

September 2011



Minnesota Professionals for Psychology Applied to Work

Upcoming Speaker

By Katy Mitchell, VP Programs



TUESDAY, SEPTEMBER 20: Organizational Reactions to Fads

Kevin Nilan, Ph.D.

Organizations face continuous change in today's highly turbulent global business environment. Applied psychologists can be found on both sides of the change dynamic. Those working inside organizations often times are identified as recipients of the impending change. Applied psychologists working in university settings, consultancies and research institutes can be at the forefront of change due to their research, discoveries, invention or organizational membership. And we all realize change is both good and less good. This presentation will discuss some of the dynamics inherent in possible adoption of change. Two recent examples will be discussed, employee engagement and Malcolm Gladwell's recent ideas.

2011-2012 Presentations

October 18

Leaetta Hough (The Dunnette Group)
Personality Assessments: What Works in the Workplace

November 15

Wally Borman (PDRI, University of South Florida)
Assessments

January 17

Tina Decker (Best Buy)
Change at the Speed of Business

February 21

Karen Grabow (Land O Lakes)
Leadership Development

March 20

Justin Bethke & Michael Durando (Target)
Employee Opinion Surveys

May 15

Lisa Stevens (PDI Ninth House)
Succession Planning



MPPAW Update

By Sarah Hezlett, President

On behalf of the MPPAW Board, I am delighted to welcome you to the 2011-2012 MPPAW season! Last season wrapped up in May with a

stimulating presentation on the role of assessments in leadership development at one of our great Minnesota companies, General Mills. After enjoying a social "hour" on Solera's sun-washed outdoor patio, attendees moved inside and participated in a lively interactive session led by Sharon Sackett, with MDA Leadership Consulting, and Beth Gunderson, with General Mills. Many thanks to Sharon and Beth for their engaging and informative presentation.

I am enthusiastically looking forward to the upcoming year. The Board will be working together to serve MPPAW by providing ongoing and new benefits to its members. We will be continuing the tradition of holding monthly meetings that combine networking opportunities with strong presentations from experts. As before, we will meet at Solera on the third Tuesday of each month (skipping Dec and April), with the same basic schedule: networking, food, and beverages beginning at 5:30 and the presenter and program from 6:20 to 7:45.

We have a great slate of speakers lined up for this year. Listening carefully to the input you provided on last winter's survey, Katy Mitchell, our VP Programs, has recruited recognized experts serving in a variety of external and internal consulting roles to present on the areas that you said were of greatest interest, including assessment, leadership, and organizational and leadership development. Two of our speakers are past Presidents of SIOP! Kevin Nilan from 3M will kick-off of our year on September 20th, tackling the thought-provoking topic of organizational fads.

Based on information gathered in last winter's survey, we also will initiate two pilot programs this year: an icebreaker roundtable and a mentoring program. The icebreaker roundtable is designed to help encourage interaction among members during our monthly social time. Starting at 5:30, one or more experts will facilitate a conversation around a specific topic. All members are invited to stop by and participate in the discussion. We hope this forum gives attendees an opportunity to gain a deeper understanding of an area of interest, as well as make new connections with people who have similar interests.

The icebreaker roundtable will launch with a test run at the September meeting. Stephanie Klein, MPPAW's President-Elect and I, will lead a conversation on MPPAW member benefits, focusing primarily on what you would like to see in the icebreaker roundtable. We look forward to hearing your ideas!

Each of the following months, we anticipate that an experienced MPPAW member will facilitate a discussion in their area of expertise. **Please let us know if you would be interested in serving as a facilitator.**

We will be sharing more about the pilot mentoring program as the season unfolds. If you are interested in serving as a mentor in the pilot program, or are interested in receiving mentoring, please let me know. You can introduce yourself to me at a meeting, write me at sarah.hezlett@pdri.com, or call me at 612-331-3680.

Finally, on behalf of MPPAW, this year the Board will be wrestling with the question of our venue in future years. Many of us love the great space and food at Solera and enjoy having our meetings there. Solera has changed ownership, however, and MPPAW been asked to pay an additional fee. For this year, the Board has opted to retain the meeting space and keep membership fees the same, but this is not a viable long-term solution. We will be investigating and analyzing different options. Your ideas and input will be extremely valuable as we consider alternatives for the future.

In the meantime, it is an excellent time to renew your membership and invite your colleagues to join MPPAW. Please help us gather some past members back or recruit new ones. If you know of any members that haven't participated in awhile or colleagues who are interested in psychology applied to work, tell them that dinner and a show are available for a very reasonable price.

