



Minnesota Professionals for Psychology Applied to Work

Upcoming Presentation

By Naomi Doriott, VP Programs

TUESDAY, MARCH 15:

Type and Decision Making: Helping Leaders Make Better Decisions

Katherine W. Hirsh & Elizabeth Hirsh

Making good decisions has always been challenging, however as the rate of change increases and the impacts of our decisions multiply, the roadblocks to good decision making seem ever greater. As a leader or leadership development coach you need new ways to facilitate those you support in taking charge of their decision making. This session illustrates how understanding psychological type and the Myers-Briggs Type Indicator® can help. We will explore how using the lens of type can assist leaders in making their decision-making process more intentional thus allowing them to ask better questions and receive needed feedback to improve their decision-making outcomes. Come expecting to reflect actively on your assumptions about decision making and leave with strategies for enhancing the decision-making process of those you lead or coach.

Learning Objectives

At the end of the session, you will be better able to:

- ❖ Identify the ways in which psychological type influences decision-making behavior in terms the gifts that flow from MBTI® preferences
- ❖ Increase understanding and appreciation for the range of useful and worthwhile approaches to decision making
- ❖ Apply strategies to help leaders use type knowledge to enhance decision making performance

Biography of Session Leaders

Katherine W. Hirsh, DPhil and Elizabeth Hirsh, MS are co-authors of the *Introduction to Type® and Decision Making*, the *MBTI® Decision Making Style Report*, and the upcoming *Introduction to Type® and Reintegration* to be released this summer. They are also co-authors with

Sandra K. Hirsh of the *MBTI® Teambuilding Program: Leader's Resource Guide* and *Introduction to Type® and Teams*. Katherine and Elizabeth author the *Self-Discovery Digest*: a University of Minnesota LearningLife monthly blog dedicated to providing simple advice to encourage people to live their best life possible. In addition to their writing, Katherine and Elizabeth form Hirsh-Works, LLC, an educational leadership and management consultancy devoted to improving the performance of individuals, groups, teams and organizations in leadership, team work, facilitation, writing and teaching. Katherine and Elizabeth have been using type in coaching, management consulting, counseling, education, and personal, professional and faculty development for over 20 years.

MPPAW Update

By Steve Wolinski, President



I want to use this forum to make a plug for joining the MPPAW board for the 2011 – 2012 program year. We have an opening for the VP Elect of Programs that would start in June. In this role you would shadow the current VP of Programs (Katy Mitchell) for one year and then function in the role of VP of Programs for the 2012 – 2013 program year. This is an incredibly interesting, fun, and important role, as you are basically in charge of choosing the topics and finding the presenters for the seven monthly meetings. It is a great way to network with and get to know the “best and the brightest” in the fields of organizational psychology and human resource development. If you want to learn more you can check out the board description on the MPPAW website. If you decide you are interested you can contact Naomi Doriott, the current VP of Programs, at ndoriott@gmail.com or feel free to contact me at stevewolinski@comcast.net or 612-720-1897.

Member Profile

By Paige Woodruff, Co-Secretary

The spotlight is on...

**Michael Hepperlen,
Ph.D. Senior Consultant,
MDA Leadership Consulting**



Although he majored in psychology at Gustavus Adolphus College, Michael never took a course in I/O psychology. After college, he enrolled in a master program in counseling at the University of North Dakota. Counseling never quite felt like the right fit, and Michael wanted to find ways to apply what he was learning to business and industry. While continuing in the counseling program, he started researching more about I/O psychology and decided to change paths after completing his masters at UND. Michael enrolled in the I/O program at the University of Nebraska at Omaha (UNO) and has never looked back!

At the University of Nebraska at Omaha (UNO), Michael received a rigorous education in the basic principles of I/O psychology. His graduate advisor is an expert in biodata, and he developed an interest and appreciation for personnel selection. He had a number of interesting internship opportunities, including a 1-year privately funded research assistantship with SkillsNET, a company who specializes in government sector job analysis work. He also helped to develop and administer assessment centers for policemen and fire fighters for the cities of Lincoln and Omaha.

Dr. Hepperlen began his career with the City of Omaha Personnel Department, where he helped develop and administer assessment centers and testing tools for police and fire department selection and promotion decisions. Michael has also previously worked as a senior consultant for PreVisor (formerly known as ePredix), where he helped design and implement selection systems for more than 40 Fortune 500 companies.

