



# 40th Annual SIOP Conference On-Site Guide



**SIOP ANNUAL  
CONFERENCE**

**DENVER, COLORADO • April 2-5, 2025**

**Hyatt Regency Denver  
Colorado Convention Center**



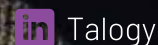


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# Table of Contents

News & Notes .....	3
Available Facilities .....	3
Wednesday Schedule.....	5
Schedule Grids	
Thursday.....	6
Friday.....	8
Saturday .....	10
Upcoming SIOP Events.....	12
Maps	
Hyatt .....	13
Colorado Convention Center .....	14
SIOP Photo Booth.....	17
Book Showcases.....	17
Leading Edge Consortium: Save the Date .....	18
Exhibit Hall Map and Listing .....	19
Partner Showcases and Tech Demos .....	20
Partners.....	24
The SIOP Commons .....	inside back cover

## Anti-Harassment and Ombuds

The SIOP Annual Conference is intended to be a welcoming, safe, professional community event for our members and others with an interest in the industrial-organizational psychology field.

All individuals engaging in the SIOP Annual Conference must abide by and are subject to SIOP's Anti-Harassment Policy: <https://www.siop.org/about-siop/governance/guidelines-policies/anti-harassment/>

If harassment is experienced in the context of SIOP activities or programs, the Anti-Harassment Policy provides recourse for the impacted individual(s).

Additionally, SIOP offers ombuds services. The ombuds' primary function is to offer advice that is informal, impartial, independent, and confidential, advising on options for informal resolution or formal complaint, explaining the complaint processes, and/or assisting with mediation. Please contact the SIOP ombuds for such assistance.

Elizabeth (Betsy) Shoenfelt, 270-842-2106, [ombuds@siop.org](mailto:ombuds@siop.org)

Margaret (Peggy) Stockdale, 618-201-9108, [ombuds@siop.org](mailto:ombuds@siop.org)

## SIOP Good Neighbor Policies

Please consider these seating suggestions in the session rooms:

- Use the front row, back row, and aisle seats if it allows you to participate in the session more fully and comfortably.
- Sit a few rows back if sitting up front isn't essential to your full participation.
- Leave the very back row and other easily accessible spaces for those with mobility needs (wheelchairs, scooters, etc.).

Use the right pronouns.

If someone has a ribbon or sticker listing their pronouns, use them. If someone corrects your improper use of their pronouns, apologize, then use the correct ones from that point forward.

**Let's make this a welcoming and inclusive event for everyone!**

# Shaping the Future of Work

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## **The Utility of Automation: Cost Efficiency Through AI (Panel)**

**April 3, 2025, 8 a.m.–8:50 a.m.**

Room: 501/502 | Session ID #632

Matt Betts and Andrew Samo

## **Bridging the Academic-Practitioner Divide: Debate and Collaborative Issue Exploration**

**April 3, 2025, 9 a.m.–10:20 a.m.**

Room: 205 | Session ID #603

Jimmy Davis

## **AI in Selection: The Enemy at the Gates or Key to the Future? (IGNITE + Panel)**

**April 3, 2025, 5 p.m.–5:50 p.m.**

Room: 505 | Session ID #289

Matt Betts

## **Afraid I-O Will Be Replaced by AI? Skills for the Modern I-O (Panel)**

**April 3, 2025, 5 p.m.–5:50 p.m.**

Room: 501/502 | Session ID #305

Stephen Johnston

## **Scoring Organizational Belonging with LLMs**

**April 4, 2025, 8 a.m.–8:50 a.m.**

Room: 506 | Session ID #1528

Andrew Samo, Stephen Johnston,  
Matt Betts, and Adam Magerman

## **Estimating Pseudo-Discrimination Parameters with AI**

**April 4, 2025 10:30 a.m.–11:20 a.m.**

Room: 503/504 | Session ID #752

Andrew Samo

## **Augmenting Leadership Assessment with Synthetic Data**

**April 5, 2025 3:00 p.m.–3:50 p.m.**

Room: 505 | Session ID #503

Andrew Samo, Stephen Johnston,  
and Matt Betts

# News & Notes

**Receptions:** Unless noted, receptions are open to all conference registrants.

**Ribbons:** The SIOP ribbon rack is available near the Hospitality Desk, near the Registration desk. Show your involvement with SIOP with committee ribbons, your fun side with silly sayings ribbons, or add both to your badge.

**Fun Run:** Due to high costs, there will be no Fun Run this year. We are planning to bring this event back in New Orleans.

**Continuing Education:** CE credits are available for most Preconference Workshops and Friday Seminars. If you did not register in advance, check with the Registration desk to learn which sessions still have openings. Remember you must sign in AND out to get credit. CE letters will be issued within 30 days of the conference. Questions? Email Jenny Baker at [jbaker@siop.org](mailto:jbaker@siop.org).

**Conference Career Center:** Free for job seekers! This service is available to add to your registration at any time and the online job portal is open until June 30.



The Conference Career Center Open House will be held in the Capitol Ballroom of the Hyatt (4th Floor) 9 to 11 a.m. Thursday, April 3. For more information, scan QR code at left.

**Getting Around Denver:** Use the QR code at right or [bit.ly/43IPU3R](https://bit.ly/43IPU3R) to access information on public-transportation options.



## Available Facilities

The following are available for attendees (see maps for locations)

**Lactation Room:** for nursing and/or pumping, including comfortable chairs, outlets, and refrigerator

Keys are available at the Registration desk.

Convention Center Lobby A Office (look for signs)

**Quiet Room:** a cozy little room to take a break from the conference or to pray or meditate

Convention Center Lobby A Office (look for signs)

**Inclusive Restrooms:** nongendered facilities

Convention Center

Street Level by Lobby E/Room 507

Upper Level by Exhibit Hall E

Hyatt

3rd Floor by Slate Room

4th Floor by Flagstone B Room

EMS and security will be onsite throughout the event in case of emergency. EMS is in the first aid area near the 500 rooms. If you see something that you feel requires the involvement of the security team, please text 1-855-357-0413.

**You must have your SIOP badge to enter the Colorado Convention Center. Those without a badge will be asked to leave or escorted to the registration area to get one.**

# Unlock Talent

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- Enterprise-wide Work Analysis
- Executive & Leadership Assessment
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The **California Psychological Inventory™ (CPI™)**  
is now available to researchers!



The **California Psychological Inventory™ (CPI™)** is a measure of normal personality that is often used for:

- selection
- personal development
- coaching
- counseling, and
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**Are you interested in using psychometric measures in your courses  
to enhance student learning and experiences?**

Stop by **Booth 503** to learn how to leverage this powerful measure of normal personality!

# WEDNESDAY SCHEDULE

(all events in the Convention Center unless noted otherwise)

**Bolded** sessions are open to all attendees, others require preregistration and additional fee.  
You can add these by logging into registration.

## **6:30 a.m.-8:00 p.m.: Registration and Hospitality Desk open, Grand Concourse**

7:15-8:00 a.m.: Preconference Workshop Breakfast

8:00 a.m.-noon: Morning Preconference Workshops

9:00-9:30 a.m.: Consortia Opening Session & Breakfast

9:30 a.m.-5:00 p.m.: Consortia

9:45-10:15 a.m.: Preconference Workshop AM Break

## **10:00 a.m.-2:00 p.m.: Registration Networking, Rm 602**

Noon-1:00 p.m.: Preconference Workshop Lunch

12:30-1:30 p.m.: Consortia Lunch

1:00-5:00 p.m.: Afternoon Preconference Workshops

1:30-5:30 p.m.: Research Community Forums

2:45-3:15 p.m.: Preconference Workshop PM Break

3:00-3:30 p.m.: Consortia and Research Community Forums PM Break

4:00-5:00 p.m.: Conference Orientation Tour, for those requiring additional assistance and guidance Grand Concourse, Hall E\*

5:00-6:30 p.m.: Preconference Workshop Reception

## **5:30-6:30 p.m.: Newcomer Reception, Rooms 601/603/605/607\***

## **7:00-8:00 p.m.: Opening Plenary Session, Bluebird Ballroom**

## **8:00-9:30 p.m.: Welcome Reception & Top Poster Display, Bluebird Ballroom Foyer**

**\*First-time attendees: Welcome to the 2025 SIOP Annual Conference! Please scan the QR code to get more information about the Newcomer Reception. We hope to see you there!**



**\*The orientation tour is free and open to all but please remember that it is designed for those needing extra assistance and is not just a general purpose tour.**

