



ABP Newsletter
November 2019



WELCOME

From the Chair, Ben Williams

Welcome everyone to our November newsletter. It has been another incredible month here at ABP and even with the festive season on the horizon we are showing no signs of slowing down.

The team have been working extremely hard post-conference to collate all of the slides, audio and recordings from our host of distinguished speakers and this is now ready, so if you attended the conference make sure you keep an eye on your inbox for an email titled: 'Thank you for Attending this Year's Event.'



Don't forget to sign up to our much-anticipated workshop: Organisational Network Analysis; The Future of People Analytics as spaces are limited. Taking place in February 2020, with the well-respected Organisational Psychologist Marcus Gee, this event is perfectly placed for those that are interested in understanding and utilising ONA as People Analytics, OD, L&D and an HR tool.

As you will already know our training workshops are an important focus for us, which is why we are calling on our members to think about whether there is a subject that you're passionate and knowledgeable about, that you could deliver in a workshop or webinar to your fellow members. There is still time to make the

2020 programme, but you will need to work fast as entries must be submitted by the end of December.

Finally, a warm welcome back to the ABP fold to Maria Gardner who is returning to the Association as Head of Operations and Projects. Maria will be integral in overseeing all of the projects and lines of work we have going on.

Have a great month.

Ben

The big nudge:

Behavioural Economics meets Business Psychology



2019 ABP Conference

If you attended the 2019 Conference, make sure you check your inbox for our recent mailing titled: 'Thank you for Attending this Year's Event' which provides you with a link to access the slides, audio recordings and videos of this year's fantastic line-up of speakers!

Please be mindful that not all the slides or recordings are available, since some of the content was sensitive. However, if you are looking for a specific piece of information, you can always contact the speaker directly.

We also want to thank everyone that gave us their feedback on the Conference and announce the winner of a 1-year free ABP Membership, **Emma Morley!**

Training

Do you have a topic which would inspire and develop our community? Do you have expertise in areas that others could tap into, or is there a subject that you are passionate and knowledgeable about? If so, why not deliver a workshop or webinar for our members!

The aim of the ABP training workshops is to develop skills, provide opportunities to

share best practice and to help foster networking through meeting and mixing with fellow members.

Current and wide-ranging topics that relate to the application of psychology in a business setting are most welcome. We are looking for submissions that:

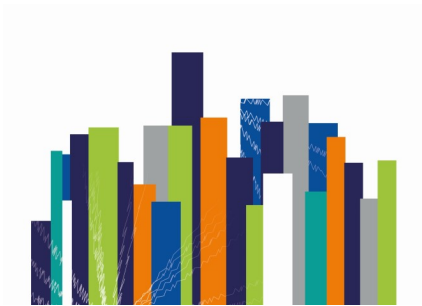
- Demonstrate best practice (evidence-based work).
- Deliver actionable, practical and useful takeaways for delegates.

Please feel free to forward this call for submissions to anyone who might be interested and who meets the aims of the training programme. You can submit your ideas throughout the year, but if you'd like to feature in the 2020 programme please submit your entry before the end of December.

For any questions or suggestions, please get in touch via admin@theabp.org.uk.

Click here to submit your entry.

If you haven't already attended an event, please review the events section on the ABP website where you can sign up for our training courses, webinars and speaker events. Not only are they a great way to meet and network with fellow ABP members, but our events are genuinely engaging, fun, interactive and practical.



Upcoming Training Event 28.02.20

In February 2020 Marcus Gee, a renowned Organisational Psychologist with Mentis Consulting will lead a workshop titled - Organisational Network Analysis; The Future of People Analytics. Organisational Network Analysis (ONA) is a cutting-edge analysis and development tool that can be used to provide insight into real workplace relationships and organisational structure. This training

Welcome to our New Head of Operations and Projects

We'd like to introduce to the Association Maria Gardner who will be taking up the role of Head of Operations and Projects. Maria is not a stranger to the Association: in 2014 she led our annual conference and joined the board shortly thereafter. She oversaw marketing and communications for several years but

event is designed for anyone who is interested in understanding and utilising ONA as People Analytics, OD, L&D and an HR tool.

Key takeaways 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?

