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- OPEN MIC' NIGHT

If you'd like to propose a speaker or topic for a London event, please contact Peter at pburton@statec.co.uk.

For events in the North West, follow on LinkedIn @ North West ABP.

And for more news on regional networking, read on!

To reserve/pay for your place at any of the events listed, email Richard Taylor richardtaylor@theabp.org.uk

1. Welcome

Welcome to the Winter edition of the ABP's quarterly newsletter. This edition is focused on connecting our members. We encourage each of you to take at least one action from this newsletter by committing yourself to professional training, networking or knowledge sharing activities ... [start your Continuing Professional Development for 2012!](#)

2. Upcoming Events and dates for your 2012 diary

Booking is now open online for Professor Rob Briner's presentation on "Evidence-based practice in Business Psychology."

You can get more details on this event or discuss the content in our LinkedIn forum.

Date: Tuesday 24th January 2012

Venue: University of Westminster, 309, Regent St. London W1B 2UW

Time: 6.00 for 6.30 pm

Nearest Tube: Oxford Circus

Booking link:

<http://www.eventbrite.co.uk/event/2683062111>

Shaping our future: Integrity: Insight: Impact

Credit Card/Paypal booking is now available for the 2012 annual ABP Conference. The focus of the conference is four presentations from keynote speakers, in between which there are four parallel streams of themed activity:

Reflections: Sharing examples of established approaches, tools and techniques that our members use.

Discoveries: Presenting new tools, techniques and insights and the innovative use of established methods.

Adaptations: Exploring what we can do to help ourselves adapt and thrive in the current market.

Prospects: Exploring what we can do to help our business and our clients' businesses to thrive in the future.

Booking link:

<http://www.eventbrite.co.uk/event/2652061387>

January 26th, Manchester Business School from 5:30pm, session on 'Using Social Media for Business Development' lead by Alan Whitford

February 21st central London, from 6:00pm, session on "The Psychological Contract" by Neil Conway

February 28th, Manchester Business School from 5:30pm, session on 'Assessment & Development of Creativity'

March 20th central London, from 6:00pm, session on "How technology is changing the way we think" by Sheila Keegan

March 27th, central London full day '[unconference](#)' Re-Humanising the Workplace. More information on page 3 of this newsletter.

<http://en.wikipedia.org/wiki/Unconference>

March 27th, Manchester Business School from 5:30pm session on 'Emotional Fitness'

April 17th central London, from 6:00pm, session on "Richard Branson and Alan Sugar: whose management style is more effective?" by Scott Lichtenstein

May 10th to 12th for the annual conference at Wyboston Lakes. The theme of the conference in 2012 is "Shaping our future: Integrity – Insight – Impact." Further details in the adjacent panel and on the [ABP website](#):

http://theabp.org.uk/conference/abp_conference_2012/

May 24th, Manchester Business School, from 5:30pm, session on 'Marketing & Brand Building'

July 24th, Manchester Business School, from 5:30pm, session on 'Neuropsychology to Business psychology'

3. The ABP Local Network

Be a part of your business psychology community!

The ABP local networks are a great place to meet and interact with others in your profession who live locally. You can exchange ideas, offer or gain support, collaborate, develop new relationships, learn new skills, continue your professional development – there are many possibilities. See below for first hand information from two members who have already started a local network. And if you would like to start a local network, please contact Richard Taylor: admin@theabp.org.uk. Richard will send an email on your behalf, blind copied, to other members in your area – see Caroline's example below for more detail.

Networking Case study – Caroline Gourlay

South West, meetings in Bristol

"We had our third meeting last week and I'm enjoying them. The first one was a set up meeting, how we will work etc. We decided on having a conversation topic agreed in advance and 'introduced' by someone; for our second meeting we discussed differences in public and private sector cultures and for our third the development of cognitive skills in adults.

There are nominally 36 people in the group and I'm quite pleased with the turnout so far (between seven and nine), considering we always meet during the day and paid work takes precedence. The point of them is to meet other psychologists locally and to stretch your mind a bit. If you're there, you take part, if not, there are no notes or anything, so it's just a conversation you weren't part of. It makes it very easy to run.

It's very much an evolving entity and there'll be quite a lot of trying it and seeing what works. We see the group as being a place where people can discuss the practical application of psychology to help organisations and the people who work in them, with the emphasis being on the 'practical application' bit. Or to put it in the words of one member: "it's a group where we talk about the stuff we do". It's a discussion forum where people share their experience and knowledge, rather than a group where we learn about something from an expert in a presentation/Q&A format.

Many of the group members are independent psychologists and people saw a possible spin-off benefit in meeting other independents to work on projects together or to bid jointly for the kind of contracts that sole operators wouldn't be able to go for.

Each session lasts about two hours, with two types of discussion that people were interested in: focussed discussion on a specific topic or general discussion along the lines of "I've got this business problem, any ideas?" or "Have you heard about this exciting new thing?".



We use Doodle to fix future dates and we're aiming to get together every couple of months, with the south-west regional events happening in between. So far we've met during the day, in a local hotel where they reserved tables for us in a quiet area.

In terms of setting up the group and data protection (and just general netiquette), this is what I did. Richard sent an email on my behalf bcc'd to all the ABP members in the South West, which had a short questionnaire asking where people might like to meet, what time of day, what topics they were interested in, etc. Richard collated all the responses. I then sent an email to all the interested members and set up the first meeting. All those emails were BCC. Once I was clear about who was in the group, I sent an email saying that I would share everyone's email addresses, so that people could contact each other in the group, unless someone asked me not to share theirs. No one objected."