# THURSDAY

	8:00 AM	8:30 AM	9:00 AM	9:30 AM	10:00 AM	10:30 AM	11:00 AM	11:30 AM	12:00 PM	12:30 PM
201	#511 Leading-Edge Insights Into Employee/Team Resilience		#341 So You Want to Make a Change			#513 Innovative Teaching Techniques for I-O Graduate Programs		<b>Midday Break</b>		
203	#809 "Outside the Box" I-O Psychologists		#303 360 Feedback Practices Unveiled			#177 Wellness Interventions				
205	#1208 Reclaiming Leisure in the Hybrid Era		#603 Bridging the Academic-Practitioner Divide			#875 From Taboo to Hot Topics				
207	#1056 What Makes I-O Psychology Work in the Federal Government Unique?		#1352 Crowdsourcing Success			#1578 Empowering the Future Workforce				
302/303	#806 From Bookshelf to Boardroom		#1105 Exploring the Backlash to DEI, What Went Wrong & What Comes Next?			#1163 Exploring the Drivers of Candidate Satisfaction in Selection & Development				
304	#1285 Navigating New Norms		#1693 Invited: EB - Managing DEI Backlash: A Conversation With SIOP DEI Chairs			#797 Personality Development in the Workplace				
401/402	#496 Transforming Assessments		#505 Unseen Journeys			#644 Reinventing the "Academy Company"				
403/404	#1007 Navigating the Tides		#651 Open Science Unleashed			#901 Inclusive Leadership in Action				
405/406	#176 Not All Great Minds Think Alike		#817 Novel Research Directions on Authentic Expression at Work for LGBTQ+ Employees			#1654 Decolonizing research				
407	#1612 Workplace Dignity		#391 Innovative Approaches to Team Training			#932 From Initiative to Impact				
501/502	#632 The Utility of Automation		#526 Navigating Change			#874 Are Large Language Models Ready to Be Used in Hiring & Selection?				
503/504	#1523 Increasing the Trustworthiness of AI		#699 Internationalizing Industrial, Work, & Organizational Psychology in the AI Era			#1174 Localizing Psychometric Tests in 2025				
505	#264 I-O Perspectives on AI Applications to Program & Product Development		#1531 Cherishing the Diversity of Work Rumination Research & Moving Forward			#265 AI & I-O Psychology				
506	#625 Why Should They Bother? Driving Better Survey Response Rates		#671 From Insights to Impact			#843 Leveraging Geolocation Data to Analyze & Optimize Distributed Workforce Strategies				
507	#904 Modern Challenges & Solutions for Data Collection		#968 The Evolution of Workplace DEI Efforts Post-Students for Fair Admissions			#1526 Pragmatic Programming 2.0				
601	#1329 Do We Practice What We Preach? An Honest Discussion of How We Select		#461 Tackling Workplace Incivility			#736 Stretching or Impostering				
603	#1348 Battlefield to Boardroom		#935 The Power of You			#1362 Uncomfortable Truths About I-O Psychology 2.0				
605	#1340 Total Rewards for the Future		#146 Best practices for rigorous, credible, & impactful I-O research			#1557 Employee Resilience in Selection, Training, & Organizational Development				
607	#1148 Is Nature The Best Leadership Teacher? Outdoor Adventure for Leader		#1478 Actioning Derailed! Lessons From Employee Engagement Action Planning Gone Wrong			#995 Engage, Influence, Succeed				
701	#1053 One Size Does Not Fit All		#1673 Invited: Alliance: Carrying the "Reconciliatory Burden" I-O's Role in Improving Indigenous Employment			#1667 Invited: Awards - Distinguished Scientific				
702/704/706	#1672 Invited: Alliance: Issues, Considerations, and Impact of Migration on the		#1687 Invited: The 2025 SIOP Machine Learning Competition			#1678 Invited: COI - Test Taker Agency				
703	#1684 Invited: Competition - SIOP Student Consulting Challenge		#924 Better Together			#1685 Invited: CULT-ure: The Similarities Between Cults and Organizations				
705/707	#988 Underresearched Topics in the Prediction of Employee Turnover					#306 Harnessing Humor in Teams				
708/710/712	#1448 Starting From Scratch		Invited: EB - U.S. Federal Government Policy Update: Interpreting Change and Expected Impact for SIOP Members			#1504 Stories From the Front Line				
709/711	#516 Discussing DEI Implications of Religion at Work		#508 Building Trust in an Era of Change			#1670 Invited: Award - Winning I-O Science				
Mile High	Posters: Inclusion/Diversity		Posters: Leadership and Job Attitudes/Engagement			Posters: Inclusion/Diversity, Judgment/Decision Making,				
	Posters	Award Session	Community of Interest	Invited Session	Alliance Session	Competition				

## All events in the Convention Center unless noted

7:00 a.m.-5:00 p.m.—Registration, Grand Concourse

7:00-8:00 a.m.—Continental Breakfast, Mile Hile Prefunction (Ballroom Level)

7:00-8:00 a.m.—Fellows Breakfast (invitation only), Bluebird Ballroom 1B (Terrace Level)

8:00 a.m.-6:00 p.m.—Partner Showcases and Tech Demos, Rm 301

8:00 a.m.-6:00 p.m.—Exhibit Hall open, Mile High Ballroom (Ballroom Level)

9:00-11:00 a.m.—Conference Career Center Open House, Capitol Ballroom, Hyatt (4th Fl.)

10:00 a.m.-2:00 p.m.—Registration Networking, Rm 602

**11:30 a.m.-1:00 p.m.—Midday break: Exhibit Hall, Commons, and photo booth OPEN!**

11:30 a.m.-12:20 p.m.—Informal Networking Lunch for I-Os Impacted by Recent Government Policy Updates (BYO Lunch), Rms. 401/40

11:45 a.m. -12:45 p.m.: Book Lunch (BYO Lunch), Rms. 702/704/706

1:00 PM	1:30 PM	2:00 PM	2:30 PM	3:00 PM	3:30 PM	4:00 PM	4:30 PM	5:00 PM	5:30 PM	
#1641 Mastering the I-O Psychology Internship Across Industries		#589 Redefining Work in the Age of AI			<b>Coffee Break</b>	#404 Human Being vs Human Doing		#977 Prioritizing Human Sustainability in a Toolled-Up World		201
#898 Showcasing the Value of I-O to non-I-Os		#260 Process vs. Construct Theory, Layers of Explanation, & Causal Inference				#106 LIVE		#997 Coaches Gone Wild? Executive Coaching in an Unregulated Environment		203
#329 Exploring Occupational Calling		#348 Better Feedback Through Technology				#380 Inside Out		#717 From I-O to CHRO		205
		#302 Criterion Validation in the Digital Age				#1113 Five Rivers Lead to One Ocean		#1116 The United Nations & SIOP		207
#912 The Employee Value Proposition		#421 Decoding Work Situations				#1225 ROI, Oh My! Why Showing HR's Value Is Easier Said Than Done		#360 The Evolving I-O Psychologist		302/303
#295 Who's in Charge Here? Personality-Based Leadership Emergence & Effectiveness		#1018 Beyond the Skills Ontology				#1168 Navigating Personality & Cultural Differences in a Shifting Work Climate		#823 The Next Wave of Researchers		304
#1370 What Current Data Says About Leadership Skills in the Future of Work		#1200 Pay Equity in the New Administration				#1003 Cultural competencies				401/402
#1118 Boss Moves		#822 Engagement Wars						#368 Driving engagement during mergers & acquisitions		403/404
#599 Unique Challenges & Opportunities for Women in the Modern Workplace		#1132 Implementing Evidence-Based Diversity, Equity, & Inclusion Interventions at Work				#450 "Ignored No More!"		#1465 Beyond the Binary		405/406
#742 Beyond Structured Interviewing		#1167 Exploring Diversity in Teams						#1328 Disrupting the DEI Dialogue		407
#1139 Executive Coaching Around the Globe		#1060 Safety First				#994 Leading the Workforce in the Age of Generative AI		#305 Afraid I-O will be Replaced by A-I? Skills for the Modern I-O		501/502
		#954 Academic-Industry-Government Partnerships				#1485 Impact of Emerging Technologies on Organizational Culture Within the Public Sector		#1217 Hey ChatGPT, Can You Code This Transcript? Using GenAI for Qualitative Data		503/504
#859 Big Data Ren-AI-ssance		#319 Temporal Considerations in Stress Spillover & Recovery Research				#514 Building Q&A bots for I-O Psychologists		#289 AI in Selection		505
#1463 LLMs - Moving From Prognostication to Application		#384 Cross-Cultural Organizational Behavior				#828 Bridge Over Troubled Waters		#1010 Smart Partners or Silent Threats? Exploring the Role of LLMs in I-O Psychology		506
#869 Educating, Developing, Training, & Retraining for Success in the Future		#1386 Not All Heroes Wear Capes				#939 First Impressions Matter		#718 AI in I-O Teams		507
#1356 Establishing a global hiring bar, bar none.		#756 How to Serve as an Expert Witness				#642 Developmental Peer Review		#1194 Give Me a Break! Supporting Resilience & Well-Being Through Multilevel		601
#1345 Keeping Us Honest		#1503 Bridging the Scientist-Practitioner Gap in Human Resources Practices				#1150 So You Want to Write a Book?		#953 Scaling Job Analysis through Generative AI Innovations & Insights From the		603
#1436 Where We Work Matters		#219 Shaping Research & Practice				#1270 Conducting Large Scale Job Analysis		#1070 Crossing the Threshold - Experiences & Lessons Learned Working in Healthcare		605
#832 Crash Course		#1260 The black box of turnover				#868 Multi-Objective Optimization 6.0		#228 Revising the APA/SIOP Ethics Code		607
#1668 Invited: Awards - Distinguished Teaching		#979 Breaking Through the Bamboo Ceiling				#1692 Invited: EB - Bridging the Science-Practice Gap		#1669 Invited: Examining Personality Traits, Reputation, & Identity in the Workplace		701
#1679 Invited: COI - Responding to DEI Backlash in Organizations		#1256 AI Agents in I-O Psychology				#1675 Invited: The Four Day Work-Week: Yay or Nay?		#1686 Invited: Marketing I-O Psychology		702/704/706
#1688 Invited: Understanding Silent Vacationing and Its Impacts on Organizations		#398 Advancing Noncognitive Assessment				#237 The Changing Leadership Landscape		#287 Video interviews		703
#1484 Building Team Effectiveness		#1410 Leveraging LLMs for Employee Engagement				#277 Qualitative & Quantitative Data		#190 Team Coaching		705/707
#565 Leading Well-Being at Work		#668 Postdoctoral Pathways				#1680 Invited		#235 Roads Less Traveled		708/710/712
#406 Bridging Disciplines		#319 Research With Workers at the Margins								709/711
Posters: Testing/Assessment and Measurement/Statistical Techniques		Posters: Groups/Teams				Posters: Inclusion/Diversity		Posters: Occupational Health/Safety/Stress and Strain		Mile High



