

SOCIETY FOR INDUSTRIAL AND ORGANIZATIONAL
PSYCHOLOGY

OCTOBER 2022

LEADING EDGE CONSORTIUM



SOCIETY for
INDUSTRIAL and
ORGANIZATIONAL
PSYCHOLOGY

SCIENCE FOR A SMARTER WORKPLACE

Executive Summary



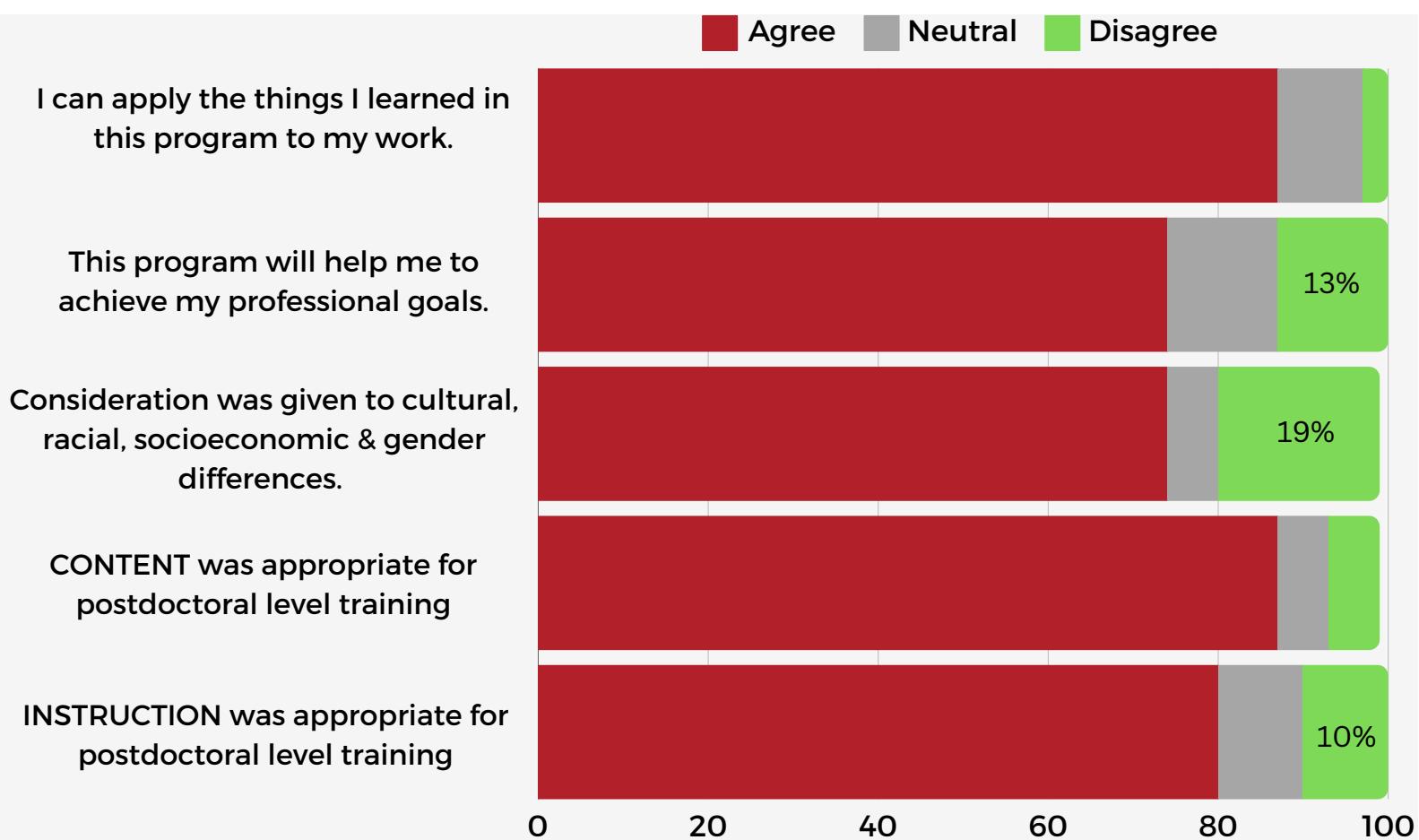
The Society for Industrial and Organizational Psychology (SIOP) held its 15th Annual Leading Edge Consortium at the Loews Hotel, Atlanta, Georgia from October 7-8, 2022. This report contains the levels of favorable, neutral, and unfavorable response to the Overall Evaluation Ratings and the Preconsortium Workshops Ratings.

Additionally, the report shows a breakout of percentages for the scale ratings. The percentage breakouts for additional, non-five-point items are also presented. Data is shown for groups with three or more respondents; groups with less than three respondents will say “Insufficient Data - < 3 Responses”.

Verbatim responses to the write-in questions are not included in this report but summary word clouds are provided for the appropriate items. The report also contains the percentages of each demographic breakout with regards to responding to the surveys noted.

CONTINUING EDUCATION CREDIT

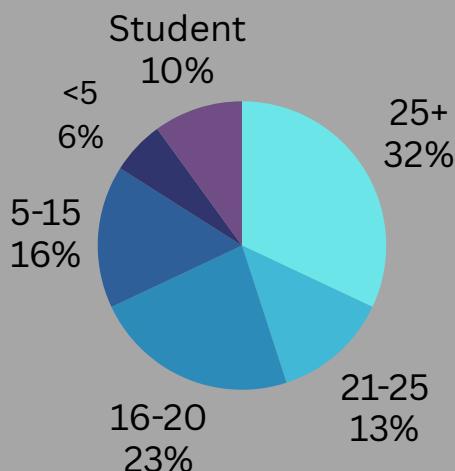
- 78% of participants were NOT seeking CE Credit
 - 17% sought CE Credit for Psychology Licensure
 - 5% sought CE Credit for other programs- specifically ATD & ICF
 - 95% of participants reported the content of the CE program was useful for their professional development
 - 18% learned some, 47% learned a good bit, and 35% learned a great deal as a result of this CE Program
 - 96% of participants understood they needed to attend the entire program to receive CE credit, and 100% of participants understood sponsors presence to help underwrite administrative expenses
 - 55% of participants reported that the LEC registration fee was the expected value, 7% reported lower value, and 38% reported higher value.
-