I look forward to seeing you in September!

Member Profile

The Spotlight is on...

The 2011-2012 MPPAW Board and Board-Elects.

Sarah Hezlett, President

Sarah is currently a Sr. Research Scientist at PDRI, an SHL company, where she partners with clients to design, implement, and evaluate a variety of customized HR programs and systems. Her recent work has included competency modeling, building components of a leadership development system, and writing items for selection tests (personality). Some of her favorite topics within I/O are leadership development, mentoring, multi-source feedback, employee satisfaction, and modeling and predicting performance. She earned her Ph.D. in I/O Psychology at the University of MN, where she is now an Adjunct Professor. At home, she is a fan of building with Legos with her son, making silly faces for and talking "baby-ese" with her daughter, taking their dog for walks, avoiding housework, and talking "I/O shop" with her husband. She's an MPPAW member because she values continuous learning, maintaining and building ties with practitioners and academics, and contributing to a strong, vibrant applied psychology community in MN.



Stephanie Klein, President-Elect

As a Senior Product Manager for SHL (formerly PreVisor), Stephanie Klein develops strategy for new programs, products, and markets, and leverages the principles of change management to ensure



seamless execution of the resulting initiatives. She also oversees the integration of acquired content and clients, guiding client transitions to SHL's core platforms. Originally from Chicago, Stephanie relocated to Minneapolis from San Francisco with PreVisor predecessor ePredix upon acquisition of locally based PDI's global selection practice. Her 15 years' experience in assessment, selection, training, and change management reflect an underlying theme of ensuring client needs are clearly understood, and that solutions designed to address those needs are informed by professional best practices. Stephanie received her M.S. and Ph.D. in I/O Psychology from the Pennsylvania State University, and conducts research on I/O psychology contributions to corporate environmental sustainability.

Katy Mitchell, VP Programs

As a consultant for Leadership Transitions, an organizational psychology firm, Katy provides leadership assessment and development, team development, and succession planning services for closely held businesses. She especially enjoys working with family businesses and helping the next generation of leaders build skills and confidence to make valuable and positive contributions to their organization. She earned her MA in Counseling Psychology from St. Thomas and a BA in Psychology from St. Cloud State. Katy is a member of MPPAW to connect with other professionals and learn what others are doing in our field.



Brandon Sullivan, VP Programs-Elect

Brandon is currently a Partner at Corporate Psychologists, a consulting firm in Golden Valley, MN, where he helps organizations select and develop talent, create integrated talent practices and systems, and assess and build effective teams. Prior to his current role, he spent 5 years at Target, where he led a global talent management team responsible for talent assessment and selection, employee surveys, competency modeling, and legal compliance. He earned a Ph.D. in counseling and social psychology from the University of Minnesota in 2006. Brandon lives in southwest Minneapolis with his wife, a counseling psychologist, and his four kids. He joined MPPAW to broaden his connections with the local I/O community.



Jen Anderson, VP Communications

Jen is currently a Senior Business Partner at Target Corporation where she leads enterprise wide job analysis efforts in support of talent selection procedures. She is also a project manager for a cross-functional team responsible for large scale talent management initiatives. Prior to this, she was a Survey & Assessment intern at 3M Corporation in St. Paul. Jen earned a MA in I/O Psychology from Louisiana Tech University in 2007. Jen currently lives in Stillwater with her husband and enjoys eating out, drinking wine and watching college football. She's an MPPAW member because she enjoys networking with other I/O Psychologists and staying current with best practices in applied psychology applications.



Jan Harbaugh, VP Communications-Elect

As a Talent Assessment Consultant at Target Corporation, Jan leads job analysis and test development and validation efforts for the organization. Prior to joining Target, Jan spent six years at Valtera Corporation as a consultant in the Selection Practice Group. She conducted content and criterion-related validation projects and developed and validated competency models and selection tools for a variety of jobs. In addition, she developed exercises for use in individual assessments and assessment centers and served as an assessor in these capacities. Jan received her Ph.D. in I/O Psychology from Purdue University. As a newcomer to the Twin Cities, Jan is excited to be involved with MPPAW and establish local I/O connections.