## What's For Lunch?

Concession lunches available from 10 a.m. to 2 p.m.  
in the Exhibit Hall (Mile High Ballroom)

Thursday: Go Natural, Pizza, Burritos

Friday: Go Natural, Pizza, Grill






3:30-4:00 p.m.—Coffee break, Mile High Ballroom Exhibit Hall

***Sponsored by MacMillan Learning***

3:30-4:00 p.m.—Coffee & Connections (Ambassador Program only; look for the reserved seating in the Mile High Ballroom Exhibit Hall)

4:00-5:00 p.m.—\*Practitioner Best Practice Sharing Event, Bluebird Ballroom 2B

4:00-5:00 p.m.—\*Career Growth Exploration, Bluebird Ballroom 2C

6:00-8:00 p.m.—SIOP Foundation Reception (invitation only), Bluebird Ballroom 1B

\*Preregistration required

# FRIDAY

	8:00 AM	8:30 AM	9:00 AM	9:30 AM	10:00 AM	10:30 AM	11:00 AM	11:30 AM	12:00 PM	12:30 PM
201	#1183 Engaging Development Programs		#336 Unity in Adversity			#315 Transitioning From I-O Internships to I-O Careers		Midday Break		
203	#504 New insights for age differences & supporting factors for adapting to work		Invited: EB - Sharing Session: SIOP Practitioners Share Impact of Recent Legislative Changes			#338 Adding Strategic Workforce Planning to your I-O Psychology Consulting Portfolio				
205	#205 I-O Psychology & Labor		#266 Identifying & Remediating I-O Education-Related Gaps			#649 Navigating the Labyrinth				
207	#616 Work-Family Research		#521 The Future of AI in the Military & Federal Personnel Selection			#1445 ROI of Talent Management Initiatives				
302/303	#1141 Triumph, Challenge, & Familiarity		#744 Is The Juice Worth the Squeeze? Benefits of GenAI for Different HR Use Cases			#409 Impact of Political Affiliation on Work & Hiring Decisions				
304	#983 Innovations in the Measurement & Use of Personality Assessments		#1383 Quantifying Quality			#1707 Invited: COI - Beyond One-Size-Fits-All				
401/402	#1509 Getting Your Resume Ready for Applied I-O Roles		#1267 Made to Order			#1210 From Theory to Practice				
403/404	#1266 Debating DEI		#937 A Foundational Model of Rapidly Prototyping LLM Data Tools for I-Os			#1272 Women's Progression to the C Suite				
405/406	#646 The Research Process		#459 Diversity, Equity, & Inclusion Under Fire			#400 Advancing Assessment Design Considerations for Access & Accessibility				
407	#1426 Dangerous minds		#749 We			#394 Future Fusion				
501/502	#1000 AI in Selection		#403 Breaking Barriers			#174 Harnessing Generative AI for Work-Life Balance				
503/504	#600 Safeguarding Assessments in the Era of Generative AI		#1125 Recent Developments in the Study of Workplace Incivility			#752 Machine Learning for I-O 7.0				
505	#530 LLMs for I-Os		#691 Blending Minds & Machines			#1498 Concept to Contribution				
506	#1528 AI & EX		#1489 Sense of Belonging in Organizations			#1067 Power of NLP & LLMs				
507	#1490 AI Wants Our Jobs		#1515 Augmentation or Automation			#1055 Realities of Multidisciplinary Work				
601	#930 Navigating career paths in I-O Psychology		#207 Pivotal Practices for Transforming Organizational Leadership							
603	#592 Beyond the Feedback Loop		#1332 Making Sense of Employee Data Overload			#417 Ethical Dilemmas in Prosocial Work				
605	#852 Internships With Intention		#1235 Engagement Data is Here! Now What? From Insights to Action Planning			#1103 I-O Psychology Takes Flight				
607			#1016 VR Research is Here & Now			#1587 Striking a Balance				
701										
702		#1697 Friday Seminar 1								
703		#1698 Friday Seminar 2								
704/706		#1699 Friday Seminar 3								
705/707	#665 Network Science Insights for Leadership, Teams, & DEI Res. & Pract					#802 Understanding Specific Cognitive Abilities & Performance				
708/710/712	#300 Prosocial Power		#1283 DIY KSAOs 2.0			#1062 Research Incubator				
709/711			#494 How to Produce on Productivity							
Mile High	Posters: Leadership		Posters: Personality, Global/Int'l/ Cross-Cultural Issues/ Judgment			Posters: Groups/Teams, Job Attitudes/ Engagement, Leadership/ Testing				
	Posters	Community of Interest	Friday Seminar							

## All events in the Convention Center unless noted

7:00 a.m.-5:00 p.m.—Registration, Grand Concourse

7:00-8:00 a.m.—Continental Breakfast, Mile Hile Prefunction (Ballroom Level)

8:00 a.m.-6:00 p.m.—Partner Showcases and Tech Demos, Rm 301

8:00 a.m.-5:00 p.m.—Exhibit Hall open, Mile High Ballroom (Ballroom Level)

8:00-8:30 a.m.—A.M. Friday Seminar Check-In, outside room 703

8:30-11:30 a.m.—A.M. Friday Seminars

**Friday Seminars require preregistration and an additional fee. You may add these items by logging back into the registration site.**

