

October 2011



# Minnesota Professionals for Psychology Applied to Work

## Upcoming Presentation

By Katy Mitchell, VP Programs

TUESDAY, OCTOBER 18:

Leaetta Hough

### Innovation and Creativity: Organizational Climate is Important... But Don't Forget Selection



Dr. Hough inspired and chaired SIOF's Leading Edge Consortium *Enabling Innovation in Organizations*, which has led to the SIOF book series editors inviting her to prepare an edited book on the topic. She will review what our field knows about the predictors of innovation and creativity, both cognitive and personality. She will describe useful selection tools for

individual contributors, team contributors, and leaders in organizations where creativity and innovation are important.

Dr. Hough is founder and president of the Dunnette Group, Ltd., past president of SIOF (Society for Industrial and Organizational Psychology), and past president of FABBS (Federation of Associations in Behavioral and Brain Sciences), a coalition of 22 scientific societies. She was also a founder of PDRI and its executive vice president until 1995. She is a fellow of APS, APA, APA's Divisions 14 (SIOF) and 5 (Evaluation, Measurement, and Statistics). She received her Ph.D. from the University of Minnesota.

Dr. Hough is one of the country's leaders in developing and implementing staffing and performance management tools and systems. Her clients include SONY, NASA, Microsoft, the U. S. Department of Justice, the U. S. Department of State and dozens of other organizations. She creates and implements new HR strategies and tools, then measures their effectiveness. She has developed new methods of work analysis, performance measurement, selection, coaching, training, and development programs – hundreds of valid and defensible assessment and performance measures. Many of these methods are innovative, non-traditional assessment

strategies that have shown excellent validity with minimal, if any, adverse impact against protected groups.

Dr. Hough has published dozens of articles in refereed journals, book chapters, reviews, and conference proceedings. Noteworthy has been her role as co-editor of the four-volume *Handbook of Industrial & Organizational Psychology* and lead author of the 2000 personnel selection chapter for the *Annual Review of Psychology* as well as the biodata chapter in the *Handbook of Workplace Assessment: Selecting and Developing Talent* and the personality chapters in the *International Handbook of Work & Organizational Psychology*, the *Handbook of Personnel Selection*, and both editions of the I-O Psychology volume of the *Comprehensive Handbook of Psychology*. Three of her articles were reprinted in *Employee Selection and Performance Management*, a book consisting of articles that I-O psychologists identified as the seminal publications in the last 100 years. Her work has helped shape the science and practice of I-O Psychology.



## MPPAW Update

By Sarah Hezlett, President

It was wonderful to feel the energy at our monthly meeting in September. As regular members greeted one another and

some members took advantage of our special offer to bring along non-member colleagues, the room hummed with conversation. I enjoyed meeting participants at our first roundtable, and Kevin Nilan's engaging and thought-provoking presentation was a treat. I can't wait to hear Leaetta Hough's presentation this month on personality assessments—one of her areas of deep expertise.

Have an idea or question about assessments you would like to discuss with colleagues? Bill Kirkpatrick and David Donnay will be facilitating our social hour roundtable in October on the topic of assessments.

Ever wanted to bounce an idea off your local colleagues in between MPPAW meetings? Don't forget our group on LinkedIn. You can start a discussion, ask for advice, or post an employment opportunity.

The hunt for information about alternative venues for our monthly meetings is underway. To re-cap, due to a change in fees charged by Solera, MPPAW will need to increase membership fees, change venues, or both for our 2012-2013 season. The Board's plan is to seek suggestions for alternative locations, define venue criteria, research and identify facilities meeting those criteria, and select the venue that best meets MPPAW's needs. We will attempt to formally collect your views several times during the process. For example, members who completed the September speaker evaluation were asked to provide recommendations. Informal input is welcome, too! Have you attended a local training program in a space that will work for MPPAW meetings? Does your organization have space we could use (or want to sponsor meetings)? Do you know someone we should talk to about their restaurant, hotel, or university space? Drop me a note at [sarah.hezlett@pdri.com](mailto:sarah.hezlett@pdri.com) I encourage everyone to share their ideas and preferences throughout the process. Let your voice be heard! We don't want to lose you because we didn't hear about your needs.

