

May 2011



Minnesota Professionals for Psychology Applied to Work

Upcoming Presentation

By Naomi Doriott, VP Programs

TUESDAY, MAY 17:

Sharon Sackett & Beth Gunderson

The Role of Assessment in Leadership Development at General Mills

Many attractive theories and models permeate the world of talent development. It's the translation into practice that becomes a challenge. Join Beth Gunderson from General Mills (recognized by Fortune Magazine as one of the top companies for leadership development) and Sharon Sackett from MDA Leadership Consulting in an interactive session sharing their experiences and facilitating an exploration of what works in the key areas of:

- Pre-employment assessment—making smart selection decisions up front to leading your talent pipeline for success
- Assessment centers—designing and leveraging centers for calibration, development and promotion
- Succession assessment discussions—using effective process and great dialogue to align talent decisions

Sharon Sackett

Vice President, Talent Assessment, MDA Leadership

Sharon Sackett leads the Talent Assessment practice at MDA Leadership Consulting, a talent management consulting firm based in Minneapolis. MDA provides leadership development, talent assessment, and organizational performance consultation to organizations that are committed to developing great leadership. Sharon is responsible for all aspects of assessment delivery at MDA, from pre-hire selection to high-potential identification and leadership development. Her specific expertise includes assessment centers, succession/talent pipeline consultation, competency design, and executive coaching. She is passionate about making sound talent recommendations based on best practice methodologies — helping clients build their “talent acumen” and show value for their organizations.

Prior to joining MDA in 1998, Sharon served on the doctoral faculty in Counseling Psychology at the University of Iowa. 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 serves on the adjunct faculty. Her teaching and consulting careers have converged around the themes of person-environment fit and leadership effectiveness.

Beth Gunderson

Director, Organization Effectiveness, General Mills

Beth Gunderson is an internal consultant within the General Mills Organization Effectiveness department. The Organization Effectiveness team is a corporate Human Resources resource positioned to help drive the strategic imperatives of General Mills through increasing organization capacity and capability. Beth supports leadership/team development and organizational effectiveness initiatives across General Mills. Her areas of focus include: leadership development of the General Mills' officer and director populations, leadership program design, strategic leadership team consulting, organization design and change management. She also leads the General Mills global assessment practices; including both internal assessment centers as well as pre-employment assessment.

Beth has a unique perspective on organizational change and development initiatives; over the course of her 25 years at General Mills (previously Pillsbury) she has held a variety of cross functional positions within: Research and Development, Supply Chain/Operations, and Human Resources.

Beth received her BS from the University of Wisconsin-Stout in Industrial Technology – Packaging Engineering and her MA in Human Resource Development – Organization Development from the University of St. Thomas.



MPPAW Update

By Steve Wolinski, President

The 2010 – 2011 MPPAW year has one more monthly meeting in May and we have really saved some good stuff for last.

Sharon Sackett (MDA Consulting) and Beth Gunderson (General Mills) will be team presenting on “The Role of Assessment in Leadership Development at General Mills”. We are also feeling pretty good that the 2011-2012 program year will kick off in September with Kevin Nilan (3M) and Paul Sackett (University of Minnesota) as presenters. Talk about some high quality bookends to the summer months!

We had a large contingent of MPPAW members that attended SIOP this year. I hope all of you that made the journey to Chicago found it to be a relevant and rewarding experience. The claim is that it broke the organization’s all-time attendance record with over 4,600 attendees! It is interesting that SIOP held its second annual speed-mentoring event that provided new members the opportunity to participate in two separate 25-minute roundtable discussions with one or two seasoned professionals on topics of interest. I find it intriguing because MPPAW is planning to start mentoring and roundtable programs in the 2011-2012 program year. There will be much more information coming on these programs in the near future – so stay tuned.

There is another irony related to MPPAW, SIOP, and this particular writer. I couldn’t make it to SIOP in Chicago this year as I was too busy preparing to move to Chicago to take a job with YSC Consulting (www.yscamerica.com). As I write this newsletter entry I am sitting in my new office at One South Dearborn, just a few blocks from the site of the SIOP conference. As a result of my relocation, Sarah Hezlett, our president-elect, has graciously agreed to jump into the president role early. I appreciate immensely Sarah stepping up to the plate. I hope that you also will take a moment at the May meeting to express your gratitude to her. We have a great incoming board for the 2011-2012 year and an equally great slate of board member elects that will be voted on by membership at the May meeting. The organization is in unbelievably good hands.

It has been a pleasure functioning as MPPAW president elect and president the past 2 years. No doubt the best part was getting to know so many of you. The equally wonderful aspect of the role was the good fortune to work with an incredible group of board members. Individually and as a group they went way above and beyond the call with their responsibilities. I will miss seeing all of you and hope to see you all in San Diego next April.

Member Profile

By Jana Rigdon Co-Secretary

The spotlight is on...

Sarah Hezlett, PhD

Senior Research Scientist, PDRI



This month’s profile spotlights Sarah Hezlett, MPPAW’s incoming president. Sarah first developed an interest in psychology during her junior year in college when one of her roommates registered to take an extra course which she had heard was really good and not terribly hard. Sarah decided to take it, too, and had an amazing experience. It was the first psychology class she had ever taken and it ignited her interest in the field.