DEMOGRAPHICS

THIS SECTION INCLUDES THE SAMPLE DEMOGRAPHICS OF PARTICIPANTS IN LEC WORKSHOP EVENTS

Years since graduating with highest-level degree



Membership Type

Fellow

26

Member

52

Associate

10

Student

10

Non-member

3

Employment Setting

%

Consulting Firm

23

Independent Consultant

23

Private Sector

23

Government/Military

10

Academic

6

Non-profit

6

Research Institution

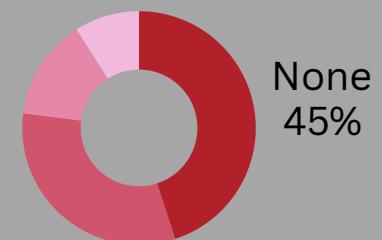
3

Other

6

Professional Certifications

SHRM Credential
14%

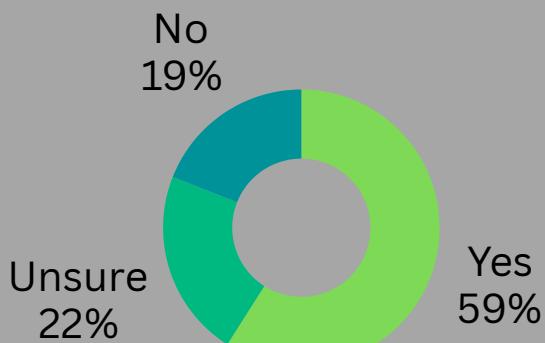


Psychology License
32%

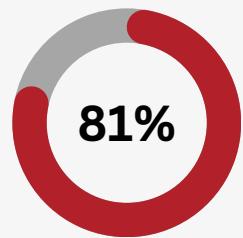
DEMOGRAPHICS

THIS SECTION INCLUDES THE SAMPLE DEMOGRAPHICS OF PARTICIPANTS IN LEC WORKSHOP EVENTS

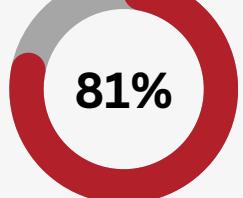
Plans to Attend SIOP 2023 in Boston



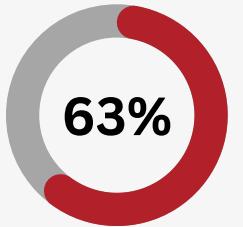
PhD highest educational degree attained



Obtained Industrial-Organizational Psychology Degrees



Regularly Attends Similar Conferences



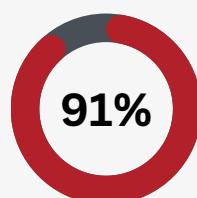
| Member Status | % |
|-------------------|----|
| APA | 52 |
| APA Division 13 | 17 |
| AOM | 10 |
| APS | 7 |
| ATD | 3 |
| EAWOP | 3 |
| HRPS | 3 |
| IAAP | 3 |
| IPAC | 7 |
| ODN | 3 |
| PTC | 7 |
| SHRM | 28 |
| SPIM | 3 |
| None of the above | 28 |
| other | 3 |

SIOP CONSORTIUM QUESTIONS

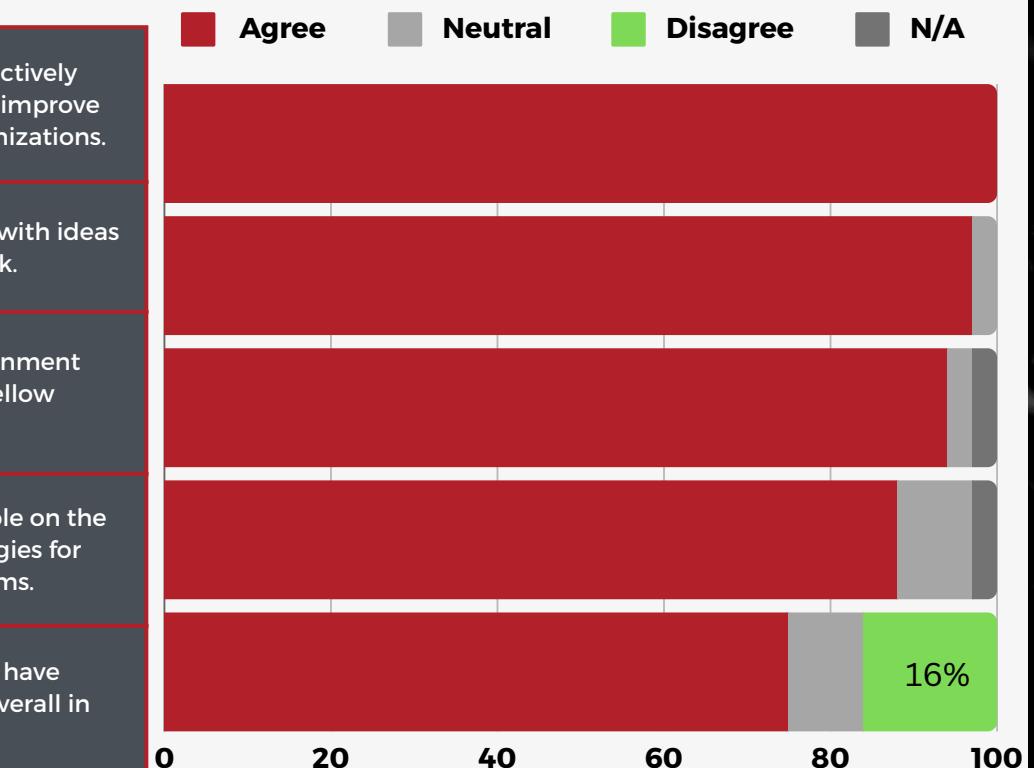
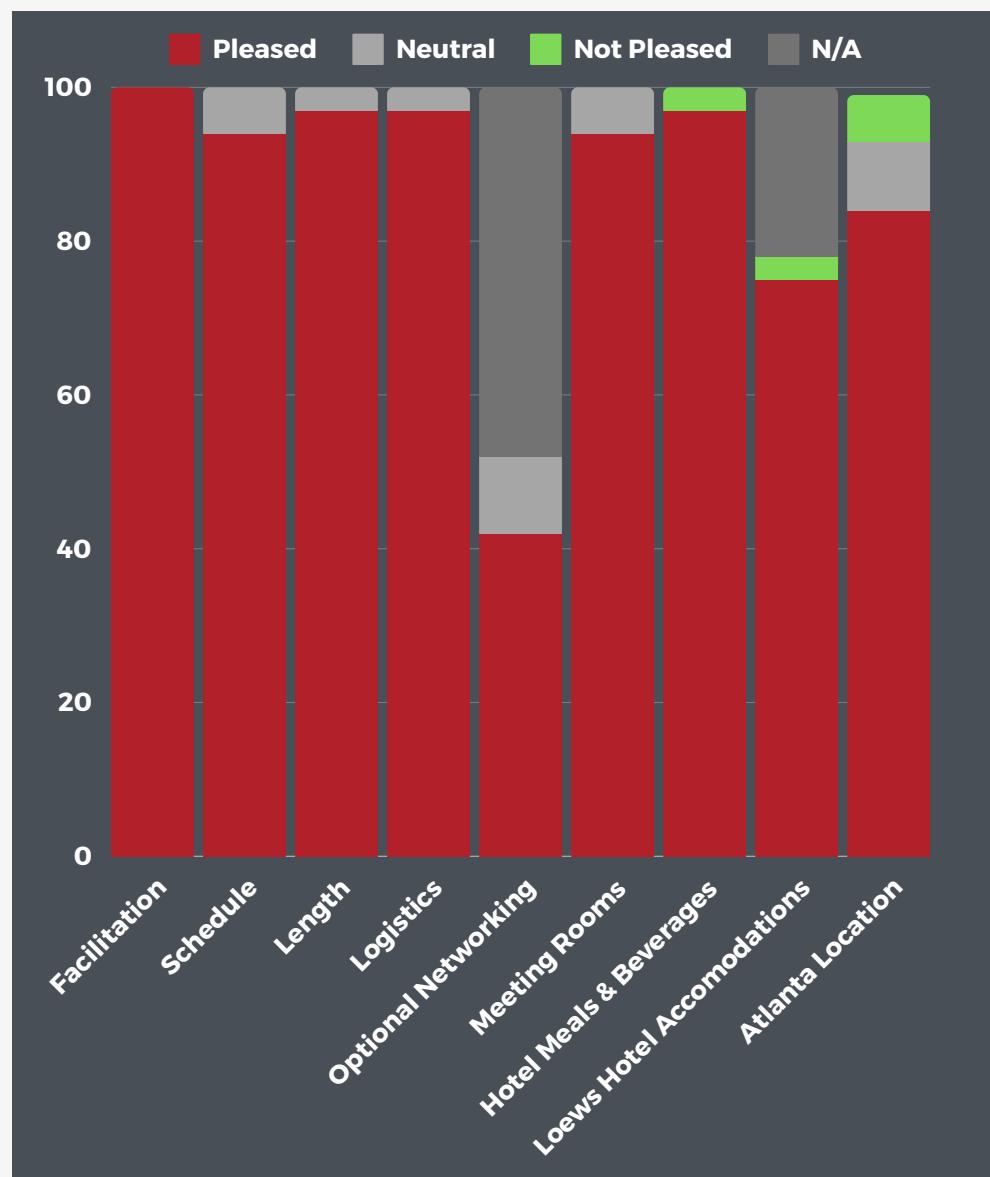
05