**11:30 a.m.-1:00 p.m.—Midday break: Exhibit Hall, Commons, and photo booth OPEN!**

1:00 PM	1:30 PM	2:00 PM	2:30 PM	3:00 PM	3:30 PM	4:00 PM	4:30 PM	5:00 PM	5:30 PM	
#854 The Science & Practice Gap		#227 Leadership 4.0			Coffee Break	#412 From Worries to Wellness		#468 Curating Meaningful Internship Experiences for Both the Organization & the		201
#729 Protecting Healthcare Worker Well-Being		#690 GenAI-Assisted Scoring of Narrative Information in Assessments				#462 From insight to action		#466 Recent Advances in Research on Organizational Constraints		203
#956 Skills-Based Organizations		#627 "It Seemed Like a Good Idea at the Time"				#225 Future-Ready I-O Psychologists		#842 Town Hall		205
#278 Towards Sustainable Career Management		#713 Skills Gap Analysis in the Federal Government				#783 Good Grief		#847 Breaking the Norm		207
#571 From Data to Decisions		#606 Navigating New Frontiers				#624 Crowning the next CEO		#971 Attracting Applicants With Job Ads & Postings		302/303
#1446 From Actors to Beneficiaries		#737 SIOP Intelligence on AI				#728 Situational Judgment Tests in Action		#711 After Assessment Implementation - Adoption, Maintenance, & Optimization		304
#1284 The Business Scientist		#658 AI in Meta-Analyses				#791 Understanding Leader Identity		#1613 Unlocking Team Success		401/402
#253 When Degrees Collide		#1161 Redefining Performance				#792 Impact of New Race & Ethnicity Categories on Federal EEO Statistics &		#1054 Best Practices in Conducting Research With Hard-to-Reach Populations		403/404
#1610 Beyond the Norm		#464 Is Resilience Always the Goal?				#1229 Test Security		#763 The Three C's of Remote & Hybrid Work		405/406
#743 Bridging Theory & Practice		#397 The Next Chapter				#1406 Neurodivergent Accommodations		#301 Diversity, Equity, & Inclusion Practitioner Perspectives		407
#582 Agents at Work		#1319 My Cup Spilleth Over				#1069 Breaking Down Silos		#1213 Communicating the Value of I-O Interventions to Challenging Stakeholders		501/502
#1357 Upskilling I-O Psychologists		#1140 Novel Perspectives & New Directions in Organizational Justice Research & Practice				#975 The Times They Are A-Changin		#1187 Support Received		503/504
#741 Machine Learning for I-O 7.0		#350 Taking Care of Me While I Take Care of You				#1390 Research Design & Methodological Considerations for GenAI & LLM		#688 Beyond the Interface		505
#259 Reinvigorating Job Analysis for the Modern Workforce		#1419 Skills at Scale				#733 Machine Learning for I-O 7.0		#1476 Word Hard, Play Smart		506
#458 AI in Employee Selection Update II		#849 Gaining & Guiding LLM Skills as an Experienced I-O Practitioner				#1037 How Far Can GenAI Take Us?		#1004 Combating Bad Actors in Surveys Using Researchers, Reviewers, &		507
#1520 Getting Crafty With Mixed Method Research		#771 Workplace Sexual Harassment & Bystanders				#1114 Beyond networking		#1265 Humans Wanted		601
#1541 Workplace Design & Experience		#292 Survey Shenanigans				#469 Enhancing Fidelity in I-O Psychology Research		#1603 How do we ask, & will we listen? Implementing your employee listening strategy		603
#645 Taming the Wild West		#323 INPUTS & OUTPUTS				#369 Innovations in Competency Modeling		#1017 Engaging Community Members in the Evaluation of Performance for Police		605
#918 I-O in the Wild		#1263 Beyond Prompt Engineering				#759 Honoring Working Women's Bodies				607
										701
		#1700 Friday Seminar 4								702
		#1701 Friday Seminar 5								703
		#1702 Friday Seminar 6								704/706
#1576 Inside Interdisciplinary Teams		#911 Hot Takes in Employee Listening			Coffee Break	#1611 Under the Radar				705/707
#1677 Invited: COI - Cultivating Positive Organizations		#548 Tapping the Untapped Potential of DEI				#1088 Should've Learned That in Grad School		#1676 Invited: COI - Workspaces: An Art Exhibition for I-Os at SIOP		708/710/712
#1077 I-O Goes Global		#552 Messy Validation X				#269 The Optimal Experience				709/711
Posters: Occupational Health/Safety/Stress and Strain		Posters: Testing/Assessment				Posters: Careers/Mentoring/ Onboarding/Retirement/ Global/		Posters: Personality and Strategic HR/Utility/Changing Role of HR		Mile High

11:30 a.m.-12:20 p.m.—Informal Networking Lunch to Discuss Impact of U.S. Policy Changes on I-O (BYO Lunch), Rms. 401/402

1:30-2:00 p.m.—P.M. Friday Seminar Check-In, outside Rm. 703

2:00-5:00 p.m.—P.M. Friday Seminars

**Friday Seminars require preregistration and an additional fee. You may add these items by logging back into the registration site.**

3:30-4:00 p.m.—Coffee break, Mile High Ballroom Exhibit Hall

6:00-7:00 p.m.—Practitioner Reception, Bluebird Ballroom 1A (Terrace Level)

6:00-7:00 p.m.—D&I Portfolio Reception, Bluebird Ballroom 1B (Terrace Level)

7:00-9:00 p.m.—SIOP's Got Talent, Rm. 703

# SATURDAY

	8:00 AM	8:30 AM	9:00 AM	9:30 AM	10:00 AM	10:30 AM	11:00 AM	11:30 AM	12:00 PM					
201	#745 Understanding & Controlling AI-Assisted Faking			#628 The Internship Equation		#880 Beyond the I-Side		Midday Break						
203	#267 Team Coaching in the Real World			#579 From Silos to Synergy		#194 Wellness at the Heart of Healthcare								
205	#1240 I-Os & Their Organization's Use of AI Based Assessments - Who's in Charge Here?			#903 Insight to Impact		#221 Beyond the board								
207	#1234 What You Need to Know Now			#262 Pathways to Impact		#274 Developing an Inclusive Virtual Onboarding Process for the Future of Work								
302/303	#813 The Consultant's Playbook			#811 The Impact of Nontraditional Work on Workers, Organizations, & Society		#919 Future-Ready								
304	#236 Experts vs. Robots			#633 Evaluating the Evaluators		#572 Using Tableau for Data Visualization in the Organizational Sciences								
401/402	#815 Turns out researchers are human			#1136 ¡Para la Cultura! Embracing & Leveraging Latine Culture in Industry &		#1245 The Role of I-O Psychology in Guiding the Future of Mental Health Research								
403/404	#650 DEI			#1074 Personality & Leading for Creativity		#1191 From Cost to Value								
405/406				#1477 Understanding Neurodiversity at Work		#1450 Harnessing Neurodiversity for Career Success								
407	#294 From Awareness to Action			#171 Applicants With Disabilities & Interviews		#527 Built to Last								
501/502				#925 Optimizing AI Adoption		#1599 People Analytics Across the Tech Spectrum								
503/504	#727 Innovative Investigations Into Individual Differences in the Workplace			#894 Beyond the Model Minority		#1312 GenAI in Applied I-O Research								
505	#1228 Beyond the Buzzwords			#1671 Invited: Awards - Best of SIOP		#738 Managing Resistance to AI in Selection & Assessment								
506	#663 Resilience in High-Reliability Organizations			#961 Mentorship for the WIN		#483 Human vs. Machine								
507	#1598 From Zero to Hero			#1154 Practical Solutions to Common Challenges in Impact Measurement		#1196 Are You Smarter Than Your Peers? Test Your Training & Development								
601	#892 The Latest Intelligence on AI			#242 Deep Into that Darkness Peering		#1550 Supporting Well-Being in Healthcare Settings								
603	#444 New Advances in Research on the Assessment & Effects of Careless Responding			#825 Nudging Ahead		#846 Job Insecurity in Remote & Hybrid Work								
605	#677 Harnessing Generative AI to Enhance Research Processes			#1506 All Aboard the Skills Train		#619 Beyond Feel-Good Feedback								
607	#1471 Build Your First Computational Model! Just Bring Device With R & RStudio, Seriously.			#855 What a Difference an Election Makes		#1097 Advances in Federal Enforcement Investigations""A Critical Update								
701	#387 Remote Leaders			#568 New Directions in Candidate Feedback		#1682 Invited: COI - P-Value to Plot Twist: Turning Insights into Stories								
702/704/706	#884 Consulting Challenges: What Would You Do?			#1691 Invited: Recognizing and Exploring the Working-Class		#1694 Invited: EB - SIOP Speed-Dating: Building Connections and Community								
703	#223 Choose Your Statistical Adventure			#654 Anticipating Destructive Leadership										
705/707	#740 Hiring the Hirers			#784 Show Us the Money		#121 A Call for Action								
708/710/712	#680 Shark Tank for Coaches			#1689 Invited: COI - Strategic & Ethical Use of AI in Organizations										
709/711	#764 Ask the Experts Part 2			#1681 Invited: COI - What's Mine, What's Yours? Survey Follow-Thru										
Mile High	Posters; Strategic HR/Utility/Changing Role of HR and Testing/Assessment			Posters; Strategic HR/Utility/Changing Role of HR, CWB, and Teaching I-O Psychology		Posters; Job Attitudes/Engagement								
<table><tr><td>Posters</td><td>Award Session</td><td>Community of Interest</td><td>Invited Session</td><td>Alliance Session</td></tr></table>										Posters	Award Session	Community of Interest	Invited Session	Alliance Session
Posters	Award Session	Community of Interest	Invited Session	Alliance Session										

## (in Convention Center unless noted)

7:00 a.m.-1:00 p.m.—Registration, Grand Concourse

7:00-8:00 a.m.—Continental Breakfast, Mile High Ballroom Prefunction (Ballroom Level)

8:00-11:45 a.m.—Conference Career Center, Hyatt (3rd Fl.)