We also are moving forward on developing the MPPAW mentoring program. We expect there to be a lot of interest in this program, as it was the top vote-getting potential program addition in our member survey last winter. Our goal for this year is to pilot the program, developing the policies and procedures needed to implement the program fully next year. We'll be putting on our scientist-practitioner hats as we design the program, bringing to bear both research and best practices on this exciting initiative. In the case of the latter, we have in hand sample materials from several programs, but would enthusiastically welcome additional exemplars. If you have participated in or organized a successful mentoring program, please consider sending me guidelines, contracts, or exercises that will help make MPPAW's program a success.

A big thank you to the members who have expressed interest in serving as participants in the pilot mentoring program! We still have room for a couple of additional mentors. If you have been thinking you'd like to help a young professional with their career or have been meaning to work mentoring someone into your development plan, this is a great opportunity.

As the leaves change colors, we also have a change on the MPPAW board. Stephanie Klein has regrettably resigned her position as President-Elect because she will be away from MN for about a year, taking on a new role at SHL's headquarters in the UK. Starting in November, Stephanie will serve as Product Sales Specialist in the sales organization, providing training and support for legacy PreVisor products. We wish her all the best in this expatriate assignment, and thank her for her service to MPPAW during her brief, but valuable tenure as our

President-Elect. We look forward to recruiting her back into service for MPPAW when she returns—perhaps sporting a new accent. In accordance with our bylaws, the Board will appoint a new President-Elect to serve out Stephanie's term. For those interested, the duties of the President, (which include the pleasure of mingling during our monthly meeting's social hour) are posted on MPPAW's website. I look forward to chatting you in a few weeks!

## Member Profile

By Olivia Martin Co-Secretary

*The spotlight is on...*

**Kerri Ferstl, PhD**

Managing Research Scientist, PDRI, an SHL Company

This month's profile spotlights Kerri Ferstl who has been a member of MPPAW since its inception. When Kerri was 12 years old, she decided she wanted to be a psychologist. When the time came for Kerri to attend college, the decision of choosing a major was an easy one. Kerri graduated with a Bachelor of Arts degree in Psychology from the University of Wisconsin. Upon graduation, Kerri secured a job within Human Resources where her interest in I-O psychology emerged. After one year of employment, she began coursework at the University of Minnesota and was granted her Ph.D. in 2000.



During graduate school, Kerri worked part-time for PDRI as a Research Associate and later as a Senior Research Associate. For her dissertation she conducted research on reactions to performance feedback. Kerri loved the balance between science and practice. It was apparent to Kerri that she wanted to continue working for PDRI after graduation. As of today, Kerri has worked for PDRI for 14 years. Currently, she does a lot of work with corporate clients in the areas of job analysis and development and validation of competency models.

Kerri lives in Winona, MN with her husband and two sons. She spends all of her spare time with her family and enjoys attending her son's sporting events. Kerri commutes to the PDRI office on Mondays and works from home Tuesday-Friday. She enjoys the variety in working remotely and commuting once a week.

## Roundtables

### September Re-cap

By Sarah Hezlett, President & Stephanie Klein, Former President-Elect

MPPAW's roundtable was launched at our September meeting. This new offering will be held during the social hour, prior to the speaker's presentation. For our inaugural event, our topic was member input. We asked participants to share their ideas for future roundtables, and for suggestions related to a possible venue change.

Participants expressed interest in diverse roundtable topics. These included assessments, particularly perspectives on real-world use and popular types; an academic-practitioner research incubator, perhaps talking through the logistics of collaboration; and career paths, ideally reflecting a variety of career options. Please let us know if you are interested in hosting a roundtable on one of these, or any topic of interest to MPPAW members.

