

1st Quarter 2006

Message from the National COP Chair



Denis J Flores

As I report to you in the first quarter of 2006 I am pleased to say that the College of Organisational Psychologists is growing and in a financially sound position. As at 28 Feb, we have 442 members, an increase of 6 % over the previous year. We are the third largest College, behind Clinical (1361 members, up 7.5%), and Counselling, (668 members, down 3%). In terms of finance, we are also in very good shape. Having made a healthy profit of \$7150 from the 2005 IO Conference, we now have available funds of over \$9600.

DPPAG

As Chair of the College of Organisational Psychologists, I am a member of the Director of Professional Practice Advisory Group, (DPPAG). All nine Colleges and the Chair of DIPP are included and meetings are chaired by Hugh Woolford, an APS Director. DPPAG recently met for a two day meeting and covered a number of significant issues. Discussion and decisions usually cover cross College issues and members are briefed by the

President of the APS, the Executive Director and senior APS staff.

Improved Access to Psychologists

Following the Committee of Australian Governments meeting, significant funds have been allocated for mental health. A major promotion program has commenced to improve access to psychologists. This program is being coordinated through the Branches and is designed to make decision makers and the general public aware of the capacity that psychologists have to improve lifestyles. Whilst not all COP members will be involved with this promotion, you should be aware of it and contribute as appropriate.

Access to COP by overseas organisational psychologists

I have been aware of the interest in our College from many senior overseas practitioners (New Zealand, South East Asia and Iran in particular), where no access to specialist membership exists. At my request, DPPAG has convened a sub committee which I will co-ordinate, to look into how we may be able to accommodate these potential members.

Governance Review

An extra ordinary general meeting will be held in all States on 22nd June to consider the recommendations of the governance review.

Membership

There has been a good deal of activity at DPPAG and national level to attract new members to Colleges. Eligible Doctoral and Masters Graduates who are members of the APS have been invited to join the College through a letter from the Director, Hugh Woolford, with a follow up by

ARTICLES

Message from National Chair

Membership Matters

Submission Guidelines

Feature Article - SHL Answers

Creating jobs for Organisational Psychologists

COPWA Chair Report

College Chairs. Within COP, students who enrol in an accredited post graduate program are offered student membership via application forms available through Course Coordinators.

Joint APS/NZPS Conference

The first joint Conference between the two Psychological Societies will be held in Auckland in 26-30 Sep 2006. 24 submissions for the Org stream have been received, by far the largest number of any specialised area. This will ensure a very strong organisational content. In addition, our AGM will be held and we will be holding a joint social event with our NZ organisational counterparts. I urge all of you to consider attending and I look forward to seeing you there.

Succession Planning

I became National Chair of the College in July 2003 and as foreshadowed at the 2005 AGM, I will step down on 30 Jun this year having served three years as your Chair. If permitted in the next newsletter I will reflect on achievements and challenges and share these with you. In the meantime, I am very pleased to advise that Gina McCredie will assume responsibilities as National Chair on 1 July. I wish her well.

Denis J Flores, March 2006

Membership Matters

By Gina McCredie

Academic members

The College of Organisational Psychologists (COP) needs more academic members, as well as practitioner members.

Academics bring the latest research to COP, keeping us up to date on what's new in terms of theories, meta-analyses, experiments and studies.

Why should academics join?

The College of Organisational Psychologists (COP) is the professional association for organisational psychologists teaching, researching and working in Australia. COP has the same objectives as academics in striving to help develop a high standard of organisational psychologists in Australia.

It would be excellent if all those who teach organisational psychology at a University or College in Australia were COP Members – this would set a good example for organisational psychology students and new practitioners. It would strengthen our professional association and help to bring our scientists and practitioners closer together.

Benefits for academic members of COP:

What COP provides	Why this may be of interest to you...
A range of professional development seminars and workshops covering topics relevant to the practice of organisational psychology.	<ol style="list-style-type: none"> 1. These events are opportunities to present your work, gain practitioner input and insights, and keep the local organisational psychology community up to date in your area of specialty. 2. These events are also a chance to hear about research and practice in organisational psychology areas different to your own. 3. Discounted event prices for Full Members
Networking at COP events.	<ol style="list-style-type: none"> 1. Get to know others who practice in organisational psychology. These may be useful contacts for you in gaining access to populations for your research. 2. Get to know others doing research in organisational psychology. You may be able to collaborate on a project.
Social events.	Enjoy the camaraderie and company of your organisational psychology colleagues at an informal or formal social get together.
Representation & profile.	Organisational psychologists are often forgotten in the larger psychology population. By becoming a COP Member, you add to COP's ability to influence policy within the APS, to strengthen our specialist field within the broader psychology profession. By being a member of COP you give weight to the organisational psychology voice in our dealings with the State Psychology Registration Boards, Governments, the business community and the public.