THIS SECTION INCLUDES THE FACILITATION QUESTIONS PROVIDED BY SIOP

| SESSION | # ATTENDED |
|---------------|------------|
| 1 | 40 |
| 2 | 40 |
| 3 | 39 |
| 4 | 35 |
| 5 | 32 |
| Thursday only | 13 |



Would recommend this program to a colleague



THURSDAY SESSION- OCTOBER 6TH, 2022

2022 LEC Workshop 1: Workplace Inclusion, Diversity, Equity, & Belonging: New Perspectives, Insights, and Actions

Learning Objectives: 60.2% Met

1. Gain insights from case examples and applied research for driving enterprise-wide IDEB outcomes in a disrupted work-world.
2. Identify three key actions that drive sustainable IDEB outcomes.
3. Explore three practitioner frameworks that can broaden our perspectives about how IDEB work can be transformed to meet new expectations.
4. Discuss and apply the insights and lessons learned from the workshop to their own practice and/or research interests.
5. Provide an interactive opportunity for attendees to share their experiences and ideas.

2022 LEC Workshop 2: Mental Health in the Workplace: The Critical Role of Managers

Learning Objectives: 100% Met

1. Understand mental health and mental illness, from an occupational health and management perspective
2. Understand how front-line supervisors can support and promote mental health in the workplace
3. Identify the systems and resources that can support worker health and wellbeing
4. Learn how to recognize and understand how to respond to mental health challenges at work

2022 LEC Workshop 3: How Leaders Create Organizational Agility and Resilience: It's Not What You Think

Learning Objectives: 94.3% Met

1. Learn evidence-based practices to enable organizational agility and resilience.
2. Learn how leaders create organizational agility and resilience by taking a journey and hearing real-world examples and stories.
3. Learn simple and practical tips that are essential for managing through disruptive change.

| Workshop 1 | Knew subject matter | Presented content effectively | Elaborated upon objectives | Provided applied examples | Maintained interest | Answered questions effectively |
|-----------------|---------------------|-------------------------------|----------------------------|---------------------------|---------------------|--------------------------------|
| Gena Cox | 100 | 88 | 75 | 87 | 100 | 100 |
| Sheri Feinzig | 87 | 75 | 75 | 62 | 86 | 87 |
| Chris Lovato | 88 | 94 | 87 | 94 | 90 | 72 |
| Jane Wu | 100 | 88 | 75 | 88 | 88 | 100 |
| Workshop 2 | | | | | | |
| Jennifer Dimoff | 100 | 100 | 100 | 100 | 100 | 100 |
| Leslie Hammer | 100 | 100 | 100 | 100 | 100 | 100 |
| Workshop 3 | | | | | | |
| Elaine Pulakos | 67 | 67 | 67 | 67 | 67 | 67 |
| Elizabeth Lentz | 100 | 100 | 100 | 100 | 100 | 100 |
| Jeff McHenry | 100 | 100 | 83 | 100 | 100 | 100 |

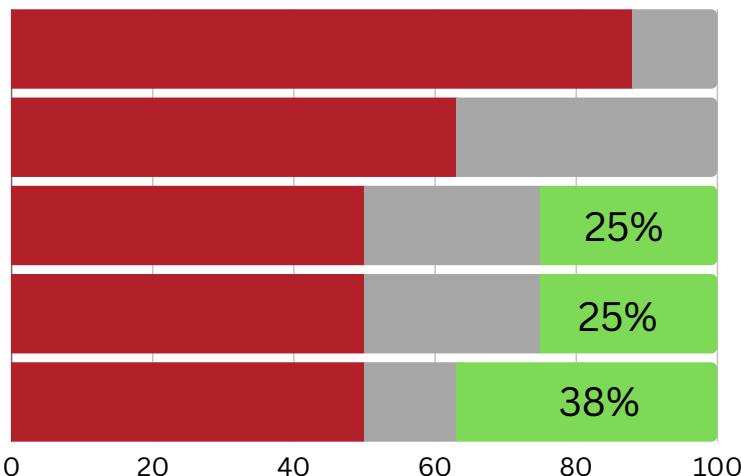
THURSDAY SESSION- OCTOBER 6TH, 2022

Workshop 1 Learning Objectives:

Met Objectives Somewhat

Did not meet

Gain insights from case examples and applied research for driving enterprise-wide IDEB outcomes in a disrupted work-world.



