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Summary: Turknett Leadership Group has been invited to deliver four presentations that address significant **issues facing executives and HR practitioners in a changing workplace** at the 25th Meeting of the Society of Industrial & Organizational Psychology.

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Atlanta Group Presents Issues in Business Psychology at National Conference

Turknett Leadership Group will deliver four noteworthy presentations at the 2010 Society for Industrial & Organizational Psychology Meeting in Atlanta, Georgia (April 8-10)

Turknett Leadership Group has been invited to deliver four presentations that address significant **issues facing executives and HR practitioners in a changing workplace** at the 25th Meeting of the Society of Industrial & Organizational Psychology. Dr. Randall H. Lucius, VP of Turknett's Human Performance Division, responded to the news:

Turknett is very pleased to have so many presentations accepted at a national conference with the stature of the Society for I/O Psychology. We appreciate the chance to share our practitioner-oriented research and showcase the unique capabilities of our I/O psychology staff.

Character and ethics in the context of business and leadership has been recently brought to the forefront in both academic and business settings. Turknett's Dr. Randall H. Lucius (VP of Human Performance), Dr. Lauren Harris (Consultant), Dr. Karl Kuhnert (Senior Research Fellow and Chair of Applied Psychology Program at the University of Georgia), and Liz Roling, M.S.

(Research Associate) will be partnering with researchers and practitioners from such organizations as the Center for Creative Leadership, Development Dimensions International (DDI) and Pennsylvania State University to share findings on character-based research, discuss likely elements, antecedents, and outcomes of character and stimulate future discussion and research around this important topic. George Hollenbeck, whose provocative journal article on the importance of character in executive selection was recently published in “Industrial and Organizational Psychology: Perspectives on Science and Practice”, will also be a part of the program.

We are pleased SIOF recognized the importance of discussing character as an issue both to encourage future research and to impact current organizational productivity and viability, said Dr. Robert Turknett. Given the recent crises in business and US industry, character is now more important than ever, and it is our belief that our economy will recover only when there is an understanding of authentic leadership and character at every level of management.

The current state of the economy has also brought with it an unfortunate resurgence in **organizational restructuring and downsizing**. Dr. Randall H. Lucius will chair a practice forum entitled *Restructuring Organizations: Multiple and Multidisciplinary Perspectives*, which will address methodology, assessment guidelines, and legal considerations for ensuring a fair and effective process. Dr. Lucius explains:

This is an often-overlooked issue of real urgency for US businesses and their I/O staff. During restructuring, organizations must ensure that they are in full compliance with federal guidelines as well as to maintain and sustain morale and productivity in the surviving workforce.

Generational differences within today's workforce are becoming an increasingly important issue. The workforce is currently comprised of four generations with diverse values and needs,

all working together. Dr. Lauren Harris and Dr. Karl Kuhnert explore *Creating Person-Organization Fit for the Generations* at a poster session. The researchers identify how organizations can create leadership development programs that impact person-organization fit for a generationally diverse workforce. Findings show that Baby Boomers, Generation Xers, and Generation Y are more similar in their developmental needs than proposed in the popular press.

Dr. Robert Turknett, CEO of Turknett Leadership Group, along with Dr. Barbara Reilly will serve as panelists on *Seeing Around Corners: Best Practices in Executive Coaching*. **Executive coaching** continues to gain in popularity as a service for organizations looking to develop leaders, yet much remains unknown about how coaching is practiced, what are appropriate credentials, and key components to ensure success. Turknett Leadership Group has specialized in executive coaching for more than twenty years and provides their expertise in leading a discussion on these and other issues in an interactive panel discussion.

Register for the conference and see a full listing of presentations at www.siop.org

Learn more about Turknett Leadership Group and their services at www.turknett.com or stop by their booth during the SIOP reception (April 8-10).

Turknett Leadership Group is a management consulting firm based in Atlanta that has assessed and developed high-level leaders and their organizations throughout the U.S. for more than 20 years. Using sophisticated assessment tools and Leadership coaching, the Turknett professional staff combines psychologist expertise in the behavioral sciences, and practical business and executive management experience. They serve small, mid-sized and large organizations such as AT&T, Executive Jet, Imerys, Kroger, Federal Home Loan Bank, Manheim, and Wendy's/Arby's Group. For more information go to www.turknett.com.

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