Please contact Caroline directly if you would like to be a part of this network: caroline@carolinegourlay.co.uk.

Networking Case study – Pauline Grant

South Bucks/Berkshire, meetings in/near Beaconsfield

"It started with a couple of us who lived near each other (but seldom met outside ABP conferences) deciding to get together. We sounded out a couple more who lived in the area, and then Richard Taylor let us have contact details of others who were in our patch so we had some more people to invite.

The first couple of meetings were just social, then we decided to have a topic, and so far we've always managed to find a volunteer (occasionally an external speaker) to either present or facilitate a discussion on something of interest. As time went on, people met others and asked them if they'd like to join.

There are now 29 people on the circulation list, and we generally get six to 10 at meetings – we peaked at 15 when we did a pre-Christmas gathering with food and drink at my house. We had a dozen attend a one-off business development day we organised where we actually booked a proper meeting venue; the usual location is a pub where we can reserve a table. ☺

⇒ So, it's a pretty low key network which provides a bit of CPD and a forum within which people can get advice, support, test ideas and disseminate information about other things we've heard of. Some members work together from time to time, but most are independents that don't overlap. In my case, having left an organisation where I had professional colleagues, it fills a gap.

As for advice to others – I'd say starting socially is a good idea, and then depending on who turns up allow it to evolve in the way the group wants.

Also, use Doodle (or something similar) to arrange meetings – I was ready to hand over that side of it, as it really is the only arduous element, but Doodle is so easy I continue to be the group's administrator.

We generally meet in the Beaconsfield area, and people travel from High Wycombe, Maidenhead area, Reading – so South Bucks & Berks mainly."

Please contact Pauline directly if you would like to join this network: pauline@heronwatch.co.uk.

4. Re-Humanising the Workplace

An ABP unconference jointly hosted with the University of Hertfordshire (Centre for Coaching and Mentoring) [27th March 2012 9.30am to 4.30pm in Central London](#)

Treating employees like 'human resources' (or factors of production) is a legacy of the era of the mass production. Evidence shows failure to tap into human abilities at work lowers job and, ultimately, organisational performance. Ask employees how many of them agree that the vast majority of the workforce in your organisation has far more talent, intelligence, capability and creativity than their present job requires OR EVEN ALLOWS, and a majority of them will agree.

Now ask how many of them are under pressure to produce more for less, and most will agree.

Consider the current situation: Employees are being asked to produce more for less yet are not allowed to use a significant proportion of their abilities and intelligence. Now consider the cost to the majority of organisations that are clinging to century old management methods. And the pain of the workforce is socially damaging and surely is at the heart of the current zeitgeist. Whether you agree with these sentiments or not, the ABP unconference will allow you to have your say: to explore what changes, if any, are desirable in our conventional management principles, and how change might be brought about.

The unconference format does not have 'expert' speakers and the agenda is not fixed by the organisers. People attending conferences often tell us that the most value they get is from interaction with other participants. In the unconference, it is all interaction with the other participants.

You will pick up great ideas for making your own organisation more effective and a better place to work.

We especially welcome new comers from all sectors and the event is open to ABP members and all staff and students of the University of Herts.

An attendance fee will be under £200, including lunch.

Sharing your success

Many of our members are enjoying great success in promoting the field and practice of Business Psychologists. If you've recently promoted business psychology, please share your success with the membership. Post an update on your activity on our [LinkedIn](#) discussion forum. Or visit the site read about/comment on others' achievements, share your thoughts and get updates from the 2012 conference committee.

Another way in which you can have your say is at the Conference's "open mic" night". If you have something you'd like to share with the audience, contact Richard Taylor (richardtaylor@theabp.org.uk) for more information.

Or become a voluntary helper for the Association. For more information on the range of volunteering opportunities available, contact the Board Member for Volunteers: Lylie@fitzbest.com

5. The ABP Management Board

Following the 2011 AGM and subsequent elections, the Association's Board members for 2011 – 2012 are

Chair: Steve Whiddett

Other officers and members:

Jessica Baker	Prof. Stephen Benton
Peter Burton	Trisha Cochrane
Carol Cole	Lylie Fitzpatrick
Alison France	Debbie Hance
John Hugo	Clodagh O'Reilly
Mark O'Sullivan	Richard Plenty

6. BPS Register of Qualifications

From 5th September 2011 the British Psychological Society made changes in their Register for Qualifications in Test Use (RQTU).

The BPS has moved its current Register of Competence in Psychological Testing into the public domain via the www.psychtesting.org.uk website.

Test publishers wishing to sell their materials to appropriately qualified test users are now able to search against test users' names in the register and view their qualifications.

Registered test users in the RQTU will be able to retain an ongoing entry by agreeing to abide by the Code of Good Practice in Psychological Testing through an annual fee and adherence to set rules for registrants.

The description of Test User roles has also been changed.

Further information can be found on the www.psychtesting.org.uk website, including guidance for individuals seeking affirmation of competence ([http://www.psychtesting.org.uk/download\\$.cfm?file_uid=D475465B-E6A7-8353-12B0-B94DBB66E58E&siteName=ptc](http://www.psychtesting.org.uk/download$.cfm?file_uid=D475465B-E6A7-8353-12B0-B94DBB66E58E&siteName=ptc)) and specific queries can be addressed to enquiry@psychtesting.org.uk