How do I apply?

COP is a group within the Australian Psychological Society (APS). Before you can join you must first be an APS Full Member. APS membership forms can be downloaded from the APS website at www.psychology.org.au or by contacting Joan Moore, APS College Administrator (Tues & Thurs), at the APS National Office in Melbourne -

(j.moore@psychology.org.au, 1800 333 497).

To get the COP application pack you will need to contact Joan and ask her to send you the material, or download it from the COP page via the APS website.

Next edition: **Membership FAQs**



Submission Guidelines

The Chief Editor and Editor welcome all constructive input, articles, letters and ideas from Organisational Psychology College Members. We would just like you to help us out by abiding by some simple house keeping rules:

- Please ensure that any articles are formatted properly, spell checked and proofed prior to being submitted for publication. (while we reserve the right to fix your copy or modify the formatting, we may not do so!)
- Obtain the Chief Editor's (Denis Flores) approval prior to any articles being written on commercial sponsors.
- Please do not submit material that is defamatory, libellous, racist or discriminatory in nature. We will not publish it.
- All images, artwork and fonts to be submitted as separate files! Do NOT include Artwork or photos as a part of a Word file without submitting separately. Preferred format for photos are TIFF or high quality JPG.
- Please submit all TOP content to Martha Knox-Haly at marthaknox@bigpond.com

The deadline for material to be submitted for the July Edition of TOP is 30th June 2006.

SHL Answers

Feature Article - Sponsors Corner

Each edition of TOP Magazine seeks to feature corporate sponsors who have generously supported the College of Organisational Psychology. In this edition, we feature an interview between Martha Knox-Haly, (Editor) and Leah Coulon (SHL State Manager).

Martha Knox Haly: SHL is one of the longest term publishers of psychological testing in Australia. Can you describe some of the tests that SHL can offer to Organisational Psychologists in particular.

Leah Coulon: The OPQ remains the most popular of our tools that are used by organisational psychologists. We support Organisational Psychologists in this by providing additional technical information and some exclusive reporting options for their use. Some of our more specialised tools are also of greater interest to this group, such as the Corporate Culture Questionnaire, as this dovetails into broader OD and consulting work that organisational psychologists undertake in organisations. Some of our career interest inventories such as the Career Pathfinder have also seen a higher uptake by organisational psychologists. We are constantly trying to improve on our offerings for the organisational psychology community. Last year, in conjunction with Kendall Want Associates, we launched an Emotional and Social competence report. This month we are launching a big-five OPQ report.



Martha Knox Haly: Are there additional value added services that SHL provides to Organisational Psychologists. Could you talk about some of these?

Leah Coulon: Recently we have added a number of services for Organisational Psychologists. These services aim to facilitate networking opportunities amongst consulting psychologists and provide them with support materials. The support materials can be used to promote the benefits of objective assessment and the scientific rigour that sits behind these tools.

We have quarterly Partner Network meetings in Brisbane, Sydney and Melbourne where we discuss topical issues such as assessing values, as well as new product updates. A key feature of these sessions is the open discussion forum and participant led presentations. I have always walked away from these meetings with an increased knowledge of the practice and pitfalls in working as an organisational psychologist.

We have also introduced an online portal specifically for organisational psychologists which provides them with access to additional technical information on our tools and case studies. The online portal is also an opportunity to give us feedback on what else we can do to support this group.

Finally, we pursue relationships with the various Master of Organisational Psychology programs at the different universities and offer placement opportunities to the next generation of organisational psychologists!

Martha Knox Haly: What purchasing trends are you seeing from organisational psychologists?

Leah Coulon: Administering assessments, in particular the OPQ, online has become almost standard business practice for many organisational psychologists. Given the number of organisational psychologists who work with MNC's, the need to have a global delivery capability is absolutely critical.

We have also seen an increase in the use of the Motivation Questionnaire. Perhaps this reflects the trend for more organisational psychologists (and organisations) to use psychometric tools for development and coaching applications rather than solely as a recruitment or selection tool.

Requests for a test of logical reasoning or diagrammatic reasoning have also been on the increase recently. In terms of reporting styles, competency based assessment and reporting is very typical now.

Martha Knox Haly: SHL has had a long relationship with the College of Organisational Psychologists. Could you describe some of the high points of the association and what future developments you would like to see?

