SPTAs as Leadership Laboratories: An Interactive Leadership Experience

Eric Russ, Ph.D., Jared Skillings, Ph.D. Sandra L. Shullman, Ph.D.
Workshop Overview

- Overview
- Opening Remarks
- SPTAs as Leadership Laboratories
  - Ohio, Pennsylvania, and Kentucky
- Interactive Leadership Mentoring
  - Personalized leadership mentoring
  - 1st Table (25min)
  - 2nd Table (25min)
- Closing Remarks
SPTAs as Leadership Laboratories

- Developing A Diverse Multicultural Pipeline in Psychology
  - Peg Richards Mosher, Ph.D. and Jim Broyles, Ph.D.

- PPA’s Emerging Leaders Program: A Brief Overview
  - Marie C. McGrath, Ph.D.

- KPA Leadership Academy
  - Eric Russ, Ph.D.
OHIO PSYCHOLOGICAL ASSOCIATION

Developing A Diverse Multicultural Pipeline in Psychology

Peg Richards Mosher, Ph.D.  |  Jim Broyles, Ph.D.
2020 Practice Leadership Conference
OPA Leadership Development Academy: The LDA

Mission:
To develop and nurture an active pipeline of future OPA leaders which reflects the broad diversity of psychologists in Ohio.
LDA Purpose

- Understand leadership style
- Learn effective leadership in a diverse professional association
- Expand engagement with OPA
- Enhance leadership skills
- Learn about challenges for OPA
- Promote diversity as essential to a healthy organization
LDA Goals

• Expand OPA leadership pipeline reflective of Ohio psychologist demographics
• Develop Ohio leadership potential
• Develop leaders who understand the value and necessity of weaving diversity/inclusion into fabric of OPA
LDA Program Components

- Current leadership research/trends
- Self-assessment (FIRO-B)
- Observing OPA leadership in action
- Discussion of leadership issues
- Faculty/Fellows conference calls
- Mentoring with senior OPA leaders
- Advocacy (Legislative Day)
- Project (working collaboratively with mentor)
LDA Core Beliefs

A. **Diverse leaders** enhance the strength and effectiveness of the team; diversity of opinions and perspectives may be undervalued.

B. **Perceptive leaders** are self-aware and self-reflective.

C. **Patient leaders** are good listeners.
LDA Core Beliefs (cont’d)

D. **Successful leaders** focus on key questions rather than having answers.

E. **Effective leaders** are learners, listeners and collaborators.

F. **Strong leaders** respect and solicit others’ opinions.

G. **Respected leaders** honor their commitments to others.
LDA Core Beliefs (cont’d)

H. **Authentic leaders** are able to
   – Define what is important;
   – Ask how things could be done differently; and
   – Determine the value—make a difference

I. **Visionary leaders** recognize that changing circumstances require varied strategies. One size does not fit all!
PPA’S EMERGING LEADERS PROGRAM: A BRIEF OVERVIEW

MARIE C. MCGRATH, PH.D.
PRESIDENT, PENNSYLVANIA PSYCHOLOGICAL ASSOCIATION
MARIEMCGRATH@ME.COM
Two PPA needs drove the program’s development: 1) increasing engagement and retention of students and ECPs within PPA; and 2) increasing and broadening the PPA leadership pipeline.

The initial version of the PPA program was based on APA Division 17’s Emerging Leaders Program.

The effort to develop the program began in our Membership Committee, but soon expanded to include other committees (ECP, Leadership Development) and the PA Psychological Association of Graduate Students (PPAGS).

The current Emerging Leaders team comprises representatives from the above groups, PPA staff, and program alumni.
Application is open to any PPAGS or ECP member of PPA.

Application materials include personal statements describing applicants’ leadership skills and experience, their plans for PPA involvement, and their proposal for an innovative project to benefit the organization (Leadership Action Project); an external recommendation letter; and a followup interview with the Emerging Leaders Program team.
Significant effort is made to bring a diverse group of leaders into the program each year.

Strong preference is given to ECPs and student members who have not had prior experience in a PPA leadership role.

Approximately five candidates are chosen based on their promise for future leadership within PPA and the field of psychology.

Applicants who are not selected for the program are mentored into other PPA roles.
MAJOR COMPONENTS OF THE PPA EMERGING LEADERS PROGRAM

- Three to four face-to-face meetings
- Participation in monthly conference calls with PPA staff and leaders to discuss organizational issues and other topics of interest
- General and PPA-specific leadership training modules, including self-assessment of skills, delivered in full-day trainings
- Match with a PPA mentor (a current or past member of PPA’s General Assembly)
- Completion of a Leadership Action Project
- Participation in and presentation at PPA Convention
- Selection for leadership and other key organizational roles, as appropriate/available, following completion of program
“The structure of the program itself was significant. Meeting with my fellow Emerging Leaders and PPA members for training sessions, meeting with my mentor, meeting with the PPA Board of Directors, participating in Convention activities, all served to help me become an active part of something rather than just being a passive member of an organization.”

“I hoped to develop/enhance leadership skills and gain an understanding of the uniqueness of being a leader as a psychologist. Additionally, I wanted to become more familiar with PPA’s organizational structure and ways to become involved so I could put my new leadership training into action within the association. In addition to the program meeting these expectations, I developed a network of colleagues and friends. I am still amazed at the difference this one year program had on my ability to develop a professional home within PPA.”
“The Emerging Leaders Program was a profoundly meaningful experience for me, because it really made me feel connected to PPA…. I felt heard and valued not just by my personal mentor, but by the entire PPA leadership. That feeling of connection continues today and keeps me active. I now serve as the Coordinator of PPA's Disaster Response Network, and that role is a direct outgrowth of my Emerging Leaders project. I also serve as a General Assembly member because of [that] role…. Finally, I believe that it is my work that started with the Emerging Leaders Program that earned me [PPA’s] ECP award this year.”