Sarah started researching different areas of specialization and determined that I/O seemed like the best fit with her interests and capabilities. She continued to take psychology classes as electives and also fit in core courses required for admission into graduate school. Sarah attended the University of Minnesota for graduate school in I/O, where she worked on research projects with several faculty members, including her advisor, Deniz Ones.

As a graduate student, Sarah had the opportunity to work part-time in the Research Department at PDI. She had the opportunity to work on some very interesting projects, including one of the first studies that examined how multi-source feedback influenced development and behavior change. Individual and leadership development have continued to be one of Sarah’s primary interests throughout her career.

Since completing her degree, Sarah has worked both as an academic and as a practitioner and has done work on both traditionally “O” and “I” topics. She worked with PDI and Questar Data Systems in roles pertaining to the development and provision of multi-source feedback. A move to Illinois brought her into the role of an Assistant Professor in the HRE Dept at the University of Illinois. Sarah enjoyed the opportunity to focus on teaching and research, while learning how another discipline approaches understanding and addresses work performance and training, two areas central to I/O.

Currently, as a Senior Research Scientist with PDRI, Sarah helps organizations with the development and implementation of customized human capital systems designed to improve individual and organizational performance. The team she is part of primarily focuses on leadership development for government agencies. She is also an Adjunct Faculty member at the University of Minnesota.

Throughout her career, Sarah has been proud to have had the opportunity to help organizations that serve other people or the nation, such as the American Cancer Society, branches of the military, and the VA. In her current role, she appreciates the variety of work she does, the amazing capabilities of her co-workers, and their commitment to doing high-quality, leading edge work grounded in science. Sarah is particularly inspired by the scientist-practitioner model.

Sarah also spends time in service to the profession, serving as a journal reviewer, on SIOP committees, and on the MPPAW board. Sarah also serves on the board of the MN Academic Excellence Foundation, which is an independent board appointed by the Governor that brings together representatives of business and education to identify and promote excellence in K-12 education in MN.

In her spare time, Sarah enjoys reading novels. One of the best presents she has received turned out to be an Amazon Kindle because now she is able to get a new book to read in the middle of the night when libraries and bookstores are closed! Sarah also greatly enjoys spending time with her son, Benjamin, her husband, Nathan, and her new baby daughter, Nadine. Sarah is looking forward to summer when they can head outside for hiking, picnics, and beach time.

Job Postings

Here are the most recent opportunities posted on our Employment page:
<http://www.mppaw.org/employment.php>:

Director, Global Learning Management Systems
 Medtronic

Global Learning and Development Director
 Medtronic

Principal Learning Technology Analyst
 Medtronic

Diversity Consultant
 Medtronic

EARC Clinical Supervisor
 3M

Adjunct Professor
 Argosy University

Training and Development Manager
 Donaldson Company

Product Manager/Consultant
 Work Effects

Conferences

IPAC 2011 Conference: Capital Ideas for Assessment, July 17-20, 2011. Washington, D.C.
www.ipacweb.org

Send in Announcements, Links, and Job Postings

MPPAW is your resource for distributing information of interest to the applied psychology community. If you would like to include an announcement in the MPPAW newsletter, or post a job opening, event, or other information on the MPPAW website, please contact the VP Communications, jen.anderson2@target.com.

LinkedIn MPPAW LinkedIn Group

This season we 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. Your membership dues cover 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.

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

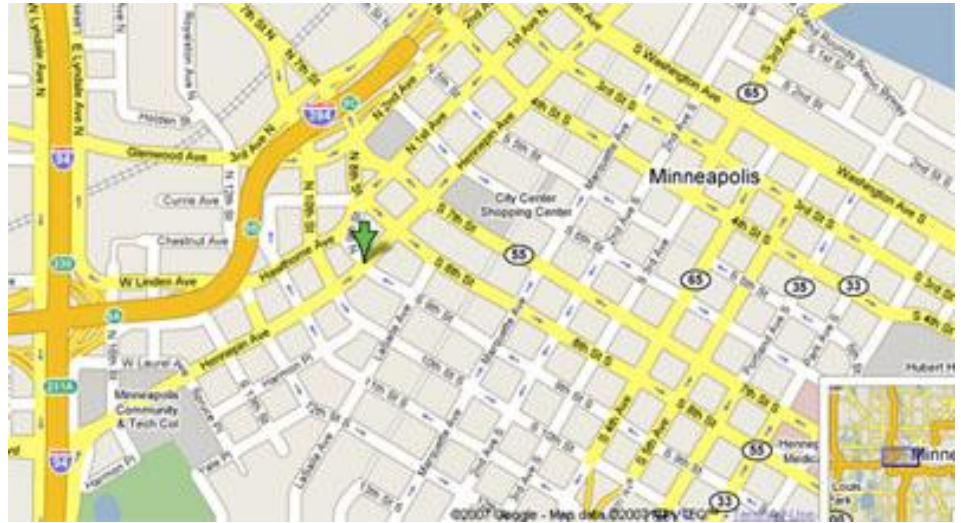
Format of Meetings

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 (www.solera-restaurant.com) is located at 900 Hennepin Ave. in downtown Minneapolis. There is valet parking for \$8 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).



MPPAW Website: www.mppaw.org

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