Over the last 3 years, the SIOP Professional Practice Portfolio (under then SIOP Officer Rob Silzer) has been actively engaged in developing and implementing programs and new initiatives for SIOP practitioners. Check out a summary of our major activities here.

Missed the LEC? Review Ben Porr and Alex Schwall’s 5 Key Takeaways from the SIOP LEC Conference on Assessments. Read the full article.

The results of the SIOP Professional Practice Committee (PPC) Practitioner Training Needs Survey are in! Review the key survey findings.

I/O at Work helps to bridge the gap between I-O research and its practical application by publishing online reviews of important, relevant, and applicable research. Stay up-to-date on current research articles by visiting their website.

CHRO Advisory Board’s Roundtable Discussions. CHROs usually “set the table” in terms of human capital strategy. This authority has a major influence on HR budgets, work requirements, and KPIs for HRVPs and COE leaders who hire consultants. We seldom have a direct line to hear these needs first-hand at SIOP, as only two conference sessions over the last ten years featured live CHROs. This board is the result of initial discussions at a Professional Practice Committee Offsite held in February 2018. This excellent new advisory board pursues the following crucial initiatives of sharing research highlights and getting feedback and guidance on needed areas of future research directions to clarify urgent business problems in the I-O Psychology space. CHROs have discussed with their peers and weighed in on issues including: Retention and Engagement, Developing a Leadership Pipeline, and Culture and Change. What we’re hearing is that we need more research on:

◊ How effective different retention techniques are for different populations, and advice on how far to go to get ROI
◊ The best way to build a culture of healthy conflict and collaboration without sacrificing candor
◊ How to compute attrition costs
◊ Best tool for machine learning of flight risk prediction
◊ Insight into what is next for employee engagement

CHRO meetings are being scheduled for 2020. The committee will continue to keep you posted on insights and findings.

“Artificial Intelligence in Talent Assessment and Selection” by Neil Morelli. Today, artificial intelligence (AI) is being promoted as a tool that more quickly and easily screens job candidates. This article dispels some of the mystique that surrounds AI used for hiring, while also encouraging confident investment in AI tools that can help organizations succeed through more effective talent assessment and selection. Read the full white paper.
Upcoming Events & Learning

• **Advanced Professional Development Program.** This initiative is offered by the Professional Practice Portfolio to provide advanced professional development for experienced assessment psychologists to strengthen their assessment skills and techniques and learn from other highly experienced colleagues. This course is offered in four half-day modules, the first two of which were offered at SIOP Chicago 2018. The third and fourth modules are offered in Austin for SIOP 2020 (you do not need to have attended the first two modules to enroll and benefit from these two modules). The benefits to course registrants include: further deepening of Individual Leadership Assessment skills and expertise, assessment insights and techniques from leading Assessment Experts, improving skills in collecting, interpreting, integrating assessment data, leveraging results for providing feedback and converting to developmental actions, and increasing awareness of best practices in leadership assessment.

• **The Early Career Practitioner Consortium (ECPC)** is a one-day career development experience for early career I-O professionals who work in nonacademic settings. This day is designed to help participants uncover strengths, and design plans to achieve their goals. There will be ample opportunities to receive mentoring from experienced I-Os in industry and network with them and fellow participants. Interested? Register [here](#).

• **Career Growth Exploration.** Our second Career Growth Exploration session is being planned for SIOP 2020. This is an opportunity to grow your career by learning how others have expanded their I-O practice to higher levels of visibility and influence. There will be opportunities to network with other mid-career professionals. I-O practitioners with 5 or more years of post-graduate degree experience are invited to sign up for this event. Watch for the opportunity to sign up early in 2020.

• **Speed Mentoring.** The Professional Practice is again hosting our popular Speed Mentoring. This event is designed for professionals with fewer than 10 years of experience (there will be limited seats available for student participants, as well). Participants will have the opportunity to learn from experienced table facilitators. Watch for the opportunity to sign up early in 2020.

• **Speed Benchmarking.** The committee is hosting this event for a third year! This is for mid-late career internal/external practitioners. We had a great response, so we’re bringing it back again this year. This event is designed to give professionals with 8+ years of business or consulting experience the opportunity to participate in benchmarking sessions with other SMEs on several key topics. Watch for the opportunity to sign up early in 2020.

• **I-O Entrepreneurs Networking.** Come visit our first I-O Entrepreneurs networking event. While the benefits and opportunities that come with entrepreneurship are real, starting a new business is extremely hard and most startups fail. We are providing an opportunity to learn from I-Os who have invested their professional life into starting and maintaining successful companies. Attendees will have an opportunity to meet with other Entrepreneurs to promote connections and learn from one another. Watch for the opportunity to sign up early in 2020.
More Ways to Get Involved

APA’s Division 13, Society of Consulting Psychology is holding its annual conference in February, 2020 in Philadelphia. For more details, click here.

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