Identify three key actions that drive sustainable IDEB outcomes.

Explore three practitioner frameworks that broaden perspectives for how IDEB work can be transformed to meet new expectations.

Discuss and apply the insights and lessons learned from the workshop to their own practice and/or research interests.

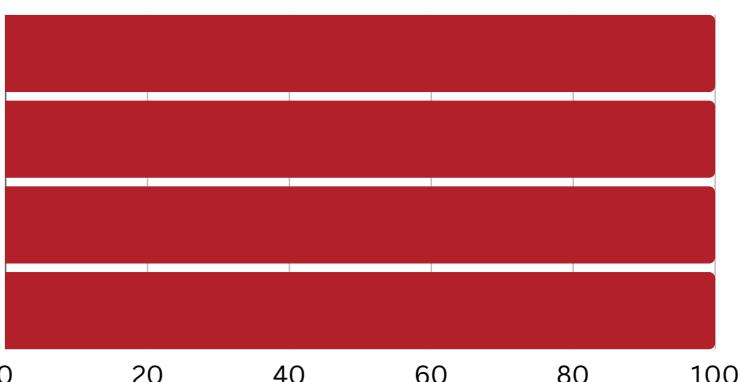
Provide an interactive opportunity for attendees to share their experiences and ideas.

Workshop 2 Learning Objectives:

Met Objectives Somewhat

Did not meet

Define mental health and mental illness from an occupational health and management perspective.



Understand six strategies and practices front-line supervisors can use to support and promote mental health in the workplace.

Identify the organizational systems and resources that can support worker health and wellbeing.

Recognize common mental health challenges in the workplace and design a plan to respond to them.

Workshop 3 Learning Objectives:

Met Objectives Somewhat

Did not meet

Learn evidence-based practices to enable organizational agility and resilience.



Learn how leaders create organizational agility and resilience by taking a journey and hearing real-world examples and stories.

Learn simple and practical tips that are essential for managing through disruptive change.



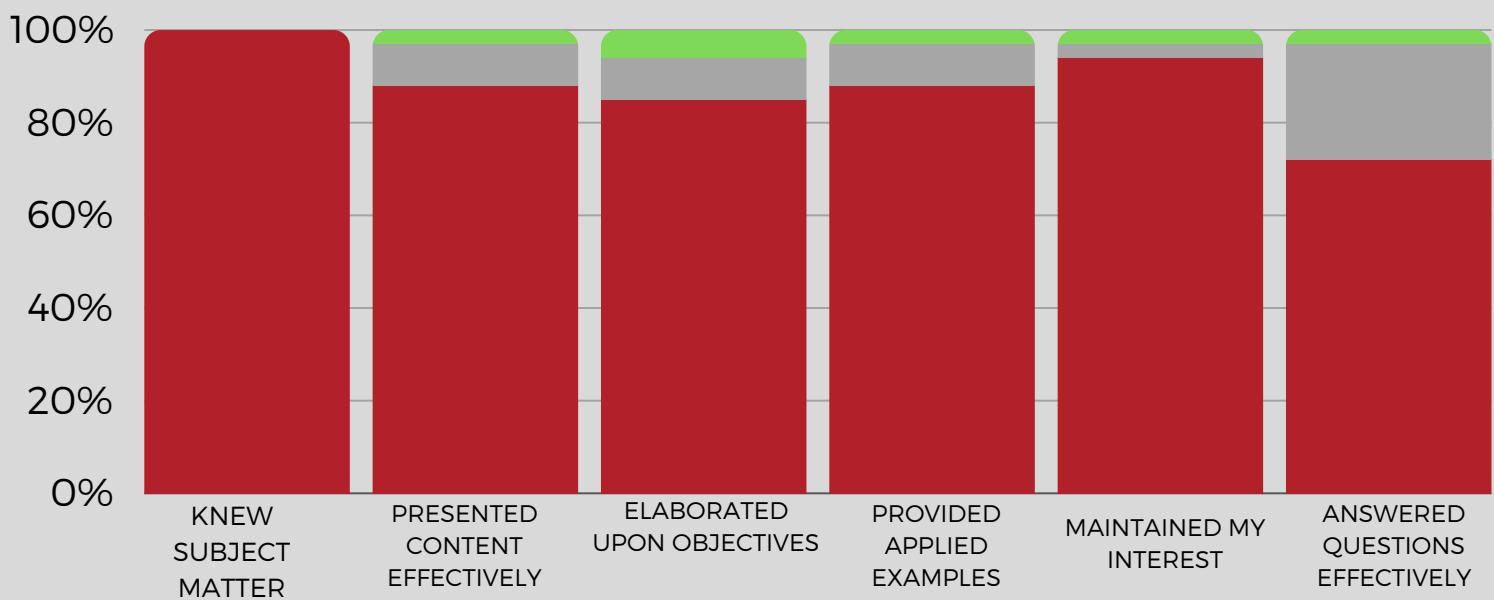
SESSION BLOCK ONE

FRIDAY 10/7/2022 8:00-10:00 AM

2022 LEC CHANGES IN WORK, WORKERS, AND ORGANIZATIONS IN RESPONSE TO ECONOMIC, PANDEMIC, AND SOCIETAL CHANGES - IMPLICATIONS FOR EMPLOYEE EXPERIENCE

- 1.RUTH KANFER, FOUNDING DIRECTOR, GT WORK SCIENCE CENTER
- 2.LARISSA LINTON, SENIOR PEOPLE SCIENCE CONSULTANT, CLINT, A LINKEDIN AND MICROSOFT COMPANY
- 3.MARK SMITH, DIRECTOR, HR THOUGHT LEADERSHIP, SHRM
- 4.ARTHUR EVANS, CEO, AMERICAN PSYCHOLOGICAL ASSOCIATION
- 5.TRACY KANTROWITZ, CHIEF PRODUCT OFFICER, PDRI
- 6.JEFF MCHENRY, PRINCIPAL, RAINIER LEADERSHIP SOLUTIONS

■ Agree ■ Neutral ■ Disagree



LEARNING OBJECTIVES

■ MET
■ UNSURE
■ NOT MET

Determine what is most important to employees now in terms of work style and benefits as well as their desire for change to organizational culture



Discover how organizations can use this information to focus on five key drivers that improve engagement.



