



Minnesota Professionals for Psychology Applied to Work

Upcoming Speaker

By Heather Johnson, VP Programs

TUESDAY, SEPTEMBER 15: Psychologically Healthy Workplace Program - Panel Discussion

Anna Erickson, PhD., Director - Consulting Services, Organizational Insights Group, Questar

Jack O'Regan, Ph.D., Dean, College of Psychology and Behavioral Sciences, Argosy University

In 2008, the Minnesota Psychological Association granted a Psychologically Healthy Workplace Award to several organizations. Anna Erickson and Jack O'Regan will kick off the meeting with an overview of the Psychologically Healthy Workplace Program, followed by a panel discussion among representatives from the organizations who were recognized at both the state and national levels: Orion, Loft Literary Center, Next Level Cafe, and Clockwork.

The Psychologically Healthy Workplace Award (PHWA) provides recognition for organizations that integrate and promote a healthy workplace for their employees. Award winners must show strength in all five areas related to psychological workplace health: Employee Involvement, Work-Life Balance, Employee Growth and Development, Health and Safety, and Employee Recognition. In addition, winners need to demonstrate exceptional strength in two of these areas.

Anna Erickson, Ph.D., is an Industrial-Organizational Psychologist with more than 15 years experience in building effective organizations through people. Dr. Erickson leads the Organizational Insights Consulting team at Questar – a global consulting firm specializing in employee, leadership, and customer feedback. Dr. Erickson has been involved for several years with the **Psychologically Healthy Workplace Award** program, which is designed to recognize organizations that make a commitment to programs and policies that foster employee health and well-being while enhancing organizational performance.

Dr. O'Regan has over 25 years experience as a psychologist, educator, and administrator. He currently is the College Dean for Argosy University's 22 Psychology and Behavioral Sciences programs. He is a licensed psychologist and experienced clinician. His expertise is in personality, particularly personality styles and their impact in functioning. Dr. O'Regan combines his interests in psychology and management. He

has appeared on television and radio as a guest expert in human relations. Dr. O'Regan teaches Psychology and Management, developing students' skills with leadership development, employee selection, team-building, communication training, and personal development. Dr. O'Regan is past president of the Minnesota Psychological Association and is a Diplomate in Counseling Psychology with the American Board of Professional Psychology. He received his Ph.D. in Counseling Psychology from the University of Missouri-Columbia.

Featured Winners:

Orion Associates was awarded for employee involvement with its "River of Hope" project. With this project, employees are paid their salaries while they do volunteer work in New Orleans, in which employees contribute through fund raising, loading a semi tractor trailer with relief supplies, and making 10 trips to the disaster area to contribute labor.

Loft Literary Center was awarded for its flexible work schedules. Staff choose to work a 3-, 4-, or 5-day work week, starting as early as 8:00 am or even at 11:00 or 1:00 pm. Employees can telecommute and no staff member is required to be in the office during the same hours every day. Work is dictated by the calendar of Loft events, independent of the clock. Thus, employees create their personal work-life balance, resulting in high morale and greater loyalty.

Next Level Café (NLC) was strong on all five award criteria, but particularly shined in two areas: Employee Involvement and Employee Growth and Development. NLC offers a 10-week Leadership Training Course for all its team members. Employees develop skills in project development and project presentation and as a final project, create and present an Innovation Project to increase company revenue and return on investment. All employees have access to an outside professional for confidential Employee Mentoring and Executive Coaching.

Clockwork's culture emphasizes that employees are respected as peers and that there is no "man" in charge. The company focuses on keeping its promises to its clients and providing excellent products. How this work is accomplished is up to the employees. Employees, thus, work the schedule that works for them, including when to go to lunch, when to be in the office, when to telecommute, when to stay home sick, and when to leave to take care of parenting obligations. With a culture of trust and a focus on performance, employees and managers can focus on their work, not on adhering to rigid company rules and procedures.



MPPAW Update

By Sharon Sackett, President

On behalf of the MPPAW Board, I welcome you to the 2009-2010 MPPAW season! We are very excited about the new year and the possibilities that it brings for MPPAW and its membership. Our theme for this year is "Expanding Our Reach" and we are committed to finding new ways to communicate, connect with other, and learn. One new development is our MPPAW group on LinkedIn (see page 5). Also, we are actively exploring collaborations with MPA (Minnesota Psychological Association) and other state organizations similar to MPPAW. Stay tuned for more information and updates about these efforts.