9:30-10:20 a.m.—Saturday Book Showcase: Surprising Research Insights & Practical Paths for Addressing The Social Capital Imperative, Rm. 301

**11:30 a.m.-12:30 p.m.—Midday break, Mile High Ballroom (no Exhibit Hall)**

11:45 a.m.-12:45 p.m.—I-O for Greater Good, Rms. 702/704/706

2:00-2:50 p.m.—Saturday Book Showcase, Transformative Work Design: Synthesis and New Directions, Rm. 301

4:00-5:30 p.m.—Closing Event, Bluebird Ballroom (Terrace Level)

12:30 PM	1:00 PM	1:30 PM	2:00 PM	2:30 PM	3:00 PM	3:30 PM	
#943 Strategic 360 Feedback			#807 Science Speaks				201
#502 Advancing Graduate Education			#393 Advancing the Study of Workplace Social Support		#635 Research Incubator		203
#1294 Charting the future			#631 The Processes, Contexts, & Features that Produce & Enhance Mentorship's Effects		#664 Career GPS		205
#834 Evaluating Applications of GenAI to Assessment			#1159 Family & Maternity Leave		#889 Emerging Technologies in the Future of Work		207
#839 Changing the Preference for Pseudoscience over I-O Solutions			#557 The Paradox of Being Humble but Standing Out		#356 Steering Through Change		302/303
#574 Exploring Equity in Academia			#297 A Practitioner's Guide to Launching & Managing Hiring Assessments at Scale		#525 No Worker Left Behind		304
#1233 Facing the Future					#559 Beyond the Age Divide		401/402
#716 Pride in Progress			#1304 Energizing Board Self-Evals With Team Effectiveness & Assessment Practices		#1253 Solo I-O		403/404
#1223 Well-Intended or Slippery Slope			#1591 The Role of I-O Psychologists in Enriching the Future of Neurodiversity		#1387 Better Together		405/406
#388 Navigating Dual Identities			#1696 Invited: EB - Members Leading the Way to SIOP's Future		#753 Transforming Data Into Insights		407
#573 Beyond the Bottom Line			#1022 Science Leaders on Promises & Pitfalls of GenAI		#379 Invisible Disabilities		501/502
#1006 Specialty Coaching			#1361 Getting real About AI at work		#851 EMERGING TEAM RESEARCH		503/504
#870 Beyond the Prompt					#503 Innovations in AI Assessment of Individual		505
#1412 Connection & Belonging at Work			#1248 Navigating the Early Stages		#498 Transforming Tomorrow		506
#1394 Uncle Sam Wants You			#618 Bridging the Scientist-Practitioner Gap		#772 Building a Learning Culture		507
#1543 The Skills-based Organization Journey			#818 Burned Out & Overburdened, Now What? A Continued Discussion With		#1337 Turning Employee Feedback Into Action		601
#405 Revolutionizing Talent Data Collection			#1305 Beyond Onboarding & Exit		#390 Leading From the frontline		603
#862 Finding & Securing Grant Funding			#643 From Elite to Accessible		#885 Coaching in Context		605
#411 Stepping up the Scientist-Practitioner Model			#840 Working past gut instinct		#577 Recruiting Research & Analytics		607
#732 Staying on Track					#1674 Invited: Alliance: Leading Orgs in Instability		701
#866 We get back up again			#1683 Invited: COI - Leading Resilience in Cybersecurity + Extreme VUCA Industries		#1690 Invited: COI - Thriving as a Person of Color at Work - Practical		702/704/ 706
#333 Advancing Organizational Practice & Research With Bayesian Generalizability Theory			#206 Ready, Set, Assess		#1703 Invited: Awards - Sci-Prac Career Allan Church		703
#705 A Life Well Lived							705/707
							708/710/ 712 709/711
			Posters; Strategic HR/Utility/Changing Role of HR, CWB/Student Issues/Prof Dev		Posters; Careers/ Mentoring/Socialization/Onboardin		Mile High Ballroom



**WANTED:**  
**You to attend the**  
**Western-style**  
**SIOP Closing Event**  
**Saturday, April 5**  
**4-5:30 p.m.**  
**Bluebird Ballroom**

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Levy's *Industrial/Organizational Psychology* continues its tradition of concise, research-driven, and accessible writing. In this edition, Levy teams up with practitioners Ali O'Malley and Brodie Riordan to tackle crucial workplace topics like remote and hybrid work, DEI, AI tools, psychological safety, and recent legal updates.



*Industrial/Organizational Psychology*  
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Paul Levy; Alison O'Malley; Brodie Riordan

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- Build Strong Teams
- Strengthen Your Bench
- Transform Your Talent Strategy



### SIOP 2025 CONFERENCE SESSIONS:

**Executive Coaching in Organizations:  
Leveraging the Business Context to Inform Practice**  
Friday, April 4th, 4-4:50pm | Room 301

**Specialty Coaching: Integration of Coaching Skills  
With Domain Knowledge**  
Saturday, April 5th, 12:30-1:50pm | Room 503/504

# Upcoming SIOP Events

## Work Smart Series Webinars

June 11, 2025

The Science of Meetings  
Joe Allen and Nale Lehmann-Willenbrock

August 20, 2025

The Ripple Effect: Systemic Leadership  
Coaching for Organizational Impact  
Gavan O'Shea & Brodie Riordan

**2025 SIOP Leading Edge Consortium**  
**October 23-24, 2025 | Atlanta, GA**

**2026 SIOP Annual Conference**  
**April 30-May 2, 2026 | New Orleans, LA**

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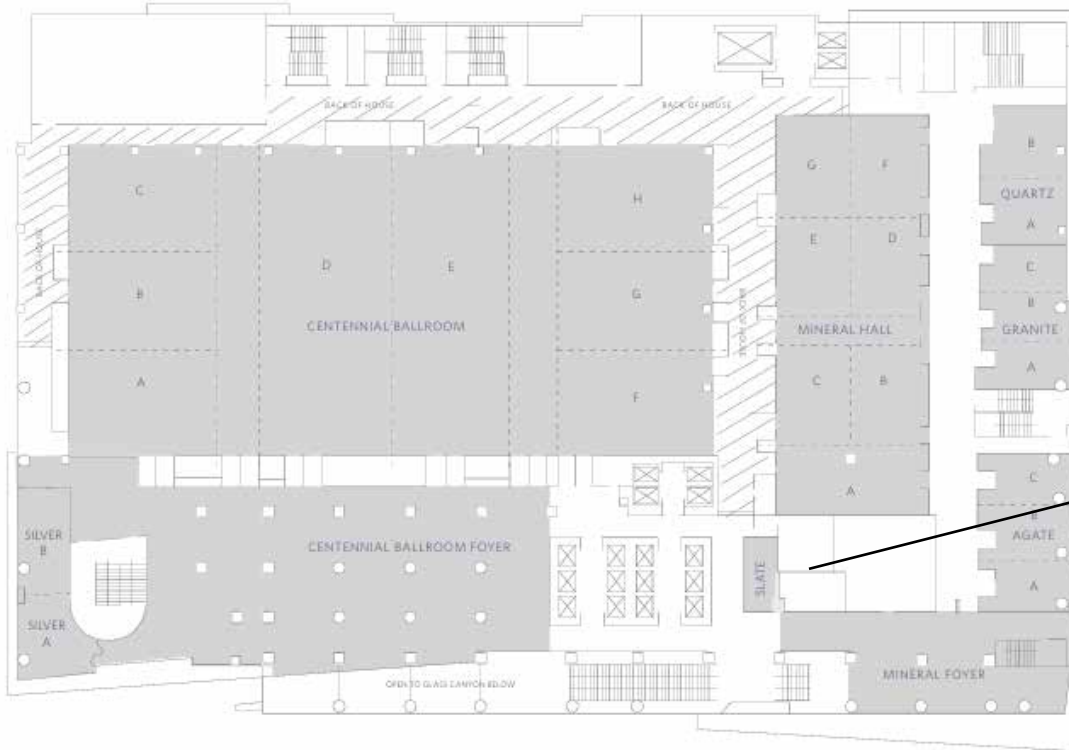
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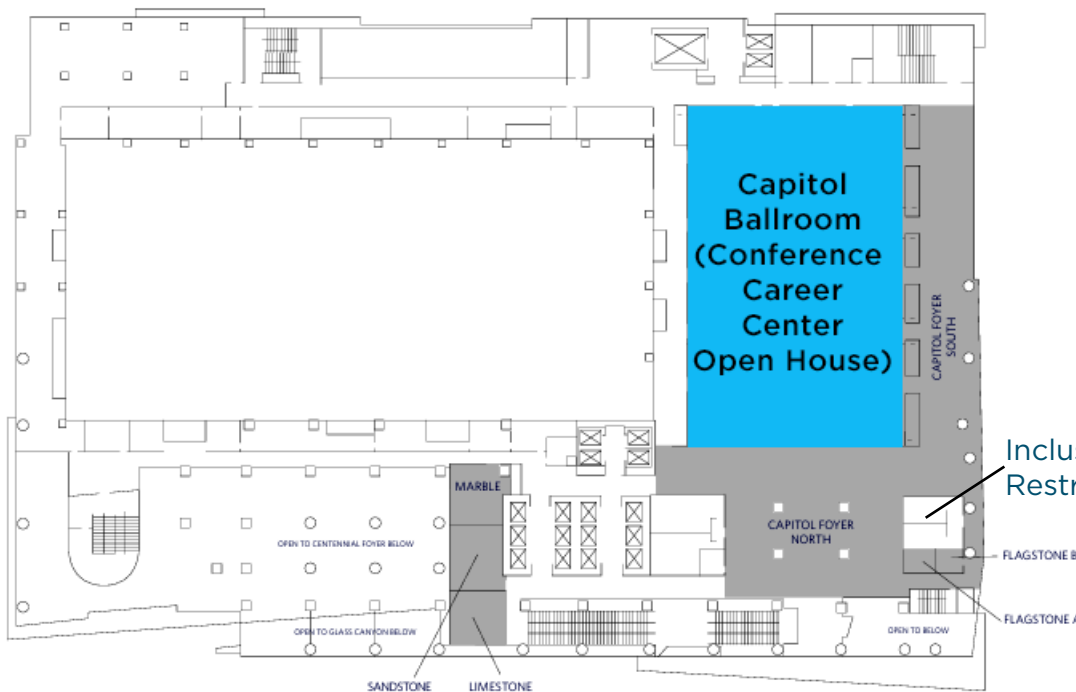
# Hyatt Regency Denver