Oksana Drogan, Co-VP Membership

Oksana is a Surveys and Research Manager at the American Academy of Neurology, a professional medical association. Her main responsibilities include directing, managing, and executing membership survey and research projects. She also performs a variety of other activities, such as conducting focus groups, assisting the executive team with strategic planning, and directing activities of various physician committees. Oksana received her M.S. in Industrial/Organizational Psychology from Emporia State University in Kansas. She joined MPPAW to expand her networking opportunities and stay current in the field. Her personal interests include sports (figure skating and soccer), trying new foods, and going on vacations to warm exotic places.



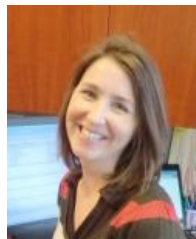
Amanda Koch, Co-VP Membership

Amanda is a fourth year Ph.D. student in the Industrial/Organizational Psychology program at the University of Minnesota. She works as a Research Assistant at the U of MN and as a Research Associate at HUMRRO. Her research interests include selection and testing, diversity and inclusion, and occupational health. She enjoys meeting local I/O psychologists at MPPAW and learning more about their applied experiences.



Amy Stellmack, VP Membership-Elect

Amy received her Ph.D. from the University of Minnesota in I/O Psychology in 2000 and has worked at PDRI ever since (currently as a Senior Research Scientist). Most of Amy's early work at PDRI involved selection issues, such as designing, validating, and implementing interviews and cognitive and non-cognitive tests. In January, she joined the Leadership and Organizational Consulting team at PDRI, focusing on the areas of leadership development and assessment. She has found this transition to be very enjoyable and a great fit for her interests and skills. Amy was on the very first MPPAW board back in 1998-2000 (as a Co-Secretary), and is really excited to become more involved in the leadership of MPPAW again.



Susie D'Mello, Treasurer

Susie received her B.S. in Psychology from Michigan State University, and is starting her fourth year of graduate school in the U of M's I/O program. Susie has been an intern with Kenexa since November of last year. She joined MPPAW to check out the presentations and to network with other professionals.



Dan Kuchinka, Treasurer-Elect

Dan will soon be completing his doctoral coursework in I/O Psychology from Capella University and is actively seeking a coaching/consulting position as an intern or employee. He has served in leadership roles for over fifteen years including extensive experience improving the economic development of communities. Dan most recently was an instructor at Minnesota State University, Mankato. He joined MPPAW to network, learn from successful professionals, and make new friends. Dan is always willing to help fellow I/O students so don't be afraid to ask.



Chelsea Jenson, Co-Secretary

Chelsea earned her B.A. in psychology at the College of Saint Benedict and is beginning her second year as a Ph.D. student in the I/O program at the University of Minnesota. She is currently working with Paul Sackett on impression management and personality assessments. Chelsea joined the MPPAW board because it was recommended to her as a great opportunity to learn more about what is going on in the local I/O community.



Olivia Martin, Co-Secretary

Olivia is in her second year at Minnesota State University, Mankato where she is pursuing a master's degree in I-O Psychology. She currently works as an associate consultant for the Organizational Effectiveness Research Group and as a project manager for Denison Consulting. Olivia is originally from Ohio, but received her undergraduate degree from Seattle University in Seattle, WA.



P. William Kirkpatrick, CEU Credits Coordinator

Bill is a Principal at SKS Consulting Psychologists. He earned his Ph.D. Clinical Psychology from the University of Texas at Austin. Just over 30 years ago he switched from clinical practice to consulting with organizations on selection and development. He spends the vast majority of his time conducting assessments to help with hiring and developing talent. He has been with MPPAW since its founding and finds it a great way to stay in touch with others in the field--and to stay abreast of developments and perspectives that have relevance to his own work activities.



**Amy McKee,
Logistics Coordinator**

Amy has been an independent consultant for the last six years, working with clients on a wide variety of projects, including competency modeling, selection technology, 360 feedback, and leadership assessment. Previously she built her career leading field recruitment and selection at American Express, doing research and consulting at PDRI, and earning a degree at University of MN. She is now Vice President of Assessment Services for Javelin HR Solutions, an I/O consulting firm focused on helping clients address talent needs and challenges through custom assessments including tests and simulations. Currently she's working with a top pharmaceutical company on measuring sales competencies, a utility company on talent management for a major acquisition, and a multinational commodities company on selection and development tools. Amy enjoys MPPAW for its gathering of old and new friends and colleagues, and its fresh and diverse perspectives on what's happening in the industry.



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.

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.

Current Job Postings

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

Survey Consultant

Target

Adjunct Consultant (Talent Selection Assessment)

PDI Ninth House

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

***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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