Michael joined MDA's Talent Assessment practice in 2005 with a focus on leadership selection, development, and high-potential identification. In addition to his extensive assessment experience, he also specializes in using research to address real-world client needs. He has partnered with numerous clients to develop competency models, conduct job analyses, create customized selection tools, and leverage surveys to understand workforce trends. Clients appreciate Michael's commitment to understanding the uniqueness of their organization, his ability to find creative solutions to problems, and his leadership and assessment insights.

For more than a decade, Michael Hepperlen has combined his interests in leadership and organizational effectiveness to help clients select and develop high potential leaders. Michael enjoys partnering with clients to

better understand their leadership and development needs and create tailored talent management solutions. While Michael is a self-professed education junkie with two masters degrees and a Ph.D., his clients and colleagues appreciate his inquisitive, perceptive, and down-to-earth nature.

Away from the office, Michael enjoys spending time with his wife and two children. He is actively involved with his church and helps lead his son's Cub Scout Den. He loves to travel, swim, and fish. He has ridden in RAGBRAI (a 600-mile bike ride across Iowa) twice in the late 1990's, and plans to ride the tour again this summer with his wife and 11-year old son. He can frequently be found spending his vacation time at his family's cabin on Rainy Lake near International Falls, Minnesota, where he helped build a traditional Finnish wood-burning Sow-Na.

February Presentation Recap

By Jana Rigdon, Co-Secretary

The Next Generation of Leadership: Applying Behavioral Economics to Drive Growth and Profitability

Guest Speakers:

Matt Coumbe, Ph.D.

Haleigh Tebben

Gallup

In February, Ms. Haleigh Tebben and Dr. Matt Coumbe presented to the MPPAW audience on Gallup's use of behavioral economics to drive growth and profitability in organizations. Ms. Tebben started the discussion with a brief overview of the Gallup organization and the four business segments, namely, Gallup Poll, Gallup Consulting, Gallup University, and Gallup Press. The Consulting division, in which they both work, focuses on using tools and constructs, like behavioral economics, to drive business performance.

Ms. Tebben continued by discussing how Gallup is using behavioral economics to identify from where the next big gains in performance will come. She proposed that neoclassical economics and process improvement no longer offer sustainable competitive advantage, and that behavioral economics focuses on managing toward the future. The critical message from this is that economic theory without considering and understanding the role of human psychology falls short of providing the insights needed to push organizational performance to a higher level. More specifically, three tents of neoclassical economics, namely, bounded rationality, bounded selfishness, and bounded information processing, are directly challenged by behavioral economics. Neoclassical economic theory suggests that individuals will always use rational behavior to achieve the best possible outcome, and behavioral economics clearly shows otherwise.

Minnesota Professionals for Psychology Applied to Work

Dr. Coumbe picked up the second half of the presentation by discussing the macro level approach for societies and micro level approach for organizations to use behavioral economics to promote change and optimization. He offered entertaining examples of how providing data to encourage change does not necessarily take away the emotion attached with such change, which is where the behavioral economics comes in. He further discussed focusing on variables appropriately for the organizational level. For instance, organization executives may be particularly interested in customer loyalty; however discussing specific behaviors for managers to coach would be more appropriate at the individual store level. Overall, Gallup uses the insights gleaned from behavioral economics to help organizations focus on pulling individual levers that will an impact on the outcome of interest. At the end of the presentation, the presenters opened entertained an engaging series of question and answers with members of the audience.

Announcements

By Daniel Schwartz, VP Communications

2011-2012 MPPAW Board Members

If you are interested in becoming or hearing more about being a MPPAW board member please reach out to any of the current MPPAW Board members or board member-elect positions. The current board members are posted at: <http://www.mppaw.org/officer.php>. Otherwise, please feel free to come up to one of us at February's event. We look forward to telling you about it!

MNODN Events

Wed. Mar 9, 2011 [Career Advancement CoP](#)

Topic: Using OD Practices to Advance Your Own Career

Presenter: Jill Hauwiler & Vic Massaglia

Date: Wednesday, March 9, 2011

Time: 7:30 - 9:00 a.m

Location: University of St. Thomas, 1000 LaSalle Ave, Terrence Murphy Hall Room 203

Tues. Apr 5, 2011 [Monthly Program Meeting](#)

Topic: Bringing flexibility to your Toolbox with Perfect Biz Match and a Nine-box: two highly functional and adaptable models for OD

Presenter: Jack Tesmer and guest Paul Pelkola

Date: Tuesday, April 5, 2011

Time: 3:00- 4:00 (Member Clinic), 4:00 - 4:30 (Networking), 4:30-6:30 (Program)

Location: University of St. Thomas, 1000 LaSalle Ave, Minneapolis Opus Hall (MOH) 201

Upcoming Events

DRI Consulting upcoming Distance Learning/Continuing Education - Group-Level Competencies: Skills for Consulting with Teams/Groups

2011-2012 Transitioning Consultants Group

SCP Members, Student Affiliates and Non-members,

Beginning in March, the SCP Training and Development Committee in partnership with DRI Consulting will offer additional training opportunities for transitioning consultants.