On the topic of venue, roundtable participants shared venue information (e.g., amenities available at the University of MN and the University of St. Thomas), and passed along suggestions for finding additional venue options (many thanks for the pointer to the *Twin Cities Business* annual guide to meeting venues!). As we continue to evaluate our choice of venue for next year's MPPAW season, whether remaining at Solera or moving to a new location, please don't hesitate to share your thoughts. Whether you care more about food, drink, parking, or neighborhood, please let the Board know what matters most to your MPPAW meeting experience.

As you may know, the roundtables were instituted in response to two key messages from our annual membership survey. First, the Board of Directors learned that new meeting attendees sometimes found it difficult to break into social hour conversations among those who are already connected through school, work, or MPPAW. Second, members made roundtables one of the top picks among the potential new program offerings.

Roundtables will typically last about half an hour, so that attendees can grab a drink and snack before it starts, plus a brief break before the presentation. In the coming months, we very much look forward to introducing more roundtables to MPPAW meetings, and we also look forward to introducing meeting attendees to one another.

The **October Roundtable** will be led by Bill Kirkpatrick and David Donnay, both from SKS Consulting Psychologists. The focus of the roundtable will be on leader and manager assessments.

## Announcements

By Jen Anderson, VP Communications

Please feel free to forward this newsletter and email to anyone who may be interested in attending MPPAW meetings. The MPPAW Membership Form is located on our website, [www.mppaw.org](http://www.mppaw.org).

### MNODN

MPPAW benefits include getting the membership rates at our "sister" network, MNODN (Minnesota Organizational Development Network). MNODN's meetings are from 4:30 – 6:30 on the first or second Tuesday of the month and are held at the University of St. Thomas' downtown Mpls campus. MNODN's information can be found at: <http://www.mnodn.org>

### MPPAW LinkedIn Group



If you are on 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.

### Announcements 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](mailto:jen.anderson2@target.com).

### Current Job Postings

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

### Survey Consultant

Target

### Change Manager

Hennepin County

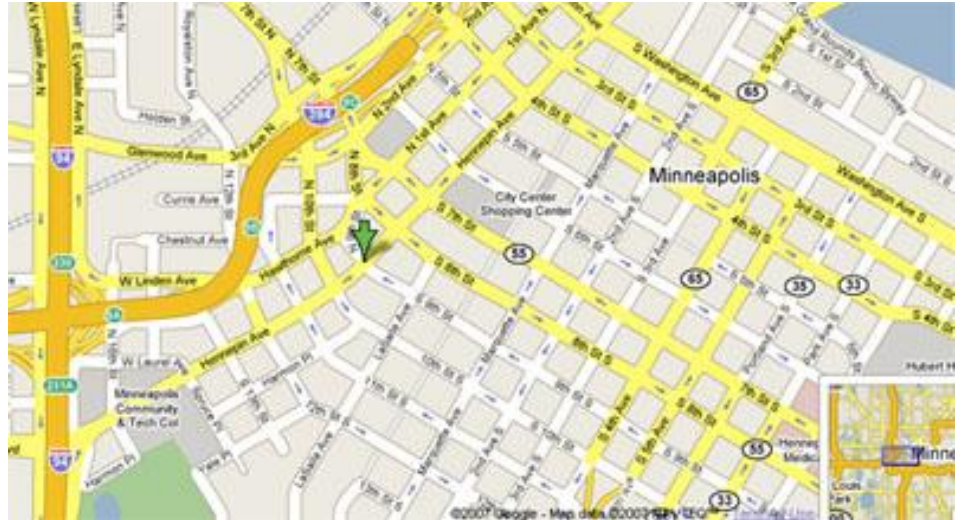
## Format of Meetings

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](http://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](http://www.mppaw.org)

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