Leah Coulon: A high point for me personally was being involved on the organising committee for the last I/O Psych conference at the Gold Coast. It was eye-opening to see the amount of behind the scenes work that goes on by so many individuals to deliver such a high quality conference.

Consultants at SHL really appreciate the fact that we are able to work with so many members of the profession on a daily basis. Continuing professional development is always high on our list, and COP provides an excellent range of opportunities to pursue that. The continuing focus of COP meetings on emerging business issues and how that could impact upon organisational psychology, and how we as a profession can respond and help with these is important.

Creating Jobs for Organisational Psychologists in South Australia.

by Kathryn McEwen

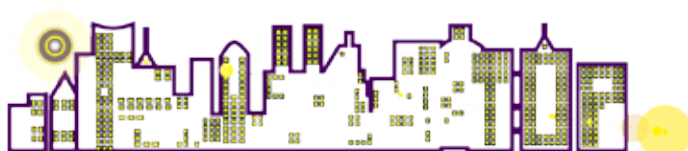
The profile of organisational psychology across South Australia has been raised by a Public Service Commissioner's Award for HR Achievement.

The acknowledgement was awarded to State COP Chair Kathryn McEwen and a total of eight masters students who worked with her as part of university placements over a 12-month period.

Based at the Lyell McEwen Hospital, a public health service in the northern suburbs of Adelaide, Kathryn took on the inaugural part-time appointment of in-house organisational psychologist. A team of students including Carolyn Patterson and Sue Vogel from the University of Adelaide and Daniel Rees, Chris Howland, Kathy White, Mark Jeffery, Wame Tlagae and Angela Webb from the University of SA joined her.

Together they showcased the skills of the profession working on a range of initiatives such as climate surveys, assessment centres, training needs analysis, work injury assistance, leadership training and performance review systems. The traditional poor funding of HR within the health sector had seen limited attention to such initiatives in the past.

Outcomes of the work resulted in an award for HR creativity, sustainability and transferability across the Public Sector. HR practitioners also widely acknowledged the complimentary skill set our profession offered.



Already the model set up at the Lyell McEwin Hospital is being extended to the rest of the central and northern health region which employs around 11,500 staff. News of the success of the team's work has also created two dedicated organisational psychology roles within the metropolitan health system. One of the students has also gained a position 'rolling out' one of the projects in another organisation.

Overall the project has been an excellent example of the benefits of close alliances between practitioners and universities.



Photo from left to right
Kate Thomson, Director HR, Kathryn McEwen, Daniel Rees,
Chris Howland, Carolyn Patterson, Di Rigowski, Director of Nursing

COPWA

Article by Caroline Rodgers
Chair, COPWA
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It is pleasing to report a terrific kick-off to the New Year for the College of Organisational Psychologist WA. The evening saw 25% of membership in attendance, two regular guests plus an interested APS potential new member. Reflections of 2005 in the life of the college paved the way for a "Where to from here?"

With energy levels flowing in abundance, along with a little wine and cheese, the first major decision evolved. Additional committee members volunteered, strengthening the existing committee yielding:

Chairperson - Caroline Rodgers
Treasurer - Sandy Joyce
Secretary - Donna Neill
Committee - Diana Yoo (student liaison)
Committee - Ralph Monley

From here semi-structured brainstorming allowed everyone to voice their opinions and thoughts

to the year ahead. It was a mixture of not only what the college could do for individuals but also what individuals could do for the college. Topics covered PD, events, meetings, conferences publication and the COPWA APS web presence - to name a few.

Outcomes attained within the two hours were:

College meetings would be held bimonthly 5.30pm for 6pm at 174 Hampden Rd, Nedlands

- Wednesday 15 March
- Wednesday 17 May
- Wednesday 19 July
- Wednesday 20 September
- Wednesday 15 November

PD event's would be organised on the alternate months with topics such as

- IR Reforms presented by Deacon Lawyers 27th February
- Research presentations - Masters & PHD current research topics
- Safety climate survey
- Today's Organisational Psychologist in WA
- Creativity and Innovation at work

Additional upshots incorporated:

the publications of all events to be placed on the APS website; pursuance of membership growth; sourcing of placements for masters students; bridging the gap between universities and the college; utilising national office for support.

To close I would like to say "Thankyou and Well done" to all those in attendance. To other fellow psychologists and practitioners - we would love to see you in the very near future at one of our events.

Until next time – take care of yourself and find a little time to care for others!

T.O.P. the official Quarterly Newsletter for the College of Organisational Psychologists has been illustrated and designed by:



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