



# Colorado Psychological Association 2009 Annual Conference

Friday May 8, 2009  
Tivoli Union - 900 Auraria Parkway, Denver, CO  
8:00 a.m. - 4:00 p.m.

Co-Sponsored by:



The Carson J Spencer  
FOUNDATION

## Leadership for the Common Good

This exciting conference is aimed at helping professionals recognize, promote, and provide innovative leadership practices that contribute to the common good of individuals, organizations, and communities. Presenters from a broad range of professional fields including business, the non-profit sector, education, health care, and government will share their knowledge about how to lead effectively, the current challenges and opportunities in the area of leadership development and organizational dynamics, and the importance of leading to create positive change.

### Why is this topic important to psychologists?

The Colorado Psychological Association is committed to being a part of the development of strong leaders and recognizes the vital role that an understanding of individual and social psychology plays in the growth of leadership characteristics. Also, CPA sees an ever-increasing role that psychologists and members of the mental health community are playing in leadership and organizational development as consultants, program evaluators, EAP practitioners, entrepreneurs, and policy advocates.

This conference will be of high interest to: psychologists, business leaders, entrepreneurs, nonprofit employees, employee-assistance professionals, industrial/organizational psychologists, consultants, professional coaches, policy advocates and leaders, social enterprise professionals, researchers in the area of leadership and organizational development, philanthropists, social workers, higher education professionals, and other health care and mental health professionals.

### Conference Highlights:

**Keynote Presentation:** Gary Dixon, President, The Foundation for a Better Life - "Will your Values Make a Difference?"

**Panel Discussion:** How can leaders promote the common good in their organizations and communities? Experts on Leadership Development in a variety of fields will engage in a lively, educational, moderated-discussion.

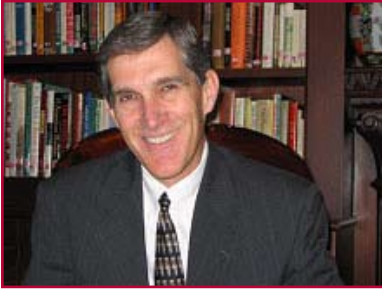
**Poster Presentations:** Posters highlighting research and new ideas in the field of leadership development will be available for viewing and authors will be present to answer questions and explain ideas and findings.

**Break-out sessions:** Professionals who offer varied perspectives on leadership and organizational development will be presenting their writing, ideas, and research on timely and engaging topics.

### SCHEDULE OF EVENTS:

- 8:00-8:30 am.....Continental Breakfast and Registration** (*Baerresen Ballroom Lobby - Tivoli 320*)
- 8:30-8:45 am.....Conference Welcome:**  
William Betts, Ph.D.  
- President, Colorado Psychological Association
- 8:45-10:00 am.....Keynote Address** - "Will Your Values Make a Difference?":  
Gary Dixon, President, The Foundation for A Better Life  
(*Baerresen Ballroom - Tivoli 320*)
- 10:00-10:15 am.....Break** – Poster Presentations Available for Viewing  
(*Ballroom Lobby*)
- 10:15-11:30 am.....Panel Discussion** - Leading for the Common Good - What Makes a Great Leader?  
(*Baerresen Ballroom - Tivoli 320*)
- 11:30am -1:00 pm.....Lunch and Networking** - Poster Presentations Available for Viewing (*Ballroom Lobby*)  
(Lunch provided in Turnhalle Room)
- 1:00-2:15 pm.....Conference break-out sessions** (*Tivoli 320 A, B & C*)
- 2:15-2:30 pm.....Break** - Poster Presentations Available for Viewing  
(*Ballroom Lobby*)
- 2:30-3:45 pm.....Conference break-out sessions** (*Tivoli 320 A, B, & C*)
- 4:00-5:00 pm.....Colorado Psychological Association Annual Business Meeting** (*John Good Room*)

[www.coloradopsych.org](http://www.coloradopsych.org)



Gary Dixon is President of The Foundation for a Better Life whose mission is to promote positive values through the media.

The messages for the Foundation have aired on all the Networks, on thousands of theater screens and in over 200 countries. They also appear on over 10,000 billboards around the country including Times Square. Their outdoor effort was recently recognized as the most successful Public Service Campaign in the history of the billboard industry. National awards include the TELLY, Creativity, Mobius, Cine Golden Eagle and Gabriel.

Formerly, he served as Vice President of Bonneville Communications where he directed the creative development of many successful campaigns, including Major League Baseball, Homefront, Children's Miracle Network, and the American Cancer Society.

He has also been a speaker at regional and national advertising conferences for the American Advertising Federation and creative seminars. Other assignments took him to Jakarta, Indonesia where he served as a communications consultant on a government project and, early in his career, to Japan where he directed a documentary on the first Trans-Pacific flight.

Gary has a Masters Degree in communications from Brigham Young University and a Bachelors in Broadcasting from Texas Tech University. He serves on the Board of Advisors for the Harvard Center for Media and Child Health and the National Board of Directors for the College of Mass Communications at Texas Tech University.

