



Welcome to our last newsletter of 2019. It has been a great year for us here at ABP and 2020 looks set to be even better. Make sure you get yourself booked onto one of our highly informative training sessions or webinars that we've got coming up in January. Although you'll need to be quick, as the Face to Face training workshop (Organisational Network Analysis: The Future of People Analytics) with Organisational Psychologist Marcus Gee, has only got eight places left.



At ABP our webinars are always a runaway success, so if you have a valuable

learning experience to offer to Business Practitioners get in touch, as not only are you inspiring others but conducting your own workshop is an invaluable opportunity to raise awareness of your expertise and network with like minded individuals.

I am very excited about our upcoming speaker events in London and Manchester and am particularly looking forward to hearing Devyani Vaishampayan debunking the myths about AI and explaining its role in the future of work, during our London event. Tickets are still available for both sessions, but they are selling out fast.

Finally, I would like to wish the ABP community a Merry Christmas and a prosperous New Year!

See you in 2020.

Thanks,

Ben

Will you be part of the ABP Training offer for 2020?

Over the course of 2019 we have launched with great success, several webinars designed to help our community develop and thrive. Besides our successful practical people assessment series, we have also offered webinars on cognitive style, motivation theory, sales for psychologists and micro-aggressions in the workplace.

Webinars are an inclusive way to work with our network across the UK and Europe and are open to members and non-members. They normally last between 60 and 90 minutes and can easily be scheduled to suit your availability, which allows busy practitioners to take time off their schedule (we usually schedule them around lunch breaks) to stop and learn.

If you have a valuable learning experience to offer to Business Psychology Practitioners, ABP will offer you guidance to structure your course, access to our Zoom platform and a series of promotional initiatives on our social media pages, to reach our members and invite them to attend your workshop. Holding your own workshop provides an invaluable opportunity to promote your research or expertise, work with likeminded individuals and develop a network within our community through your contribution.

There is also the possibility of submitting ideas for face to face training, however we are limiting our offering to a small number of key events throughout the year.

If you would like to conduct a webinar, get in touch with our team by filling in this [form](#) and submitting your training idea.

We will then be in contact as soon as we receive your proposal to discuss every detail!

London Speaker event - How is artificial intelligence rapidly changing the future of work?

The present social climate is that of increasing uncertainty surrounding jobs and employment. There is also a perception that AI could remove the 'human-ness' out of the workplace and increase bias.

On the 21st January Devyani Vaishampayan, the Managing Partner of the HR TECH Partnership will be challenging the pre-conceptions of AI, in what promises to be a highly engaging session. She will put forward the argument that we need a mindset change and to understand that the use of AI is not just about minimising costs or eliminating jobs but worrying about the kind of society we are creating. Devyani will also address how it is important that as Business Psychologists we are better informed than our clients and part of the process.

For further information and to book your tickets click [here](#).

We once again would like to thank the University of Westminster for hosting this event.



Manchester Speaker Event - Resilience and Well being: Making your organisation fit for purpose

In 2019, the ABP and Engage4Success collaborated in promoting a highly successful event supported by Eversheds Sutherland and 2020 will see them revisit that success with an event in Manchester. The session will be hosted by Partner and Tribunal Judge, Naeema Choudry at Eversheds Sutherland LLP, with guests being treated to drinks and delicious canapes on arrival.

By attending this event you will get an insight into how an appropriate focus on resilience and wellbeing, can deliver remarkable results in our organisations.

There are three main objectives to the event:

- Explore the extent of the link between resilience and wellbeing and how this impacts business outcomes.
- Explore why employees in some organisations appear to have better resilience and suffer less from mental stress and wellbeing issues, than those in other organisations.
- To understand the dynamic of a good Organisational Culture which helps to develop employee resilience, better engagement and fewer issues in relation to wellbeing and mental health.

For further information and to book your tickets click [here](#)

Face to Face Training - Organisational Network Analysis: The

Future of People Analytics

You will need to work fast as there are now just nine spaces left for our training workshop on the 28th February 2020. Organisational Network Analysis (ONA) is a cutting-edge analysis and development tool to provide insights into real workplace relationships and organisational structure. It also helps individuals understand their 'Social Quotient' – their own social capital and style within an employee network.

The Facilitator for the workshop will be the highly respected Marcus Gee, an Organisational Psychologist with Mentis Consulting and a subject matter expert in the areas of sociometrics, psychometrics and personality psychology. He has trained over 200 people in the use of Hogan Personality Assessments.

This workshop is specifically targeted for anyone who is interested in understanding and utilising ONA as People Analytics, OD, L&D and HR Tool.

Key takeaways from the training will include:

1. Understanding what ONA is.
2. Understanding how ONA works, including setting up and delivering an ONA project.
3. How to interpret the analysis, visualisations and key metrics of ONA.
4. How to integrate ONA into OD/L&D/HR projects for succession planning, knowledge transfer, change management, performance improvement and employee engagement.
5. What are the tangible benefits and ROI that ONA solutions offer?

For further information and to book your place click [here](#)

Event Reports

November Manchester Speaker Event

During the event Marjorie and Paula discussed how employers would benefit from a completely fresh approach to recruitment and that consequently, this would provide a deeper understanding of both strengths and detailer behaviours, beliefs and values. The overall objective of the session was to explain how projective assessments may be used in recruitment to determine beliefs and values, using the typical flow of a recruitment assessment.

We would like to thank Manchester Metropolitan University for hosting this event. View the full report [here](#).

November London Speaker Event

The session explored a number of themes around the subject of AI, including how a key

consequence of the increased use of AI is that there are inevitable operational changes, but these need to be matched to worker changes. It was also discussed how although AI reduces the need for human intervention in some areas, there is little evidence of a long-term trend.

View the full event [here](#).

ABP Jobs Board



The ABP website carries the latest in Business Psychology vacancies, view them [here](#).

New vacancies for December

Principal Assessment Consultants - Cappfinity

Senior Consultant, Executive Assessment - GatenbySanderson

The Following vacancies were featured in last month's Newsletter

Senior Organisational Occupational Psychologist - Wrightington, Wigan and Leigh NHS Foundation Trust

Consultant, Solution Design – SHL

Pre Sales Consultant – SHL

Research Analyst – PSI

Senior Business Psychologist – Client Success – Artic Shores

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