Since 1992, DRI Consulting has provided masters-level practica, and pre-and post-doc internships for consulting psychologists. As part of these professional experiences, DRIC offers systematic training in consulting-related topics that are highlighted in [APA Division 13, Society of Consulting Psychology Guidelines](#). In addition, DRIC has offered training in consulting psychology to external colleagues for the past 10 years. The training topics focus within the three major domains of consulting psychology: the individual, the group, and the organization/ system.

This group provides transitioning consultants a mix of very hands-on didactics and case consultation/supervision as a way to expand professional expertise. Dr. Fennig and Dr. Megan Brogger will teach from the separate sections focused on the list of skills in the SCP Guidelines for Training: Individual-Level, Group-Level and Organizational/Systemic-Level Core Competencies.

Sessions will take place the second Monday of the month from 3:30 p.m. - 5 p.m. Central Time. You can participate in the training by teleconference. **Each session is worth 1.5 CE's.** We look forward to seeing you at the training sessions!

Cost and Registration

The sessions will focus on the Group-Level Competencies: \$300.00 for seven 1.5 hour sessions. Dates include March 14, April 11, May 9, June 13, July 11, August 8, September 12 - all in 2011.

Section 2 - Winter 2011: Skills for Consulting with Teams/Groups

- Group assessment
- Assessment of the functional and dysfunctional group behavior
- Assessment and development of teams
- Creating group level teams in organizations (e.g., self-directed work groups)
- Inter-group assessment and intervention
- Group boundary assessment and intervention

Minnesota Professionals for Psychology Applied to Work

- Identity group (racial, gender, ethnic) management in the organizational context

To register for the series of 7 sessions: Group-Level Competencies, please complete online at surveymonkey.com/s/scptransitiontraining. PLEASE NOTE: this group requires a minimum of 6 participants. Questions? Please contact Dr. John Fennig at 651-415-1400 or johnfennig@dric.com.

Conference

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 Communication, dschwartz17@yahoo.com.

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!

Minnesota Professionals for Psychology Applied to Work

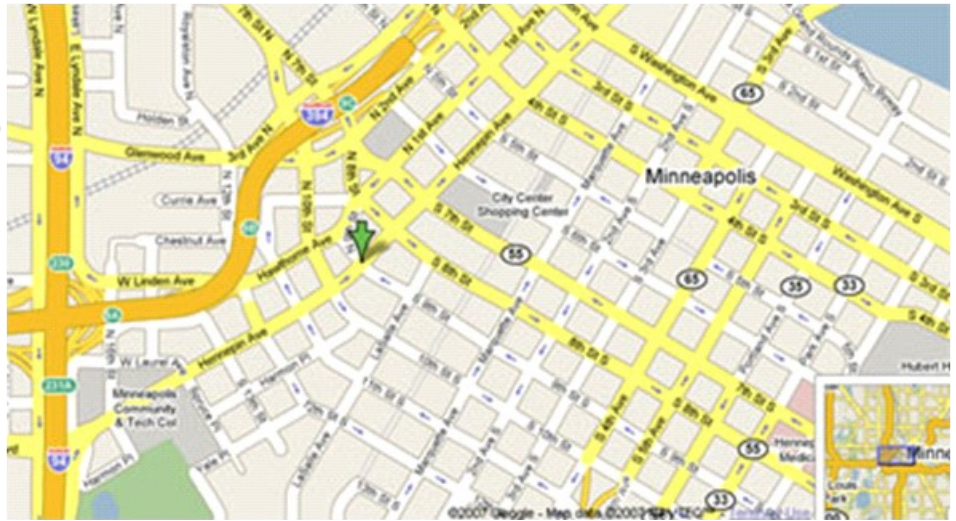
Format of Meetings

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

© Copyright 2011, Minnesota Professionals for Psychology Applied to Work (MPPAW). MPPAW encourages other groups to reprint articles from the MPPAW Newsletter, provided that credit is given to the author(s) and to the MPPAW Newsletter. All statements expressed in this newsletter are those of the authors and do not necessarily reflect the official opinions or policies of the Minnesota Professionals for Psychology Applied to Work, MPPAW. Contact Daniel Schwartz, VP Communication for information to be included in this newsletter.