**Mission Statement:** The Foundation for a Better Life creates public service campaigns to communicate the values that make a difference in our communities— values such as honesty, caring, optimism, hard work, and helping others. These messages, communicated utilizing television, theatres, billboards, radio, the internet, etc., model the benefits of a life lived by positive values.



**Leadership in Changing Times - Mark Benn, Psy.D. – Author Stories from the Couch, Professor Colorado State University ~**

This entertaining, humorous, and informative presentation will challenge participants to examine how leadership can be most effective in a world constantly changing by technology, economic turmoil, and crises of confidence in those who hold positions of power and influence. Dr. Benn will describe new directions that leaders need to take and unique methods professionals should look at when aiding developing leaders.

**The Currency of Collaboration - Patrick Hiester MA, LPC, Mines and Associates, PC ~**

This workshop combines several organizational approaches and theories to convey an experiential understanding of the value of collaboration. Effective collaboration is often the missing “currency” in dysfunctional or challenged teams, unresolved workplace conflict, and leaders striving to reach their full potential. Participants will learn how to develop leadership skills by improving their communication, assertiveness, and compassion to co-workers.

**Leadership and the Psychology of the Brain: Optimizing Higher Brain Functioning for Organizational Excellence - Matthew Bennett, MBA, MA & Bettina Harmon, M. Div. , Diverse Management Solutions, LLC ~**

Advances in psychology and neurobiology are furthering recent research in business excellence. These fields have shown that work environments that intentionally elicit higher levels of brain functioning from employees are able to improve and maintain high quality organizational and staff performance. Attending this workshop will give the leader an understanding of how they need to structure relationships, systems and themselves strategically to reap the benefits of this new knowledge and give your business a competitive advantage in any field. This workshop is for those in leadership, supervisory, or management positions in any organization or business where your success depends on the productivity of your staff.

**Dr. Mark Benn** is a licensed psychologist and assistant adjunct professor at Colorado State University.



Mark Benn has spoken to thousands of people in audiences throughout the United States. He is one of the most powerful and effective speakers you will find as he weaves educational stories with his entertaining style to challenge his audience to examine and explore themselves, their families, their workplaces and their culture. He has perfected a style in which he is able to engage his audience by sharing his passion for the work he does while helping others explore their individual responsibility in creating effective change – whether it is personal or professional.

**Patrick Hiester** has a Master’s Degree in Agency Counseling, which he received from the University of Northern Colorado in 1987 and is a Licensed Professional Counselor in the State of Colorado.



Patrick has consulted with organizations since 1996 in a variety of capacities including: training and development, outplacement consulting, organizational development, experiential education, and multiple functions as an Employee Assistance Professional. He has participated actively in the International Employee Assistance Professionals Association as well as the Colorado Chapter for which he served as Vice President for 2 years; conference and committee chair 6 years and most recently received the Daetwiler Award for distinguished service in the field of EAP in 2005. Patrick was honored in 1995 with AMEND’s Wall of Fame award for contribution to the field of domestic violence treatment.

**Matthew Bennett, MBA, MA** is a founding partner in the consulting firm Diverse Management Solutions, LLC. Diverse Management Solutions works with helping organizations and government agencies to help them realize their internal potential and capitalize on their strategic position within their environment, since 2001. Mr. Bennett has spent his career bringing proven business processes to improve the overall functioning of nonprofit organizations and systems of care. He specializes in the development of leadership capacity and results based management practices.



**Bettina Harmon, M. Div.** is a partner in the consulting firm Diverse Management Solutions, LLC. Ms. Harmon brings 15 years of non-profit direct service and management experience including program development, implementation and evaluation, grant compliance and accountability, implementation and development of data management systems, and integration of meaningful quality improvement work into large collaborative systems and direct service programs. Ms. Harmon has consulted with non-profit human service organizations, and state and local human service systems of care to implement quality assurance and quality improvement programs to assure evidence based, quality services to diverse consumer populations.



**Transformational Leadership – Why You? Why Now? - Brenda Allen, Ph.D., Associate Dean, College of Arts and Sciences and Professor, Department of Communication, University of Colorado Denver** ~ This interactive session will discuss models of leadership that focus on leading for change. Participants will explore how they might employ the models to accomplish their missions as leaders at varying levels and in diverse contexts of society. They also will develop an action plan for becoming more transformational leaders.

**Ethical Business Leadership – Not an Oxymoron - Rick Ginsberg, Ph.D. – President, Beacon View Consulting, LLC** ~ The stories, leadership styles, and guiding ethical beliefs of successful chief operating officers and entrepreneurs will be discussed in this workshop. Participants will learn how basic ethical principles used to structure behavior in a variety of fields, including health care, can be applied to traditional business models and entrepreneurial endeavors. Models will be presented showing how leaders can successfully mesh ethics and transformational leadership approaches in both the profit and not-for-profit sectors.