## 3rd Floor



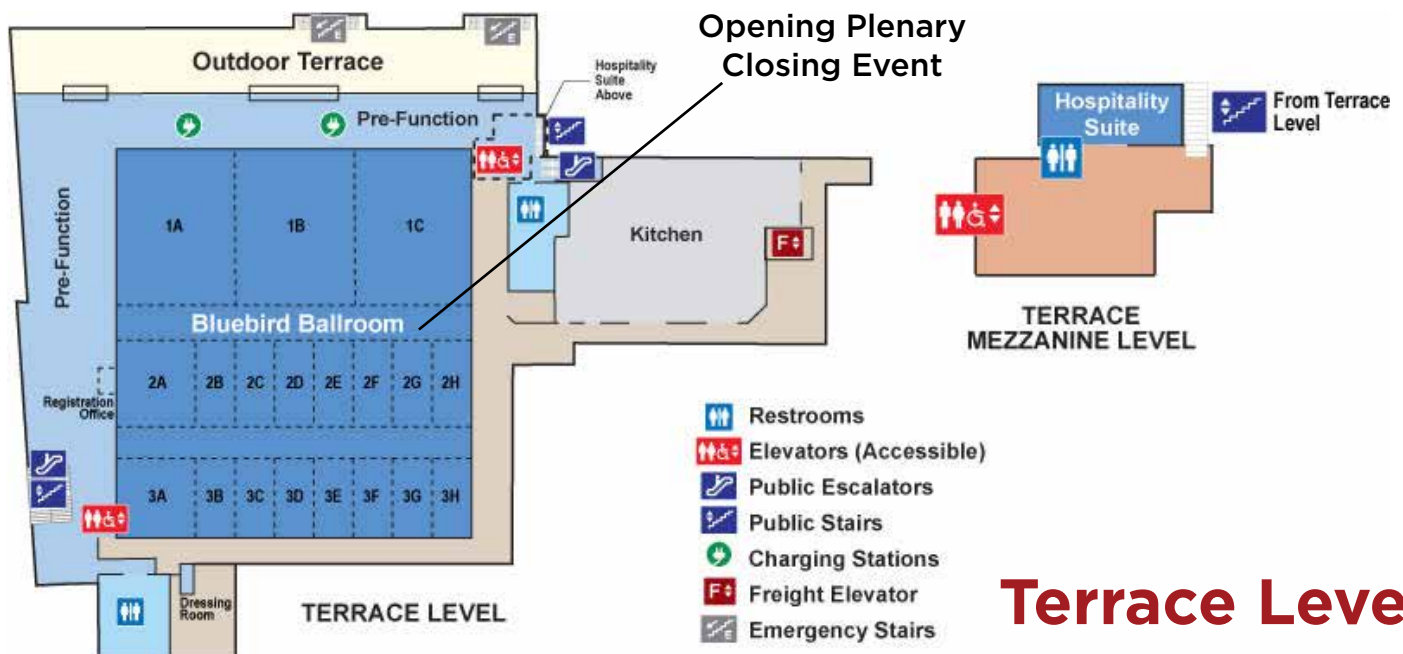
Inclusive Restrooms

## 4th Floor

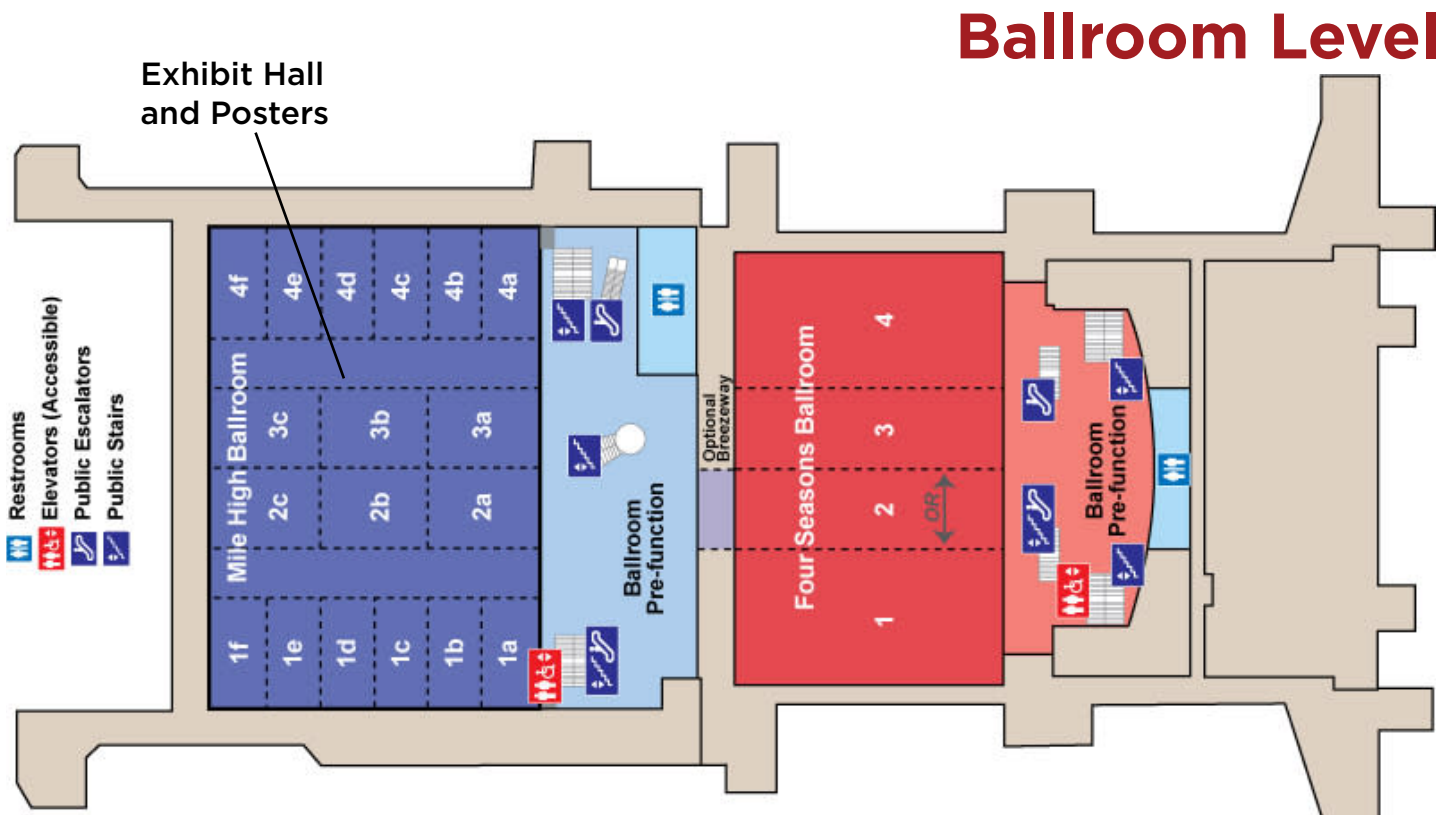
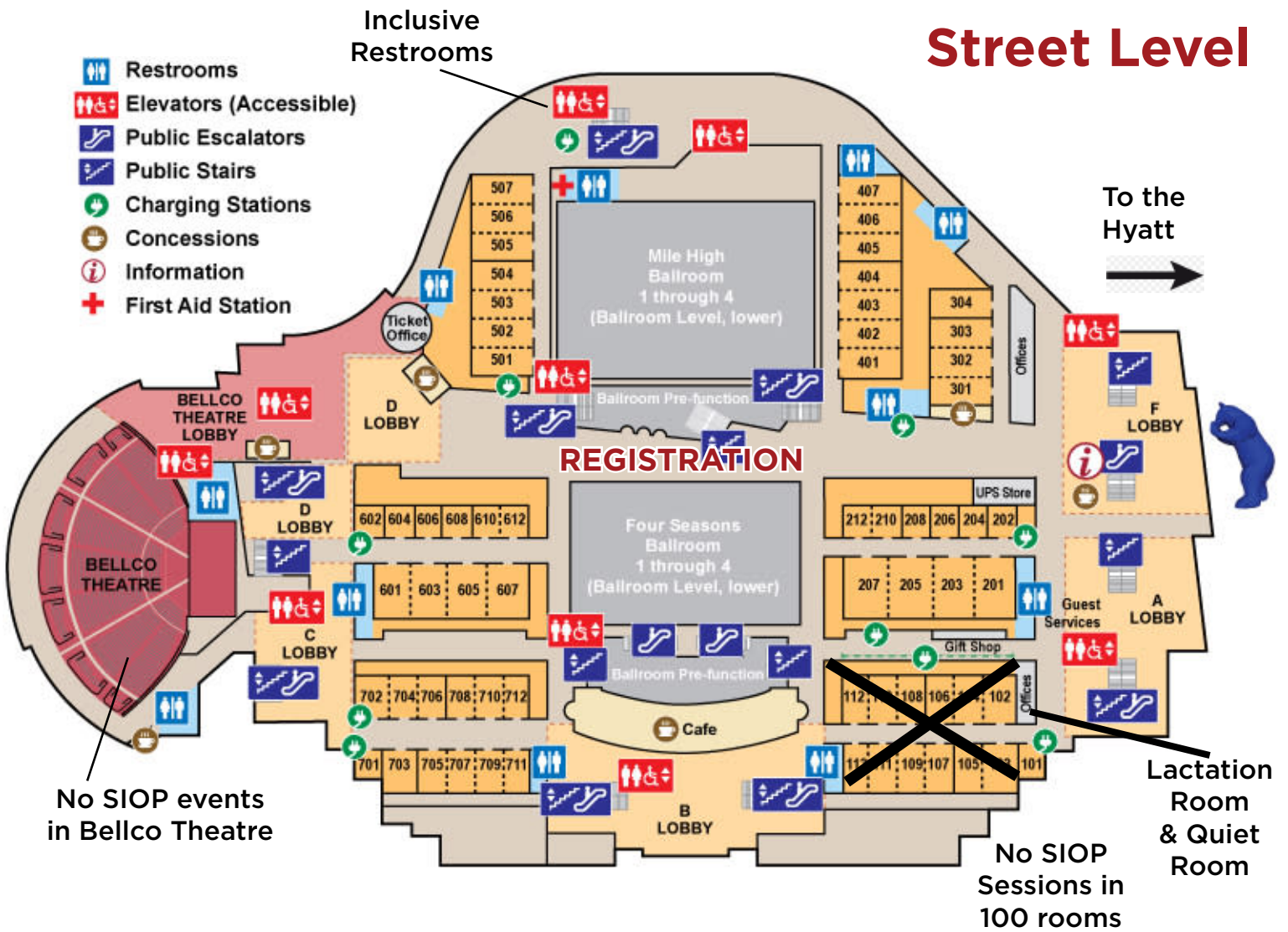


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# Does your “professional headshot” look like this?



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Mile High Ball Room Exhibit Hall  
Booth 700

Thursday & Friday  
9:00 a.m.-5:00 p.m.

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## SIOP Book Showcases

Saturday, April 5 | Room 301

9:30-10:20 a.m.

***Surprising Research Insights &  
Practical Paths for Addressing  
The Social Capital Imperative***

- Kristin Cullen-Lester, University of Mississippi
- Greg Pryor, Connected Commons

2-2:50 p.m.

***Transformative Work Design:  
Synthesis and New Directions***

- Emily Campion, PhD, Tippie College of Business, IOWA
- Mike Campion, PhD, Purdue University
- Ulrike Fasbender, PhD, University of Hoheinheim
- Gudela Grote, PhD, ETH Zurich
- Sandra Ohly, PhD University of Kassel
- Laura Venz, PhD, University of Leuphana

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Visit us at booth #309.

*Save the date*

## 2025 SIOP Leading Edge Consortium Advancing People Analytics

Oct. 23-24 | Optional Workshops: Oct. 23

We invite you to save the date for the **2025 SIOP Leading Edge Consortium: Advancing People Analytics** in Atlanta, which will bring together the best minds from I-O psychology and other people analytics disciplines to collaboratively shape the future of people analytics.

Registration opens in May. | [www.siop.org/LEC](http://www.siop.org/LEC)





# 2025 Partner Showcases and Tech Demos (Room 301)

Thursday, April 3, 2025

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**9:00-10:20 a.m. Partner Showcase: SHL**

**“Implementing Skills-Based Talent Practices: Lessons From the Journey”**

There are a number of potential gains associated with the adoption of a skills-based talent strategy including engagement, retention, and performance. As organizations consider how to get started on a skills journey to optimize their talent, they soon discover that the scope and required effort can be quite “immobilizing.” How do you identify and define required skills across the enterprise? How do you measure these skills at scale without sacrificing accuracy? Learn how organizations are successfully navigating some of the early decisions and challenges on their skills journey.

