a full biography cannot be reproduced here, it is important to note that while working at the University of Wisconsin, he began

working with the athletics department helping to counsel the athletes and staff, helping them deal with issues related to their positions. While he has moved on to consulting with business executives as a large part of his business, he does maintain strong links with the athletic and sports community, viewing strong parallels between the competencies required for executives, athletes, and coaches.

The formal presentation started off with a true-false quiz for the attendees on effective competencies for leaders and executives. Intended as a means to prime the audience for thinking about the emotional and moral competencies required for effective performance in the aforementioned positions, questions included "As a leader, I should have all the answers" (False), "Emotions play a role in decision-making and performance" (True), and "Being emotionally competent means being able to express all of your emotions all of the time"

(False). In conjunction with the quiz, there was also some discussion of the justifications for some of the answers.

The next portion of the presentation involved having the members of the audience discover which values were most important to them. Dr. Aberman was kind enough to pass out a deck of cards to each audience member, with each card in the deck containing a unique value to be appraised by the individual. He then had the audience separate the cards into two piles: values which are important to you (the individual audience member) and values which are not important to you. In a series of increasingly frustrating steps which caused a substantial amount of grumbling from the audience, Dr. Aberman had people reduce the pile of cards of "important" values from the large initial pile to an assortment of the 15, then 10, and finally five values which are most important to them. He then argued that these five values are most important values by which we lead our lives.



Dr. Aberman went on to define emotional intelligence and note exactly how it is important in the realm of performance. He noted

that emotional intelligence is "the ability to stay focused on a goal in the face of competing emotions," and went on to argue that emotional competencies are twice as important as talent. To further explicate this point, he went on to note that cognitive and technical competencies are necessary, but not sufficient, conditions for successful performance not only for athletes and coaches, but for executives as well.

## Member Profiles

By Janette Donovan, Co-Secretary

### The Spotlight is on... John Zehr

**John Zehr** is a part of the consulting team at MDA Leadership Consulting. His path to MDA began at Wartburg College in Waverly, Iowa. As an undergraduate psychology student, John became interested in Industrial/Organizational Psychology while working with a business psychology professor, Fred Ribich. This interest was reaffirmed after reading "What Color is your Parachute?," a gift from his brother, James.

Following his graduation from Wartburg College, John worked for AON Consulting in Waterloo, Iowa. As a field representative, John was responsible for administering employment tests and conducting behavioral interviews. At this time, he worked closely with a graduate student from the University of Northern Iowa I/O Psychology program. Interactions with this student helped solidify his desire to pursue a graduate degree in I/O Psychology, which ultimately led John to Minnesota State University, Mankato. During his time at MSU, John enjoyed working with faculty members who provided insights into a variety of topics related to I/O

Psychology, helping him broaden his understanding of the field. Additionally, through the program's balance of theory and practice, he worked on a variety of projects that provided him the opportunity to apply academic knowledge into real-world settings.

While at MSU, John also realized the importance of networking. Initially he was concerned about being perceived as too "salesy" when networking, but soon realized that networking efforts were rarely received that way. Rather, he found that by engaging industry members in a balanced dialogue, they were open to hearing about his interests and also willing to share information on their respective industries and potential opportunities. The focus of networking, according to John, should be on developing relationships rather than working towards a desired outcome.



Following his graduation in 2004, John joined MDA Leadership Consulting. His work as a consultant in the talent management group predominantly involves the selection and development of leaders within client organizations. John's favorite part of his job involves leveraging assessment data to provide one-on-one feedback to others on how their behavior is perceived at work and how it can ultimately impact their effectiveness and the success of their organization. He hopes to continue to develop his assessment skills, while becoming more involved with leadership development and executive coaching.

John credits much of his success to his brother, James, who passed away in 2006. James's entrepreneurial mind and dynamic perspective provided both insight and encouragement to John as he developed his career path and began to realize his potential in the field. His memory continues to keep John motivated to succeed in his career, as well as other aspects of his life.

When John is not at work, there is a good chance you will find him on the road! His family and many of his friends remain in Iowa and John visits them regularly. He also stays active by running and playing golf in his free time. John is also a new home owner, and is enjoying spending time in his new place and becoming more "domestic!"

## Location of Meetings

**McNamara Alumni Center, Johnson Great Room, U of M Campus  
200 Oak Street SE Minneapolis,  
MN 55455 (612) 624-7570**



Directions below are to the University Avenue Ramp. Once inside the ramp, take elevator to tunnel or street level. Follow signs to the alumni center – the copper building adjacent to the ramp.

### From the north, heading south on 35W

Take Exit #18, 4th St-University Ave exit. Cross Fourth Street SE; turn left on University Ave SE. Drive 9 blocks to the University Avenue Parking Ramp on right side of street.

### From the south, heading north on 35W

Take Exit #18, 4th St-University Ave exit. Keep right at fork in ramp and merge onto University Ave SE. Drive 9 blocks to the University Avenue Parking Ramp on right side of street.

### From the east or west on I94

Take U of M/Huron Boulevard Exit #235B. Follow Huron Boulevard two blocks to Washington Avenue and turn left. Turn right at Oak Street (second light). Turn left on 4th Street (one-way). Turn left on 18th Avenue. Turn left on University (one-way). Drive 1-1/2 blocks to University Avenue Parking Ramp on right.

### From downtown Minneapolis

Take 4th Street east – 4th Street becomes Washington Avenue. Follow directions from Washington Avenue above.

### Parking

- An underground tunnel connects the Center to the adjacent University Avenue Parking Ramp. The ramp is located northwest of the Center. The ramp charges \$2.50 per hour.
- A second tunnel connects the Center to the Radisson Hotel that is adjacent to the Washington Avenue Parking Ramp. The ramp charges \$2.50 per hour.
- Metered street parking is available along Oak and Walnut Streets.
- Two handicapped parking spaces are available at the Center's entrance on Oak Street.



## Format of Meetings

Meetings begin at 5:30 p.m. with a social hour, followed by the presentation at 6:20 p.m. The meeting will conclude at 7:45 p.m. A fee of \$10.00 per MPPAW member and \$20.00 per non-member (\$5.00 and \$15.00 for students) covers food at the social hour, as well as the costs associated with the presentation that evening.