



Welcome to the March newsletter,

This time last year we were heading into Lockdown, with no realisation that we would still be in the same spot a year later, and although certain aspects of the country will be reopening over the coming weeks, it's clear that this new normal and our reliance on the online sphere will be here for some time. So, I encourage you, if you haven't already, to look into signing up for our popular lunch and learn session – 'How to build compelling and interactive virtual content with Lumina Learning', led by Stewart Desson.



The effects of the pandemic mean that some have been able to identify a new business opportunity, while for others, COVID has meant a need to re assess and look for a new career path. No matter which camp you find yourself in, you may find benefit and support from listening to our latest podcast, during which Anton Fishman, offers guidance and encouragement to those business psychologists just starting out and or through attending Huma Khan's engaging webinar series: 'Selling Skills for Non-Salespeople: Find new business, sell effectively, maintain and grow your client portfolio.'

Finally, we are putting a call out to all our members, as we have several exciting volunteer vacancies available below.

Thanks,

Alex

**Membership Categories and Post-Nominals -
A Reminder to Transition**

We are delighted that 111 of you are in the process, or have already transitioned to our new membership categories. Many of you have given us feedback that the process is fairly simple and smooth. Equally, quite a few have expressed that they are thrilled to have successfully achieved certification at one of the three levels.

We asked a couple of the assessors to share their feedback so far:

"Being an assessor for transition has been really interesting and inspiring. We get to read some great examples of evidence-based practice and how people are living the ABP values, and the process is straightforward and clear from an assessor perspective."

"Being an assessor, it has both reassured and excited me to see so many rich and effective examples of business psychology in practice: influencing how individuals and organisations go about their daily work. The process seems to be working really well to encourage strong reflective practice."

This is a gentle reminder to those of you who have not yet completed transition to do so. If you have transitioned and found it a positive experience, then please do let your ABP network know.

If you have any questions, are unclear about why this is happening, or are not really happy about the changes, we would encourage you to watch [this video](#), where **Brian Baxter**, former ABP Chair, puts some of your questions and concerns to **Prof Alex Forsythe** and **Steve Apps**.



We can also provide other resources to assist you, so do not hesitate to discuss certification with us.

The growth of Personality Psychology and the tools that come with it
By Nikita Mikhailov



Most of you reading this have either qualified in a psychometric assessment or completed one, or did both. And sometimes one feels that these acronyms, numbers, colours as representations of our personalities have been done to the N'th degree.

But things have been afoot in the world of personality psychology, especially in the last decade or so which makes it worth to have another look at the current landscape. So let us take a whirlwind tour on what is cool and shiny.... And valid, let's not forget the good reliability and validity but that will require me to make you a cup of coffee.....

[To read more click here](#)

Member Spotlight – Ian Beer



Each month we will be profiling a member from the ABP community, as a way of showcasing their career journey and inspiration! This month we welcome thoughts from Ian Beer who recently completed the ABP Annual Member Survey, and won the prize draw!

“The future of business psychology? It is a field that is on the up. Many conversations with business leaders alight upon the realisation that product, systems, tech’ and organisation charts alone are not the key to unleashing potential. I look forward to helping people be creative in making the future bright.”

[See the full spotlight interview with Ian here](#)

Episode 18: When a robot becomes your boss - A discussion with Anton Fishman, HR & Talent Tech Start-up Advisor



In a fascinating discussion with ABP Chair Professor Alex Forsythe, Anton shares his insights into, and predictions about, the future of work, and the role of business psychologists in a world where machine intelligence and human intelligence live side by side. Some of the “corrals” that psychologists have traditionally built around areas of their expertise are unsustainable, whilst the “deeply human” skills of psychologists offer immense future value to individuals and organisations.

Anton Fishman is an HR & Talent Tech Start-up Advisor, AI Educator, and Organisational Consultant.

To read more, [click here](#)

Training

9th April, How to build compelling and interactive virtual content with Lumina Learning

Back by popular demand, our very own Dr Stewart Desson will be running a generous 2hr lunch & learn showing you how to enhance your delivery of virtual content in a compelling way, in this new virtual world.

Click [here](#) for more details.

23rd April to 14th May, Selling Skills for Non-Sales People: Find new business, sell effectively, maintain and grow your client portfolio with Huma Khan

Huma Khan will be running a 4-part webinar series weekly. Offered with plenty of flexibility for delegates. Opt for the whole series with/without a discounted sales coaching session, or book a single webinar out of the following:

- **PROSPECT:** How to generate New Business
- **PITCH:** How to Sell your Services
- **CLOSE:** How to Close a Deal
- **NURTURE:** How to Retain and Grow your customers

Click [here](#) for more details

Event Report

Red Flags: What do you really need to know when buying Psychometrics?

During this lively session, Maria Gardner and her fellow panellists, Ben Williams (Sten 10), Debbie Stevens-Gill (outsourcing expert and BPS Board Member), Aaron Halliday (University of Western Ontario), Alan Redman (Criterion-Psycruit), Stewart Desson (Lumina Learning) and Penny Moyle (Executive Coach) shared their insight and expertise to help attendees make an informed choice and avoid the pitfalls, when purchasing psychometrics.

To view the full event report, [click here](#).

The Dark Side of Leadership with Prof Dennis Tourish, University of Sussex

'How can organisations minimise creeping dysfunctionality in their leaders?' was the question addressed by Professor Dennis Tourish during this engaging session at the March meeting of the ABP held online. The presentation looked at hubris and using the example of Elizabeth Holmes and her biotechnology company Theranos, it reviewed the various ways by which toxic leaders exercise coercion.

To view the full event report, [click here](#).

Events

14th April, A Journey through Change: the Interactive Change Curve with John Fisher and Robin Hills

[Book now](#)

19th April, ABP Corporate Member Update with Nicky Thompson and Steve Apps

[Book now](#)

23rd April, ABP Bookclub 'between the wines' 'Neuroscience for Organisational Change' by Hilary Scarlett

[Book now](#)

27th April, Using Behavioural Science to support Colleagues during the COVID pandemic with Anna Koczwara, Behavioural Science (HR) NatWest Bank

[Book now](#)

5th May, New Member Welcome Session

[Book now](#)

11th May, The Changing Face of Coaching driven by Millennials/GenZ with Dr. Peggy Marshall and Dr. Ursula Clidiere

[Book now](#)

18th May, Is Business Psychology delivering for HR? with Peter Cheese, Chief Executive CIPD

[Book now](#)

Volunteering for the ABP

Nearly everything we do at the ABP is run by or under the guidance of our volunteers. Volunteering with the ABP offers an excellent opportunity to broaden your knowledge and skills, as well as using your experience and expertise to support the growth and success of our profession and network with other practitioners. We ask all our volunteers to be ABP members.

We currently have the below volunteering vacancies available:

- Training Support Assistant
- Psychology Student Placement (no prior experience needed)

- NexGen Team Lead
- Student Blogging Team
- Video Editor

To read the full job descriptions and apply for any of the above vacancies please click [here](#).

Jobs Board



Saxton Bampfylde



ARUP

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