Improve the employee experience by focusing on the top three factors that create an effective HR professional, which in turn leads to successful HR departments.



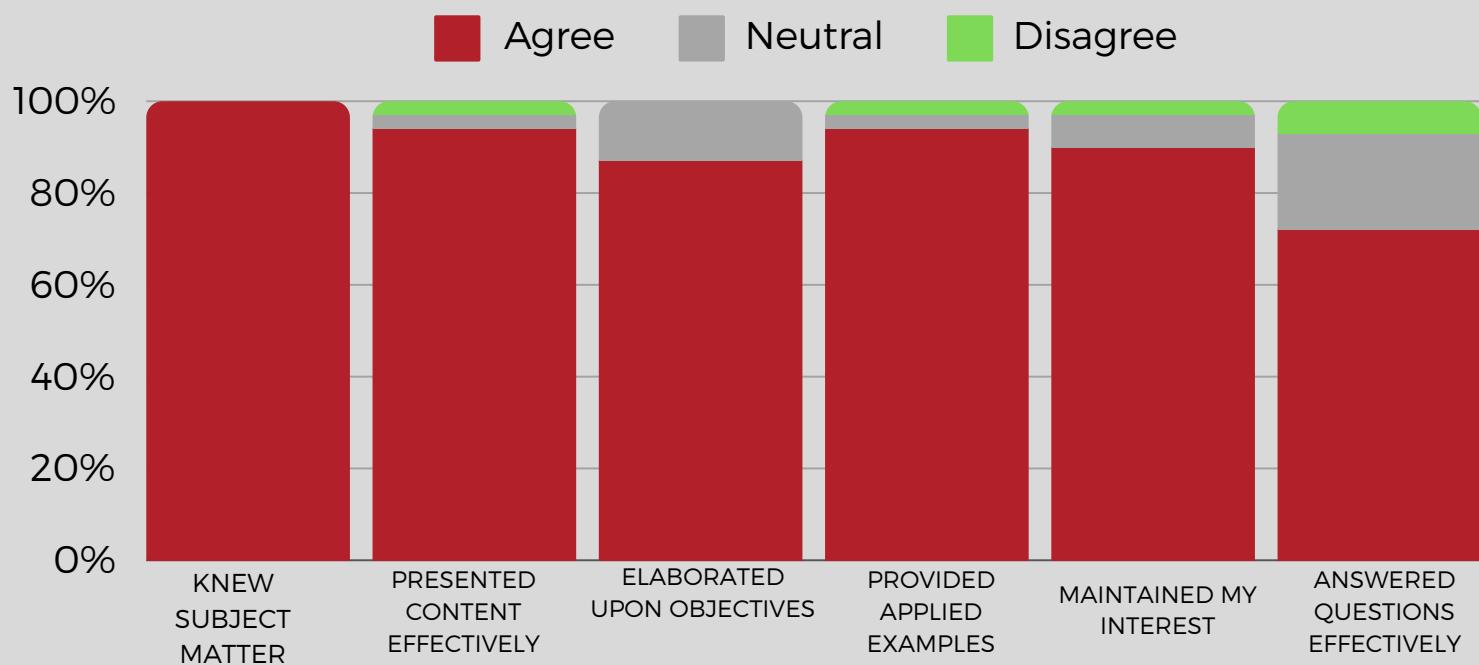
Apply psychological strategies and leadership tactics to support employee wellbeing, navigate remote work, and infuse diversity, equity, belonging, and inclusion into an organization.



SESSION BLOCK TWO

FRIDAY 10/7/2022 10:30 AM - 2:15 PM WELL-BEING

1. TAMMY D. ALLEN, DISTINGUISHED UNIVERSITY PROFESSOR OF PSYCHOLOGY, U OF SOUTH FLORIDA
2. MARIANGELA BATTISTA, VP-GLOBAL TALENT MANAGEMENT, IGT
3. ALLISON YOST, VP, BETTERUP LABS
4. EVAN SINAR, SCIENCE MANAGER-CANDIDATE RESEARCH & PRODUCT, AMAZON
5. DAVID RODRIGUEZ, FORMER CHIEF HR OFFICER, MARRIOTT INTERNATIONAL
6. MEGHAN LOWERY, HR TALENT MANAGEMENT COE, ELI LILLY & CO
7. LECLAIRE HAMMERLE, MANAGER-GLOBAL TALENT SCIENCE, ELI LILLY & CO
8. ROSE MUELLER-HANSON, ASSOCIATE DIRECTOR/CFO, COMMUNITY INTERFACE SERVICES



LEARNING OBJECTIVES

MET
UNSURE
NOT MET

Hear the latest research on work-life boundaries in a remote work environment.



Identify common threats to employee wellbeing presented by remote work and how to address them.



Define what “connection” means and how it impacts an individual’s well-being and organizational health.



Hear two cases studies focused on employee wellbeing and the employee experience.