Program: We have a great slate of speakers lined up for this year. We listened carefully to the spring survey feedback, and Heather Johnson, our VP Programs, has done a fantastic job of identifying speakers who represent both the science and practice sides of our field. Our year kicks off on September 15 with a panel presentation. Dr. Anna Erickson and Dr. Jack O'Regan will discuss the Psychologically Healthy Workplace (see the upcoming speaker column for details). Our keynote presentation will occur in October, with Dr. Tammy Allen presenting on Occupational Health/Work-Family Balance. Dr. Allen is a SIOP Fellow and Professor of Psychology at the University of South Florida. She teaches, consults, and conducts research on work-family issues and career development within organizations. Her research focuses on individual and organizational factors that contribute to employee and family members' health and well-being. We look forward to hearing from her, and the rest of our 2009-2010 speakers.

Monthly Meeting: We will continue using the wonderful space at Solera on the third Tuesday of each month, with the same schedule: networking/food/cash bar beginning at 5:30 p.m., followed by the speaker at 6:20.

Finances & Membership: MPPAW is "holding it's own" quite well during this economic downturn and am pleased to report that meeting and membership fees will stay the same this year. That said, as a non-profit organization we do need to be vigilant about seeking funds...which means increasing membership. We urge you to join MPPAW and September is a great time to check us out at no cost - we are waiving the meeting fee for non-members! If you like what you see, we'd love you to join us. (Don't forget to ask if your organization will cover the cost of membership.) If you are a member, invite a colleague to join you at the September meeting. MPPAW meetings provide great networking opportunities, as well as a way to enhance and refresh your professional knowledge, and CEU credits for those who need them. By supporting MPPAW, you help maintain a vibrant community of applied psychologists in Minnesota!

As we begin the new MPPAW season, I welcome your ideas and feedback about how we can build on our great tradition to become an even more effective and engaging organization. Please introduce yourself at a meeting, write me at ssackett@mdaleadership.com, or call me at 612.259.4237 with your comments and ideas. I look forward to the new year ahead of us.

Member Profile

By Joe Wohkittel & Amanda Koch, Co-Secretaries

The Spotlight is on...

The 2009-2010 MPPAW Board and the 2010-2011 Board-Elect.

Sharon Sackett, President

Sharon is Vice President of Talent Management at MDA Leadership Consulting. Her work focuses on building and delivering talent management and leadership development programs for corporate clients who are driven to put the best people in the right places. Sharon's favorite consulting activities include executive-level assessment for selection and development, succession planning, and leadership coaching. Sharon is a native Minneapolisian who, prior to joining MDA in 1998, began her professional career "south of the border" at the University of Iowa as Assistant Professor of Counseling Psychology. She earned her B.A. in Business Administration and Psychology from Hamline University and her Ph.D. in Counseling Psychology from the University of Minnesota, where she currently has an adjunct appointment. You can contact Sharon at 612-259-4237 or ssackett@mdaleadership.com.



Heather Johnson, VP Programs

Heather has a wide range of professional experiences as supervisor, trainer, therapist, facilitator, community educator, and evaluator. She has gained experience working with teams as a member of her college orientation committee, supervisor of staff members at Ecolab, Inc., participant in a faculty selection committee, and consultant at DRI Consulting. Heather's primary interests are staff development, individual coaching, and leadership training.



Naomi Doriott, VP Programs-Elect

Naomi graduated from the University of St. Thomas with a M.A. in Counseling Psychology. Since graduation she has been working as a health coach with Medica. She has a wide range of professional experiences as a coach, therapist, researcher, group facilitator and advocate. In her current role she enjoys coaching individuals on priority setting, work-life balance and increasing personal influence. Naomi is passionate about organizational effectiveness, leadership development and coaching.



Hannah Foldes, VP Communications

Hannah is a research scientist with PDRI. Since completing her Ph.D. in Industrial-Organizational Psychology at the University of Minnesota, Hannah has had varied professional experience in consulting and research. As a consultant at PDI, she conducted assessments with mid-level managers for selection, promotion, and development. She also regularly drew on her background in assessment and testing to train consultants and build capabilities firm-wide. More recently, Hannah joined PDRI and has worked on a variety of government, military, and private-sector projects involving training, job analysis, test development, and selection system development. Hannah has been a frequent presenter at scientific conferences, and has authored several journal articles.



Daniel Schwartz, VP Communications-Elect

Daniel graduated from Hofstra University in 2008 with a M.A. in Industrial and Organizational Psychology. His background includes work in personal selection and recruiting. Other areas of interest include training and development, performance evaluation/management, and OD/OE.



