



Minnesota Professionals for Psychology Applied to Work

Upcoming Speaker

By Lisa M. Perez, VP Programs

Thursday, October 19: DRIVING HIGHER PERFORMANCE WITHIN YOUR CONSULTING PRACTICE

Kevin J. Nilan, Ph.D., Manager, HR Talent Management, 3M

This presentation will focus on the challenges involved in building and expanding a consulting practice. Drawing on his experiences as both an internal and external consultant, Kevin Nilan will discuss the keys to building your practice and retaining clients. He will also discuss the major mistakes that even good consultants can make and provide advice about how to eliminate or minimize those mistakes. Finally, he will discuss the importance of learning from the resources available to you as you work to grow your business.



For example, Kevin indicates how much he has learned about the good, the bad, and the ugly of consulting experiences from associations with his mentors, and from professional organizations he has been involved in, including Society for Industrial and Organizational Psychology, MPPAW, the Mayflower Group, the International Selection and Assessment Council, and the Human Resource Planning Society.

Kevin Nilan has extensive experience in both internal and external consulting roles including his current position as Manager of HR Talent Management at 3M where he has been for 18 years. In his role at 3M, Kevin is working to expand the internal consulting practice of a team of I-O psychologists.

Kevin received his Ph.D. in I-O psychology at The Ohio State University under the direction of Milt Hakel. As a graduate student, he was introduced to the world of external consulting by Hakel and fellow OSU faculty member Ed Cornelius as part of Hakel's Organizational Research Development group. Kevin has also worked at MDA Leadership Consulting under the direction of Sandra Davis and Pete Meyer. At MDA, Kevin focused on growing the assessment center, selection system, and employee attitude areas of the business.

MPPAW Update

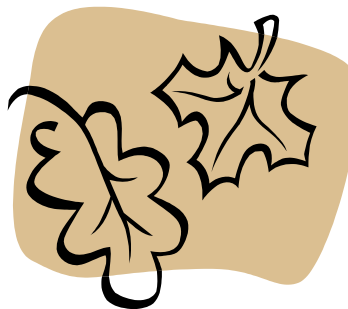
by Janis Houston, President



Welcome back existing members, and welcome new members! It is fall again and time to begin another MPPAW season. We are starting a month later than usual, due to some changes in speakers' schedules, but we plan to make up for lost time with a wonderful line-up of presenters. This year's speakers/topics were chosen to represent the range of interests expressed in the member survey we conducted late last year. Thus, this season we have speakers from the corporate world, from applied consulting organizations, and from top business/management schools. We are starting with Kevin Nilan, currently with 3M, who will tell us about "driving higher performance." Kevin will share some of "the good, the bad, and the ugly" consulting experiences he's had. Our Featured Speaker this season (in February) will be Jose Cortina, from George Mason University. Please see the MPPAW website for a complete schedule. We are contemplating adding a June session, to replace the missing September session, and welcome member input on this notion.

To our loyal members, thank you for staying with us. Based on our recent survey, most of those who join MPPAW do stick around for quite awhile, which is great. As always, please invite your colleagues to join MPPAW, by giving them a registration form or simply emailing them the website information. It is our goal this year to increase our membership somewhat, thereby allowing us to continue meeting in what has become a favorite site, the McNamara Alumni Center on the Minneapolis U of MN campus. Our entire year of sessions has been scheduled for the McNamara venue, per feedback on the member survey. Also based on that survey, we have raised our fees a bit, hopeful that it will not deter anyone from this wonderful I/O community experience.

There was one survey finding that we may or may not be able to respond to as requested. Two-thirds of our survey respondents approved of having beer or wine available at the social hour prior to meetings (while the remainder were neutral on the topic). Whether a good or bad sign for the overall health of our sessions, we did not consume enough of this option during our trial offerings last spring to avoid incurring the flat "penalty" fee assessed when not enough drinks are purchased. In our relent-



less pursuit to satisfy the requests of our membership, we will try this again for the first session or two of this season, to see how it goes.

Our new and improved website has been updated by Scott Lassiter, who has thankfully agreed to stay on as MPPAW's Website Coordinator. The revised by-laws can now be found on the website, as well as the complete survey results from late last season (via a link to CER, who conducted the survey for us), and information about this season's speakers/topics.

Finally, as we enter this new season, we encourage members to share their thoughts about MPPAW goings-on with any of the board members ... about the changes we have made so far based on the member survey results, and your ideas about additional changes that could be made, to continuously improve our organization.



Past Presentation:

May 2006

Thursday, May 18, 2006: Applications of I/O Psychology from the Client Perspective

Jeff Klausner, Dean, UM College of Veterinary Medicine
 Laura Molgaard, Associate Dean, UM College of Veterinary Medicine
 Tom Traub, VP-HR, Cenex Harvest States

Each shared perspectives on the value of I/O psychology and how to further enhance and sell that value to decision-makers outside our field.

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.

Upcoming Meetings

2006-2007

Oct. 19th

Kevin Nilan, 3M

Driving Higher Performance within Your Consulting Practice

Nov. 16th

Doug Lennick, Lennick Aberman Consulting

The Behavioral Science behind Effective Leadership and Organizational Success

Jan. 18th

Jenifer Kihm, Harcourt Assessment

Performance Management

Feb. 15th

Jose Cortina, George Mason University

March 15th

Jim Beaty, PreVisor

Unproctored Internet Testing

May 17th

Michelle Duffy, Carlson School of Mgmt

Antisocial Behavior in the Workplace

Announcements

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.





Location of Meetings

**McNamara Alumni Center, Johnson Great Room, University of Minnesota
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 north-west 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.



MPPAW Officers and Key Committee Members

President	Janis Houston – PDRI
President-elect	Amy McKee – ePsychometrics
VP, Communication	Jenny Merriam – CPP
VP-Elect, Communication	Justin Bethke - Questar
VP, Programs	Lisa Perez – MN State U., Mankato
VP-Elect, Programs	Gary Johnsen – Creative Metrics
VP, Membership	Dianne Nilsen – PDI
	Gordy Curphy – Curphy Consulting
VP-Elect, Membership	Kevin Schlegel – St. Thomas University
Co-Secretaries	Janette Donovan – MN State U., Mankato
	Matt Borneman – Univ. of MN
Treasurer	Ann Orchard – Right Management
CEU Coordinator	Bill Kirkpatrick – SKS Consulting Psychologists
Website Coordinator	Scott Lassiter - Motorola

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