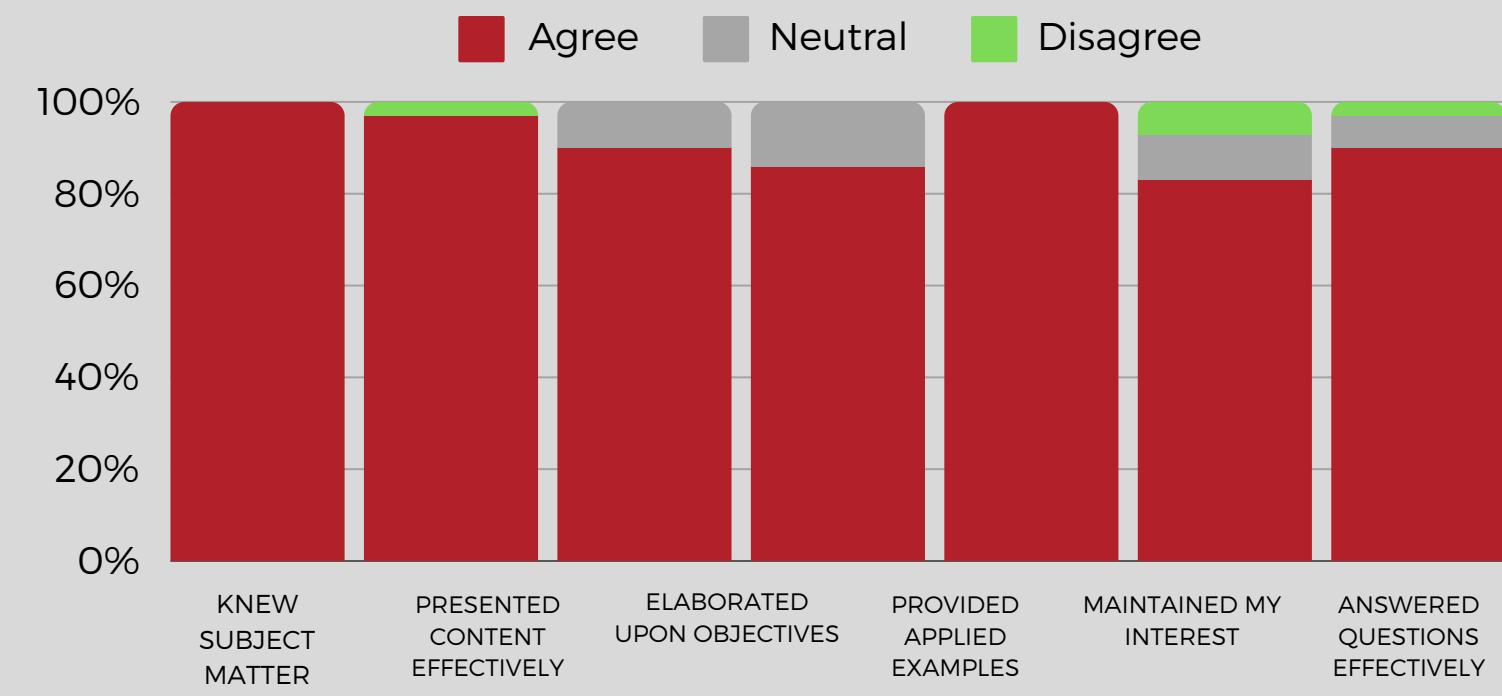
Define what a holistic corporate wellbeing program is and how to effectively use it to cultivate a positive employee experience.



SESSION BLOCK THREE

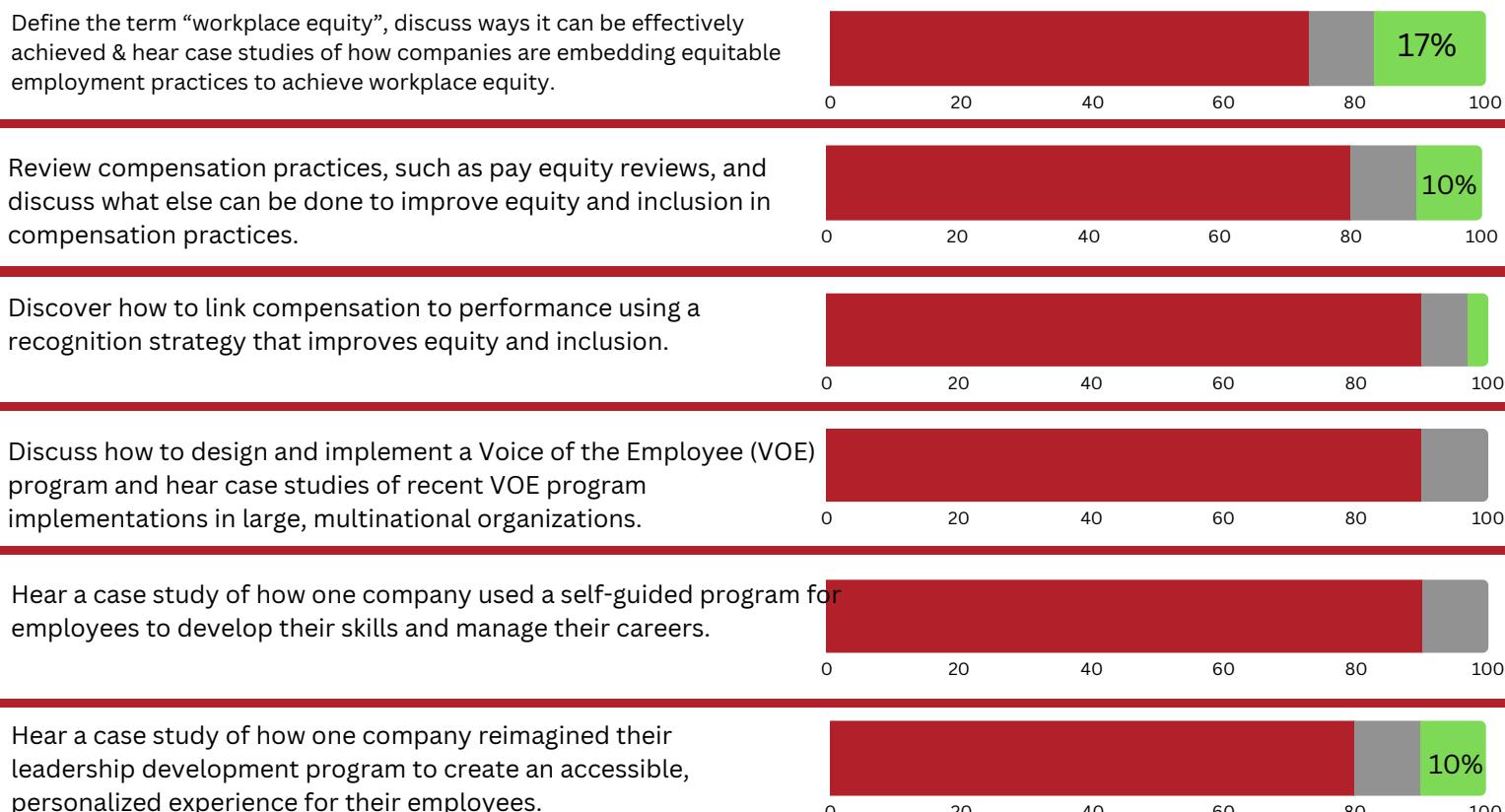
FRIDAY 10/7/2022 2:20-5:15 PM IMPROVING THE EMPLOYEE EXPERIENCE THROUGH DEVELOPMENT, COMPENSATION, DIVERSITY PROGRAMS