Abby Miller, Co-VP Membership

Abby is a Client Solutions Consultant at PreVisor. In her role, she provides pre-sale support to internal and external prospects and clients through consultation and presentation so as to bridge the gap between business and science and drive revenue. Abby received her B.A. in Psychology from the University of Minnesota and her M.A. in Industrial/Organizational Psychology from Minnesota State University, Mankato.



Kerry Moechnig, Co-VP Membership

Kerry is a Professional Services Project Manager at PreVisor, Inc. She is responsible for delivering, tracking, and implementing client projects. This involves overseeing multiple client deliverables while coordinating with various internal and external departments and maintaining a high level of customer service and quality. Kerry received a M.A. in Industrial/Organizational Psychology from Minnesota State University, Mankato.



Michael Durando, VP Membership-Elect

Michael is a consultant with Questar Data Systems. He is skilled in helping organizations develop survey content and in helping them to interpret and best utilize their results. Michael is committed to helping leaders become more effective in achieving outstanding performance in their roles and has coached leaders across organizations, industries and even countries. As a consultant, he has worked with Fortune 500 companies, professional associations, governmental agencies, educational institutions, and health organizations. He holds an M.A. in Industrial and Organizational Psychology from Minnesota State University, Mankato; and a Bachelors Degree in Psychology from the University of California, Los Angeles.



Oksana Drogan, Treasurer

Oksana is a Sr. Surveys and Research Administrator at the American Academy of Neurology, a professional medical association. Her main responsibilities include managing all aspects of survey planning, execution and data reporting. She also performs a variety of other activities, such as conducting focus groups, preparing reports for the association's executive team to assist with strategic planning, and managing activities of a national group of neurologists specializing in stroke. Oksana received her M.S. in Industrial/Organizational Psychology from Emporia State University in Kansas.



Esther Johannes, Treasurer-Elect

Except for a stint in the glamorous world of industrial equipment, Esther Johannes has spent most of her career in Talent Management. She earned her Bachelors in Organizational Development from Bethel University, holds a PHR certification from HRCI, and is employed by PreVisor as a National Accounts Manager.



Joe Wolkittel, Co-Secretary

Joe is currently a second year graduate student in the Industrial/Organizational Psychology program at Minnesota State University, Mankato. His interests include personnel selection, customer satisfaction, and organizational efficiency. Prior to attending Minnesota State, He received a B.A. from the University of Minnesota, Twin Cities campus.



Amanda Koch, Co-Secretary

Amanda is a second year Ph.D. student in the Industrial/Organizational Psychology program at the University of Minnesota, where she currently works with Paul Sackett. She received her B.A. in Psychology from the University of Minnesota and worked with Joyce Bono as an undergraduate. Her professional experience includes employment at Data Recognition Corp. and the Office of Measurement Services. Her research interests include diversity and inclusion, selection, occupational health, and cross-cultural psychology.

**P. William Kirkpatrick, CEU Credits Coordinator**

Bill attended Indiana University, and then earned his Ph.D. in Clinical Psychology at the University of Texas in Austin. He shifted his focus from clinical practice and management to consultation with business organizations in 1980. He has conducted thousands of assessments for a variety of organizations, with concentrations in healthcare, financial services, agribusiness, and manufacturing. He joined SKS Consulting Psychologists in 1994 as a principal. Bill volunteered to be the CEU Coordinator in the first year of MPPAW and has served in that capacity ever since.

**Amy McKee, Logistics Coordinator**

Amy is a past-president of MPPAW (2007-2008). Her professional career started as a graduate student at University of MN, and has revolved around the Twin Cities ever since. She started at PDRI, then moved on to American Express Financial Advisors until she was drawn back to consulting by the lure of independence, client variety, and unique challenges. Amy worked as an independent consultant for Javelin HR Solutions, a smaller firm based in Florida and Texas, before joining MDA Leadership Consulting as an Affiliate Consultant in April of this year. Away from the office, Amy hangs out with her two kids, two cats, dog, and occasionally her husband, often at one of his restaurants - La Belle Vie, Solera, Smalley's Caribbean BBQ, Barrio, and Sea Change.

**May Presentation Recap**

By Nick Zarns, Co-Secretary (08-09)

Closing the Upcoming Leadership Gap through Leadership Development Programming

Dr. John Fennig, DRI Consulting
Megan Brogger, DRI Consulting
Katie Olson, DRI Consulting

The final meeting of the 2008-2009 MPPAW season provided a look at best practices in leadership development programs (LDPs) through exciting work done by DRI Consulting for the United States Army Corps of Engineers (USACE).