“When I applied to Emerging Leaders, I was looking for two things - a place to network and meet leaders in the organization, and a place to build my leadership skills. I was able to do both, and even more…. I was set up to play a leadership role within the organization…. Enthused from what I learned over the year, I continue to seek out leadership roles professionally and personally.”
KPA Leadership Academy

Eric Russ, Ph.D.
Rationale

Member benefit
- Engage newly licensed psychologist in the association
- Recruit psychologist leaders as mentors

Leadership pipeline
- Understand the value of KPA and encourage them to take on leadership roles in KPA
- A strong leadership foundation will help KPA leaders become APA leaders.
- Recruitment for diversity and inclusion can help ensure diverse and inclusive leadership in KPA

Develop a cohort of psychology advocates
- Enhances the effectiveness of our legislative and public interest work
### Key Decisions

<table>
<thead>
<tr>
<th>Category</th>
<th>Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Who is eligible?</td>
<td>• All KPA members</td>
</tr>
<tr>
<td>Funding</td>
<td>• Cost-free for fellows</td>
</tr>
<tr>
<td>Focus</td>
<td>• SPTA Development vs. Leadership Development</td>
</tr>
<tr>
<td>Leadership Model</td>
<td>• Leadership Challenge</td>
</tr>
<tr>
<td>In person vs. Virtual</td>
<td>• Mixed</td>
</tr>
</tbody>
</table>
# Key Components

## In Person
- Orientation Day
- Leadership Challenge Overview
- Advocacy Training
- Board Meeting
- Plan for KPA and APA applications
- Psychology Day
- KPA Convention
  - Project Posters
  - Certificate Awarded

## Mentorship
- KPA Leaders
- Leadership Challenge
  - Book
  - Assessment
  - Monthly Contact
  - Project mentorship
  - Career mentorship
  - Leadership Challenge

## Leadership Project
- Defined by Applicant in Application
- Mentor matched based on preferences and Project

## Advocacy
- January Training with Sheila
- Legislative Day
- Meet with one of your legislators
Announcing our 2020 KPA Leadership Academy Fellows

<table>
<thead>
<tr>
<th>Leadership Fellows</th>
<th>Mentors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tim Thornberry, Ph.D.</td>
<td>Steven Kniffley, Psy.D., MPA, ABPP</td>
</tr>
<tr>
<td><em>Project: Community leadership in rural settings</em></td>
<td></td>
</tr>
<tr>
<td>Natalie Hewlett, B.A.</td>
<td>Jessica Beal, Psy.D.</td>
</tr>
<tr>
<td><em>Project: Mental Health Access in under-resourced neighborhoods</em></td>
<td></td>
</tr>
<tr>
<td>Hannah Heitz, B.A.</td>
<td>Eric Russ, Ph.D.</td>
</tr>
<tr>
<td><em>Project: Leadership Narratives from Kentucky Psychologists</em></td>
<td></td>
</tr>
<tr>
<td>Tiffany Slone, Ph.D.</td>
<td>Melinda Moore, Ph.D.</td>
</tr>
<tr>
<td><em>Project: Leadership Development and Mental Health Awareness in a Rural School Setting</em></td>
<td></td>
</tr>
<tr>
<td>Amy Young, Psy.D.</td>
<td>David Susman, Ph.D.</td>
</tr>
<tr>
<td><em>Project: Developing Student Leaders</em></td>
<td></td>
</tr>
<tr>
<td>Sydney Black, M.S., M.A.</td>
<td>Amanda Merchant, Ph.D. ABPP</td>
</tr>
<tr>
<td><em>Project: Physician Education of Integrated Care in Rural Settings</em></td>
<td></td>
</tr>
<tr>
<td>Chris Dewhurst, M.A.</td>
<td>Cheryl Hall, Ph.D.</td>
</tr>
<tr>
<td><em>Project: Psychologists Role in Corrections: Enhancing Impact and Awareness</em></td>
<td></td>
</tr>
</tbody>
</table>

Inaugural KPA Leadership Academy Cohort
Best Leadership Exercise

• What was the overall goal, objective or vision for this project, event or situation?

• What actions were taken that contributed to the team’s success? What was done to create momentum and get extraordinary things done? Be specific.

• If you were going to teach someone else about leadership based on this experience, what lessons would you pass along about being an effective leader?
Discussion
Topics and Panelists

Reminder: You will switch tables after 25min.

Psychological Leadership Development in Your SPTA
Jim Broyles, Ph.D., Peg Richards Mosher, Ph.D. and Marie McGrath, Ph.D.

Leadership in APA: Engaging with the Strategic Plan
Sandra L. Shullman, Ph.D. and Jennifer F. Kelly, Ph.D.

Leadership at Work - Independent Practice, Integrated Care, and Innovative Settings
Jared L. Skillings, Ph.D. and Helen L. Coons, Ph.D.

Community-Engaged Leadership & Citizen Psychology
Eddy Ameen, Ph.D. and Jacks Cheng, EdM, MA, MS

Diversity and Inclusion in Leaders and Leadership
Lindsey Buckman, Psy.D. and Dawnavan Davis, Ph.D.

Leadership across the Career Span
Jean Carter, Ph.D. and Eric Russ, Ph.D.