- GENA COX, COACH, FEELSHUMAN, LLC
- ROSE MUELLER-HANSON, ASSOCIATE DIRECTOR/CFO, COMMUNITY INTERFACE SERVICES
- NANCY ROMANYSHYN, DIRECTOR-PAY STRATEGY & PARTNER SUCCESS, SYNDIO
- MEISHA-ANN MARTIN, SR DIRECTOR-PEOPLE ANALYTICS & RESEARCH, WORKHUMAN
- KALIFA OLIVER, VP-EMPLOYEE VOICE & RECOGNITION, BLACK & DECKER
- RAYMOND F. BELAND, SR MANAGER-LEADERSHIP & LEARNING, IGT
- SHANNON BONNER, SR MANAGER-ENTERPRISE LISTENING, 3M
- ALISON EYRING, FOUNDER & CEO, PRODUGIE



LEARNING OBJECTIVES

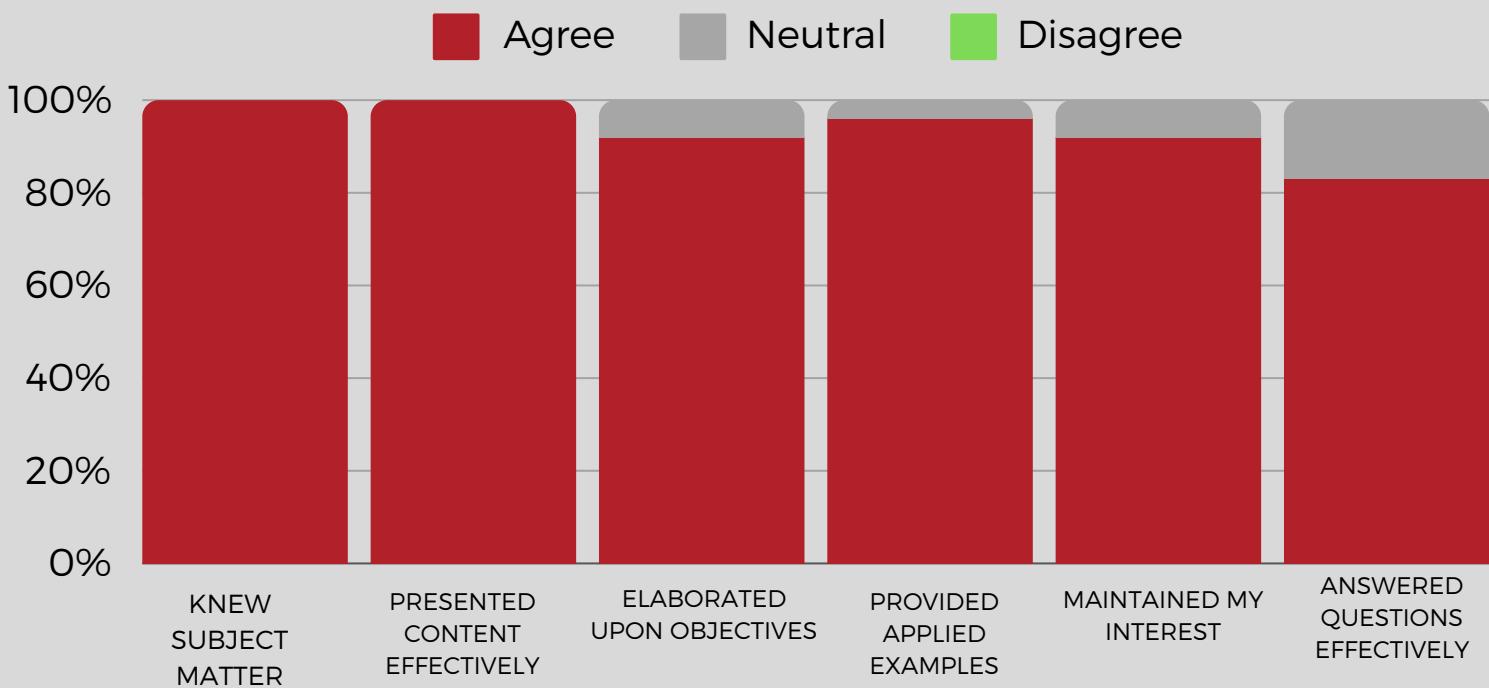
MET
UNSURE
NOT MET



SESSION BLOCK FOUR

SATURDAY 10/8/2022 8:15 - 10:20 AM 2022 LEC LEADING THROUGH DISRUPTIONS

- ROB KAISER, OWNER, KAISER LEADERSHIP SOLUTIONS
- MEGAN STECKLER, DIRECTOR-CUSTOMER CONSULTING, PERCEPTYX
- MARY PLUNKETT, SR VP-HUMAN RESOURCES, BLUE ORIGIN
- ELAINE PULAKOS, CEO, PDRI
- JEFF MCHENRY, PRINCIPAL, RAINIER LEADERSHIP SOLUTIONS
- JANINE WACLAWSKI, CO-FOUNDING & MANAGING PARTNER, MAESTRO CONSULTING
- WANDA WALLACE, MANAGING PARTNER, LEADERSHIP FORUM



LEARNING OBJECTIVES



Identify best practices and lessons learned from organizations that have put employee listening at the center of their leadership approach.



Examine a case study in which an organization used empathy as a foundational and essential skill for managers.



Identify at least two ways coaching has changed in terms of what executives want and need from coaching and case studies of how coaches have adapted their practices to focus on resilience and representation.