Speakers:

- Marlene Dunne, PhD, Chief Talent Advisor, SHL
- Julia Walsh, PhD, Manager of Talent Assessments, General Mills

**10:30-11:20 a.m. Partner Showcase: Valence**

**“AI Coaching: The Year-One Impact on Management”**

Experienced talent leaders from General Mills, Prudential, and Experian reveal the transformative effects of AI coaching on leadership development and talent management across their global workforces—and exactly what’s changed for managers.

Speakers:

- Richard Chambers, PhD, Head of Talent & Change, General Mills
- Matt Dreyer, PhD (ABD), Head of Talent Management, Prudential Financial
- Brad Haime, MA I-O, Global Head of Leadership Development and Careers, Experian
- Katie Holloway, PhD, Global Talent Management Consultant CoE, Inizio

**11:30 a.m.-1:00 p.m.**

**Wellness Break: concession lunches for purchase in the Exhibit Hall**

**1:00-1:50 p.m.**

**Partner Showcase: Valence**

**“Personalized Coaching for Modern Managers: AI’s Role in Developing Tomorrow’s Leaders”**

AI is fundamentally reshaping how we work, but what does that mean for talent development and leadership at large? Join Valence CEO, Parker Mitchell, as he reveals how Nadia, the most trusted and widely deployed AI coach a.m.ong the Fortune 500, is transforming manager support.

- Discover powerful insights from global talent leaders and AI experts on the future of work when everyone has AI
- Understand Nadia’s unique capacity for personalization and collaboration at scale
- Learn why forward-thinking enterprises need specialized AI for management behaviors

Speaker: Parker Mitchell, PhD, CEO & Founder, Valance

**2:00-3:20 p.m. Partner Showcase: Deloitte Consulting**

**“The Human Edge: Leveraging the Science of People for Business Transformation”**

Delve into ‘The Science of People’ and its impact on individual and organizational wellbeing and effectiveness. This session underscores the importance of human factors in solving business problems in an AI-driven world. Drawing on insights and examples from Deloitte’s 2025 Global Human Capital Trends report, we will discuss the critical choices leaders must make to optimize human performance in a rapidly changing business landscape. Discover how to turn uncertainties into opportunities to achieve a sustainable competitive advantage by unlocking human potential.