Book your place here.

left to take a well-earned break after the wonderful arrival of her gorgeous boy Lucien. After a few years, Maria saw the advert on the ABP site for this role and after two rounds of assessment, the panel decided her passion, experience and brilliant mind would all be wonderful assets that would help benefit our membership body. Maria's focus will be to help ensure all our systems and processes are clear, documented and running smoothly. With a large group of volunteers, it is often hard to have a central point of reference tying together and overseeing all the projects and lines of work we have going on. Maria is going to help pull all of this together and we want to give her a warm welcome (back)!



Podcast Episode 7: Could you be a certified business psychologist?

Do you want to become a certified business psychologist? In the latest episode of POW, the Psychology of Work podcast, we give you an insight into the certification process and the benefits it brings.

You can hear from some of the key people involved in our



October Event Report

At the October event held at Westminster University, Roy Childs argued that one of the successful areas for Business Psychology was Psychometrics, but that this area needed more scrutiny and challenge. The talk focused on the nature of self-report questionnaires and how 'hard stats' were being used on 'soft numbers' to draw inappropriate conclusions.

certification program, and hear first-hand from people who have been through the process. They discuss and answer all questions certification-related. What is the program? What is involved? Do you need an MSc or accreditation to apply? What are the benefits? What was the most enjoyable part - and the most difficult? How does mentoring work?

If you are considering becoming a certified business psychologist, then this podcast is a must listen.

Listen to the podcast [here](#).

Roy explained that some of the 'models and methods' of Psychometrics were not as rigorous or appropriate as was often claimed and that to gain greater client confidence, these claims should be more consistent and realistic. His presentation picked out aspects from the following strands in Psychometrics: personality, capability, motivation and values.

Roy then went on to discuss:

- A lack of consistency in the domain used to define personality.
- Limitations in the questionnaire evaluation process.
- Taking responsibility for how questionnaires are used.
- Putting forward some ideas for improvement.

For the full event summary click [here](#).

ABP Jobs Board



The ABP website carries the latest in Business Psychology vacancies.

Senior Organisational Occupational Psychologist

The Wrightington, Wigan and Leigh NHS Foundation Trust have an exciting opportunity for a Senior Organisational/Occupational Psychologist to join the team at Go Engage, an award-winning employee engagement consultancy. The consultancy is grounded in Occupational Psychology that reinvests back into the NHS, so this role is integral to building the company's success.

Consultant, Solution Design – SHL

Independent Talent Assessment business SHL, is looking to recruit a Consultant in Solution Design to drive the bookings growth of the UKI business through the scoping and sale of world class consulting solutions. This is a dynamic and varied role as you could be partnering with an account manager to shape and scope a complex global succession planning program; supporting a local council to create,

embed and assess against a new values framework; or shaping a multi-stage volume recruitment solution with a multinational organisation.

Pre Sales Consultant – SHL

Having returned to an independent business, it is a very exciting time to join the UKI Commercial Team at SHL. The Presales Consultant will be expected to drive the Bookings growth of the UKI business through the scoping and sale of world class consulting solutions.

Manager, Pre-Sales and Solutions – SHL

SHL are currently recruiting for a Solutions & Presales Manager in the UKI. This is one of the most influential roles in the business and its primary purpose is to drive the company Bookings number through the development and deployment of market-leading solutions and proposals to sell world class consulting services.

Research Analyst – PSI

One – year fixed term contract (maternity cover)

The role of Research Analyst provides an interesting and varied opportunity for a highly motivated and collaborative individual ready to begin a career in Occupational Psychology. In this position, you will be responsible for supporting, enhancing and developing PSI's talent measurement product portfolio, as part of PSI's global Research & Development (R&D) team.

Senior Business Psychologist – Client Success – Artic Shores

Artic Shores, an innovative and fast-growing psychometric tech business are looking for a Senior Business Psychologist to join their Client Success team. The purpose of this role is to support clients in the use of Artic Shore's assessments to ensure best practice use, return on investment and increased future use across other client organisations.

Organisation Diagnosis Consultants (Associates) - Globis Mediation Group

Globis Mediation Group, a leading team of business psychologists specialising in employee and industrial relations are looking for Occupational and Business Psychologists who have at least three years of post-qualification experience, to support the organisation's diagnosis practice. The ideal candidate will have senior level cross sector experience and Globis are particularly keen to hear from those with health sector exposure.

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