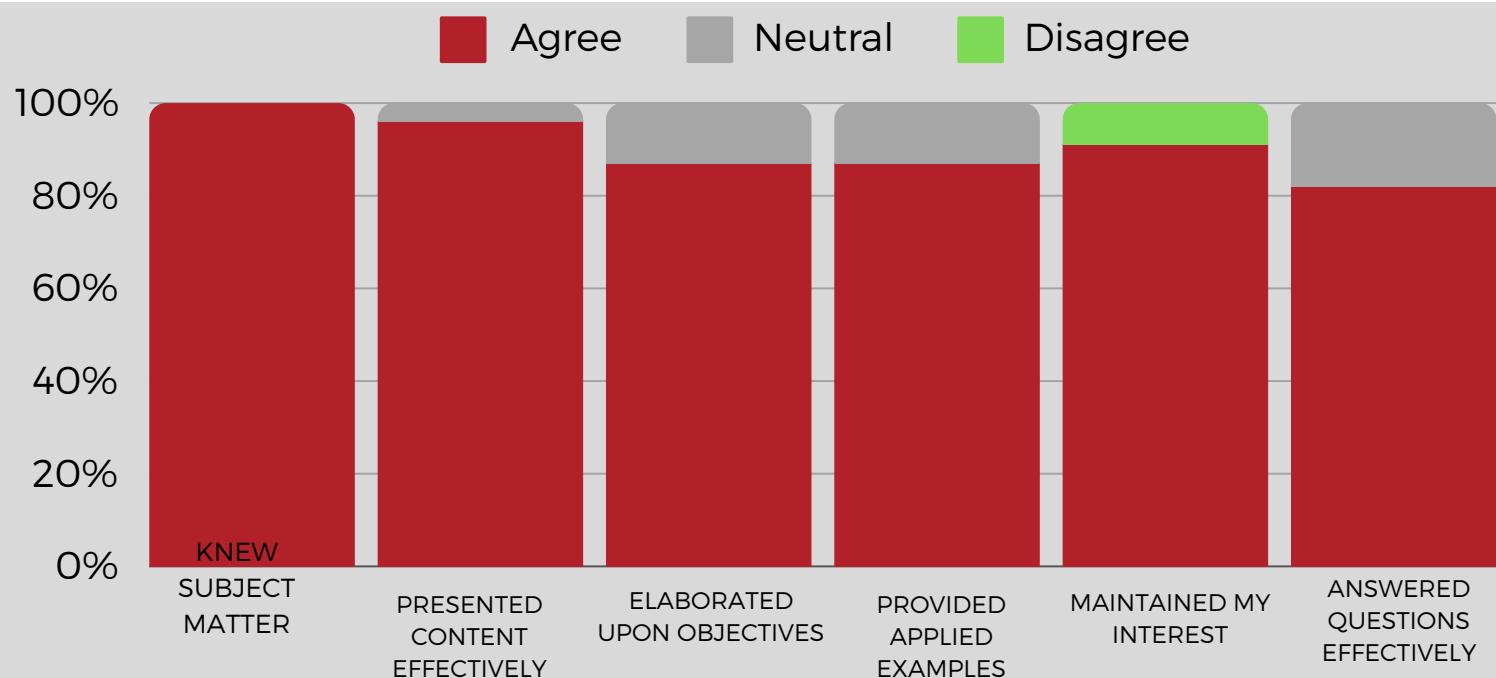




SESSION BLOCK FIVE

**SESSION BLOCK 5- SATURDAY 10/8/2022 10:50 AM - 12:30 PM
2022 LEC PULLING IT ALL TOGETHER**

- CHRIS MASON, LEAD-HR TECHNOLOGY, TALENT & TOTAL REWARDS, KEHE FOODS
- ALLAN CHURCH, CO-FOUNDER & MANAGING PARTNER, MAESTRO CONSULTING
- BEN SCHNEIDER, PROFESSOR EMERITUS OF PSYCHOLOGY, U OF MARYLAND (KEYNOTE)



LEARNING OBJECTIVES



Identify at least one targeted solution for each new employee value proposition: safety/better on-site work conditions, flexible work environments, and better pay.



Identify two possible options for where organizations can place their strategic “big bets” in each of the following areas—employees, leaders, systems, and cultures.



Understand a holistic framework of strategic talent management practices and begin creating steps for implementation in their own organization.



OPEN RESPONSE ITEMS

PLEASE PROVIDE US WITH ANY ADDITIONAL FEEDBACK ON THE PROGRAM.



WHAT WAS THE MOST MEMORABLE OR POSITIVE EVENT DURING THE CONSORTIUM AND WHY?



- RAW DATA PROVIDES SPECIFIC COMMENTS AS NEEDED, HOWEVER, WE CAN INCLUDE SELECT VERBATIM COMMENTS ALONG WITH EACH WORD CLOUD IF NEEDED

OPEN RESPONSE ITEMS

WHAT PORTION OF THE EVENT WAS LEAST MEMORABLE OR ENJOYABLE DURING THE CONSORTIUM AND WHY?



PLEASE MAKE ANY SUGGESTIONS FOR FUTURE LEADING EDGE CONSORTIA (THIS CAN INCLUDE LOCATIONS, TOPICS, PRESENTERS AND GENERAL IMPROVEMENTS/IDEAS).



- RAW DATA PROVIDES SPECIFIC COMMENTS AS NEEDED, HOWEVER, WE CAN INCLUDE SELECT VERBATIM COMMENTS ALONG WITH EACH WORD CLOUD IF NEEDED

YOUR TALENT METRICS TEAM

THE AWESOME PEOPLE BEHIND THIS WORK



CHELSEA LEFFLER
ASSOCIATE CONSULTANT



DR. MIKE CHETTA
MANAGING PARTNER



DR. SY ISLAM
VP OF CONSULTING

Chelsea recently completed her Bachelor of Science in Psychology from West Chester University of Pennsylvania where she also attained a Certificate in Industrial-Organizational Psychology in 2021.. She is a current student in the MS in Industrial-Organizational Psychology Program at West Chester. During her time as an intern at Talent Metrics, she has supported several key client projects. Chelsea has past experience as a people leader in retail and hospitality environments and also as a research assistant in Dr. Vipanchi Mishra's lab. Chelsea aided faculty with data collection and literature reviews for academic research that resulted in poster presentations. Chelsea expects to graduate in 2023.

Mike is a co-founder and one of the principal consultants at Talent Metrics. He completed his

Ph.D. in Applied Organizational Psychology from Hofstra University and a Master's in Business Administration and Management from Dowling College. He is also the Director of the M.S. Program in Industrial-Organizational Psychology at the University of Central Florida.

Sy has over 15 years of experience in a variety of corporate, academic, and applied settings. He completed his Bachelors in Economics from Rutgers University, his MBA in Human Resource Management and a Master's of Arts in Industrial-Organizational Psychology from Fairleigh Dickinson University. He completed his PhD in Applied Organizational Psychology from Hofstra University. He is currently an Associate Professor of Industrial Organizational Psychology at Farmingdale State College. In addition to his role as a professor, he is a co-founder and a Principal Consultant with Talent Metrics. In his role at Talent Metrics,