**Revolutions in Helping: The Trauma Informed Paradigm's Impact on Leadership - Olga Vera-NeSmith, Ph.D & Matthew Bennett, MBA, MA, Diverse Management Solutions, LLC** ~ Research has shown not only trauma's devastating impact on clients, but on organizations and their staff that respond to trauma. In these economic times of layoffs and business closing helping organizations are not the only organizational systems dealing with trauma and the resulting stress put on the shoulders of employees. This workshop will focus on the philosophical and practical aspects of trauma informed leadership and how organizations must evolve if they are to retain their high performing staff and function.

**Dr. Brenda J. Allen** is an Associate Dean in the College of Liberal Arts and Sciences and a Professor in the Department of Communication at the University of Colorado Denver. Her research and teaching areas are organizational communication, diversity, and group communication. Among her numerous publications is a groundbreaking book entitled *Difference Matters: Communicating Social Identity* (2004, Waveland Press). She presents keynote speeches and conducts workshops for various groups on a range of topics, including empowerment, diversity, mentoring, presentational speaking, and teamwork.



**Dr. Rick Ginsberg** is a licensed psychologist in private practice in Denver and the president of Beacon View Consulting, LLC, an organizational development and corporate training company specializing in leadership development. Dr. Ginsberg has worked with many for- and not-for-profit businesses of varying sizes to help them manage conflict, train mid- and upper-level executives, and reorganize teams and systems to increase productivity and maximize employee development. His specialty area is in the ethics of leadership. He is on the board of directors of the Colorado Psychological Association, is the past president of the Colorado Society for Psychologists in Private Practice, and is the former Director of Wellness at the University of Denver.



**Dr. Olga Vera-NeSmith** is a bilingual bicultural licensed clinical psychologist with more than 20 years of experience in the mental health field, including extensive experience with victims of trauma, cross-cultural mental health, supervision and consultation. Dr. Vera-NeSmith has worked in a variety of nonprofit settings as a psychologist, supervisor, trainer, and researcher. Dr. Vera-NeSmith consults with mental health professionals in the Colorado area on topics related to Leadership, Diversity, and Evidence Based Treatment Approaches. Dr. Vera-NeSmith is currently the Clinical Director for Denver Children's Advocacy Center, a non-profit organization that serves traumatized children and their families, has a private practice, and lectures at the University of Colorado at Boulder on topics related to leadership and diversity.



**Matthew Bennett, MBA, MA** is a founding partner in the consulting firm Diverse Management Solutions, LLC. Diverse Management Solutions works with helping organizations and government agencies to help them realize their internal potential and capitalize on their strategic position within their environment, since 2001. Mr. Bennett has spent his career bringing proven business processes to improve the overall functioning of nonprofit organizations and systems of care. He specializes in the development of leadership capacity and results based management practices.





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**Registration Form**

Friday, May 8, 2009 – Tivoli Union, Auraria Campus, Denver, CO - 8:00 a.m. - 4:00 p.m.

**Pre-Registration is Required. Registration includes Continental breakfast and lunch**

**Circle One:** CPA Member: \$125.00 Non-Member: \$150.00  
 Student Member: \$45.00 \*Student Non-Member: \$60.00  
 \*Student ID required

**\*\*\*\* First 200 registrants will receive FREE copy of Good to Great and the Social Sectors by NYTimes best selling author, Jim Collins, on day of conference**

**Join CPA today to receive the member discount. Contact the CPA office below.**

Please complete this registration form and return to the CPA office by **May 1, 2009**

Name/Degree: \_\_\_\_\_  
 (Please print your name as you want it to appear on your name badge)

Business Name / Agency / School: \_\_\_\_\_  
 \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_  
 (Confirmation will be emailed to this address)

Payment must be included with your registration.

Visa / MasterCard#: \_\_\_\_\_ Expiration: \_\_\_\_\_

Name on Card: \_\_\_\_\_

Phone: \_\_\_\_\_ Email: \_\_\_\_\_  
 (only if different from above) (only if different from above)

Please rank break-out session preference choice (e.g. 1, 2, 3, etc.) for each time. Space is limited.

**BREAK OUT SESSION 1: 1:00-2:15**  
 \_\_\_ Leadership in Changing Times  
 \_\_\_ The Currency of Collaboration  
 \_\_\_ Leadership and Psychology of Brain

**BREAK OUT SESSION 2: 2:30-3:45**  
 \_\_\_ Transformative Leadership  
 \_\_\_ Ethical Business Leadership  
 \_\_\_ Revolutions in Helping

Checks: Make payable to "Colorado Psychological Association" or "CPA". Cancellation Policy: For a full refund, a written cancellation must be received no later than May 1. Cancellations received after May 1 will be refunded less a \$50.00 cancellation fee. No refunds will be given on or after the conference date.

Mail or fax your registration and payment by May 1, 2009 to:  
**Colorado Psychological Association**  
**7995 E. Prentice Ave., Ste. 100, Greenwood Village, CO 80111**  
**Phone: 303.692.9303 Fax: 303.770.1614**  
**www.coloradopsych.org**