Dr. John Fennig, Managing Partner of DRIC, started the presentation by outlining a formula for success in “developing leaders that are developing leaders.” His formula includes: formal supervision, providing real leadership opportunities and expectations, utilizing the competency model created by Division 13, and remembering the most expert consultants are called on to teach and guide but not lead. He concluded his remarks by introducing keynote speakers and DRI consultants: Megan Brogger and Katie Olson.

To begin, Megan talked about the impending leadership gap; she explained how retirement is becoming a larger issue as more and more employees reach the age of eligibility. In fact, she cited 60% of all federal workers are eligible for retirement by 2016, and many are leaders. Yet, one piece of good news for organizations is that the current recession is preventing fewer people from retiring than would have two or three years ago. This extra time could provide companies the opportunity to implement plans to replace these workers once they do retire; however, Megan points out that half of organizations still lack some sort of succession plan.

She went on to talk about her work with the USACE. After providing a historical overview of projects the USACE has completed (e.g. Panama Canal, Washington Monument, & Manhattan Project), Megan explained that over 90% of the organization is civilian and includes a wide variety of professions (e.g. historians, economists, resource analysts, etc.). She noted that leadership development programs (LDPs) have existed within “pockets” of the USACE since the early 1990’s and DRIC has been involved since 2001.

Katie then went on to discuss the six best practices in LDP that DRIC researched and developed as criteria for the USACE current state assessment and planning. The best practice areas include strategy, enablers, design, components, content, and outcomes.

Strategy - defined as the necessary alignment of a LDP into a broader array of talent management efforts and organizational goals.

Enabler – refers to the buy-in and voice for a LDP from senior leaders.

Design – includes customization, formal program structure (e.g. classroom, curriculum, etc.), spaced not massed learning, and transfer to the job.

Components – both individual and cohort components are necessary. Individual sessions include assessing strengths and personal characteristics. Cohort sessions provide opportunity for action learning.

Content – driven by needs assessment, includes emotional intelligence, and involves getting and giving feedback.

Outcomes – effects the whole person. Should be measured in terms of organizational success and employee retention. Individual outcomes may be measured through professional progress and career trajectory.

Announcements

By Hannah Foldes, VP Communications

Free admittance in September for non-members


Are you new to the Twin Cities and curious to know what MPPAW is all about? Have you previously been a member but not renewed recently? If you are a non-member (e.g., are new to MPPAW or were not a member last year), we invite you to attend the September meeting for free. Come meet existing members, network with other professionals in Minnesota's applied psychology community, and learn more about the many benefits of MPPAW membership, which include:

- Networking
- Supporting your professional community
- Sharing industry best practices
- Reduced fees for MPPAW meetings
- CEU credits
- Email reminders about upcoming meetings
- Monthly newsletter
- Annual member directory

Please feel free to forward this message to anyone who may be interested in attending MPPAW meetings.

The MPPAW Membership Form is located on our website, www.mppaw.org. Just look for Membership Info on the Members tab.

New MPPAW LinkedIn Group

 Justin Rowenhorst, MPPAW's 2008-2009 Treasurer, recently created a new LinkedIn group for MPPAW. If you're already a member of LinkedIn, search for MPPAW under groups and become a member today! The group is expanding weekly and we look forward to seeing you there for discussion, news, and networking.

Continuing Education Credits



For Licensed Psychologists needing to meet the CEU requirements of the Minnesota Board of Psychology, attendance at each MPPAW event has been accredited at 1.5 hours of continuing education credit. Just \$10 added to your membership

dues covers all the expenses for the MPPAW year (fall to spring), up to 10.5 CEU credits. Documentation is provided upon attendance at the monthly meeting.

Email List Updates

We are in the process of updating and consolidating our membership and email lists. Please let us know if you have additions, or duplicate email address you would like removed from our list. Please contact the VP-Communications (hannah.foldes@pdri.com) with any updates.

Be sure to check us out online at www.mppaw.org!

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 \$12.00 per MPPAW member and \$25.00 per non-member (\$6.00 and \$15.00 for students) covers food at the social hour, as well as helping with the costs associated with the presentation that evening.



How to Get There...

Solera is located at 900 Hennepin Avenue in downtown Minneapolis. There is valet parking for \$6 or you can park in the Target Center garage directly behind Solera (and of course many other public lots around the 9th and Hennepin corner). Here's their website: <http://www.solera-restaurant.com/>.

MPPAW Website: www.mppaw.org

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