Speakers:

- Kyle Forrest, MBA, Human Capital CMO, Deloitte Consulting
- Sarah Szpachler Stough, MA I-O, Human Capital Managing Director, Deloitte Consulting
- Michael Kemp, PhD, AVP Human Capital Research, Deloitte Consulting

**3:30-4:00 p.m. Coffee with Exhibitors in the Exhibit Hall**

**4:00-4:50 p.m. Partner Showcase: Multi-Health Systems  
“Emotional Intelligence and Intelligence: Questions...and Some Answers”**

This session with John (Jack) D. Mayer, PhD, will discuss the concept of Emotional Intelligence (EI) and address the following questions:

- What is the Cattell-Horn-Carroll (CHC) Three-Stratum Model of Intelligence?
- Is Emotional Intelligence a concept of importance? What is it?
- How is Emotional Intelligence measured?
- How did Emotional Intelligence break ground for additional people-centered intelligence?
- What does Emotional Intelligence predict and what are its applications?

Speaker: John (Jack) D. Mayer, PhD, Professor of Psychology, University of New Hampshire

**5:00-5:50 p.m. Tech Demo: Encore AI  
“AI for Assessment Intelligence—Better Insights in 1/4 the Time With Encore AI”**

Encore AI automates the time-consuming work of analyzing interviews, surveys, psychometrics, and other assessment data. We help produce beautiful and insightful assessment reports in ¼ the time, so coaches, consultants, and talent leaders can focus on what matters most: developing great leaders. Join Founder & CEO Matt Cooper to learn how Encore AI can help you:

- Scale Your Impact: Automate assessment analysis to work with more leaders, more effectively.
- Amplify Your Insight: Quickly surface hidden trends and themes across multiple types of assessments—and across many people—for a truly integrated view of leaders and organizations.
- Streamline Your Workflow: Spend less time preparing reports, and more on growth—both for your business and your clients.

Speaker: Matt Cooper, Founder & CEO, Encore AI

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**Friday, April 4, 2025**

**9:00-10:20 a.m. Partner Showcase: Arcadia Consulting  
“Enhance Your Executive Presence: Strengthen Influence & Confidence”**

Executive Presence is about projecting confidence, composure, and gravitas to inspire and influence others. This session will help you:

- Develop a strong internal mindset for executive presence
- Enhance interactions with clients and team members
- Learn the ‘Three Circles of Presence’ framework to build personal power
- Drive greater impact through confidence and connection
- Strengthen your ability to lead, motivate, and inspire in any professional setting

Join us to gain practical strategies for becoming a more influential leader!

Speaker: Emma-Kate Swann, MS I-O, Principal Consultant, Arcadia Consulting

**10:30-11:20 a.m. Partner Showcase: Valence  
“VML’s AI-Powered Leadership Development at Scale”**

Discover how global creative powerhouse VML leverages AI coaching to deliver personalized, on-demand leadership growth at scale. Join VML’s senior talent leaders, Austin and Vidhi, as they reveal how Nadia, Valence’s AI coach, revolutionizes talent development across 24,000 employees worldwide. Learn how they:

- Integrated AI coaching into their award-winning THRIVE platform
- Developed innovative use-case applications for client-facing teams
- Drive adoption through grassroots campaigns and global events

Speakers:

- Austin Smith, PhD, Global Head of Talent and Organizational Effectiveness, VML
- Vidhi Thakker, MA OP, Global Senior Manager, Talent and Organizational Development, VML

**11:30 a.m. -1:00 p.m.**

**Wellness Break: concession lunches for purchase in the Exhibit Hall**

**1:00-1:50 p.m.**

**Partner Showcase: Pinsight**

**“Accelerating Leadership Transitions: Key Skills to Develop for Mid and Senior Roles”**

Our research uncovered the essential skills and experiences leaders need to transition successfully into mid and senior roles. By analyzing thousands of leaders in standardized simulations, we identified key development areas: successful transition into mid-level leadership requires charismatic presence, crisis response, and business planning, while transition into senior leadership necessitates entrepreneurial thinking, impactful presentation, and talent strategy expertise. With few leaders fully prepared for advancement, our findings provide a clear roadmap to accelerate readiness through targeted skill development and exposure to the right leadership experiences.

Speakers:

- Martin Lanik, PhD, CEO, Pinsight
- Amy Huber, MS I-O, Director of Client Success, Pinsight

**2:00-3:20 p.m.**

**Tech Demo: Deloitte Consulting**

**“Modelling the Future of Work: Leveraging Technology to Forecast Future Workforce”**

From generative AI to shifts in labor location and type, the need to model the future of work, plan for investments, and optimize organizational structure and outcomes has never been greater. Join Deloitte for in-depth technology demos showing how to (a) identify disruption potential to the workforce due to GenAI, (b) leverage real-time data to model scenarios, and (c) forecast future needs to optimize organizational structure. See how three tools provide insights and strategic planning capabilities that empower data-driven business decisions to future proof your organization.

Speakers:

- Carissa Kilgour, Partner, Human Capital, Deloitte Consulting
- Russell Klosk, Managing Director, Human Capital, Deloitte
- Angela Visser, Manager, Human Capital, Deloitte

**3:30-4:00 p.m. Coffee With Exhibitors in the Exhibit Hall**

**4:00-4:50 p.m.**

**Partner Showcase: Berman Leadership Development**

**“Executive Coaching in Organizations: Leveraging the Business Context to Inform Practice”**

Context is essential to executive coaching. Traditional coaching emphasizes individual goals, specific role characteristics, and personal styles. These are only some of the many aspects needed to add value to senior leaders. Executive coaches need to understand the industry, the organization, and the stakeholders to provide unique and targeted insights throughout the coaching engagement. This partner showcase will explore how we leverage these multiple frameworks and apply them to a case study in an interactive session designed to build the capability of coaching psychologists at all levels.

Speakers:

- Bill Berman, PhD, ABPP, FAPA, CEO, Berman Leadership Development
- Scott Serviss, PsyD, BCC, COO, Berman Leadership Development

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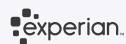


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—LESLEY WILKINSON  
Chief Talent Officer



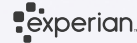
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Purpose-built by experts in AI, coaching, and I/O psychology

- ✓ Role-playing conversations
- ✓ Practicing new skills
- ✓ Reflecting on performance
- ✓ Venting frustration
- ✓ Accountability to goals

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Thursday, April 3rd  
10:30 - 11:20am | 1:00 - 1:50pm

Friday, April 4th  
10:30 - 11:20am



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# Thank you to our 2025 Partners

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Assessment-Centered Talent Management Solutions

**Pinsight** >>>

## Silver-Level

Arcadia Consulting, Berman Leadership Development, BTS, CloudResearch, DDI,  
Encore AI, HackerRank, Multi-Health Systems, Talogy

## Bronze-Level

3D Group

AOP-IWOP-SIOP

APA Books

Assessments International

Camden Delta Consulting

cApStAn

Crosschq

CSPP at Alliant International University

Data Solutions International

Deeper Signals

EmC Leaders

Frontiers Media

HireVue

HumRRO

Katina Sawyer, Author

Language Testing International

Macmillan Learning

Mind Garden

Nemanick Leadership Consulting

OrgVitality

Oxford University Press

Polinode

Psychology Credential Center

RHR International

Salem State University

William James College

**Evaluation Partner: Talent Metrics Consulting**

Be sure to visit the Exhibit Hall in the Mile High Ballroom on Thursday from 8 a.m. to 6:00 p.m. and Friday from 8 a.m. to 5:00 p.m. (No Saturday hours.)

# THE COMMONS



Located in the Exhibit Hall, the SIOPIOP Commons is the place for everything SIOPIOP.

This year, there are both fun and informative things going on. In addition to comfortable lounge atmosphere, there will be a table for authors to present their latest books. Meet and greet your favorite author (or new favorite) and get the latest I-O research at the Member Book Table.

Also this year, the Commons will feature a membership area. With the new technology SIOPIOP recently debuted, now is the perfect time to review your SIOPIOP profile and make corrections and additions as needed. A complete and correct profile makes you easier to find for other SIOPIOP members looking for expertise, collaboration, or just looking up old friends!

It would not be the Commons without games and prizes! Stop by for information about the SIOPIOP Scavenger Hunt! By completing the challenges in this fun and interesting game, you can win tickets that can be used to win SIOPIOP raffle prizes. Don't worry, everything you need to find is located in the Colorado Convention Center so you won't even need to venture outside.

As always, the Commons will provide a warm and friendly spot to meet friends or make new ones. There are always new things to be seen so be sure to stop by Thursday and Friday (9 a.m. to 4 p.m.)!



***Scan here  
for more  
information!***



# dance with the dark

# side

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