



The Federal
Consulting Group
U.S. Department of the Treasury

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Coaches Community of Learning January 26, 2007

*Psychologically Healthy Workplaces and the Leaders
Who Reside Within*
Ellen Lent, PhD, and David Ballard, PsyD, MBA

Drs. Ellen Lent and David Ballard will be the featured speakers for the January 26, 2007 Coaches Community of Learning from 9 a.m. until 12 p.m. at the Treasury Executive Institute located at 801 9th Street, NW in Washington, D.C.

This event is sponsored by Treasury's Federal Consulting Group. FCG invites its clients and other federal employees and their guests, including coaches in government and the private sector. The event is free. To register send an e-mail to cheri.allen@bpd.treas.gov. (See registration details below.)

Ellen Lent, PhD, a native of Washington, DC, began her career in workplace consulting in 1974 while at the Ohio Environmental Protection Agency. After internal consultation in a global computer firm and in higher education, she completed her PhD in counseling psychology at Michigan State University, with a focus on vocational choice and career decision-making.

Dr. Lent has provided mental health services in the Office of Veterans Affairs and at an urban hospital in Lansing, Michigan; and has operated as an independent psychologist and consultant in the greater DC area for over 10 years. She directed a long-term research intervention aimed at helping jobseekers avoid depression while with the George Washington University Department of Psychology.

Currently Dr. Lent serves as co-chair, with Dr. Craig Petrun, of the Psychologically Healthy Workplace Awards Committee for the Maryland Psychological Association. She is a member of the Federal Consulting Group, the American Psychological Association, and the National Career Development Association. Her practice is focused on coaching leaders for performance improvement and greater organizational functioning. Her research interests are in job satisfaction and career decision-making.

David W. Ballard, PsyD, MBA, currently serves as Assistant Executive Director for Corporate Relations and Business Strategy for the American Psychological Association (APA). In this capacity, Dr. Ballard designs and directs efforts related to health and well-being in the workplace, educates the business community about the value of psychological services, works to enhance psychology's position in the health care marketplace, and provides research and development and strategic consultation to help psychologists build, manage, market, and diversify their practices.

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Dr. Ballard spearheads the APA's Psychologically Healthy Workplace Award, a national program designed to recognize organizations that make a commitment to programs and policies that foster employee health and well-being while enhancing organizational performance. Since the award's inception in 1999, 46 state, provincial and territorial psychological associations have conducted or are currently developing a Psychologically Healthy Workplace Award program. Collectively, these associations have honored more than 250 organizations across North America.

Dr. Ballard has provided research and consultation services to government agencies, medical schools, and universities in the areas of public health, prevention, and health care finance and has experience in management, marketing, and consumer research. Dr. Ballard received his PsyD in Clinical Psychology and his MBA in Health and Medical Services Administration from Widener University, where he completed concentrations in organizational and forensic psychology.

Program Description

In today's challenging business environment, workplace pressures continue to mount. Productivity demands, information overload and increasing pressure to balance work and home lives can take a toll on employees' health, well-being and job satisfaction. Faced with skyrocketing healthcare costs, global competition and economic uncertainty, employers must increasingly focus on workplace practices that improve employee health and well-being, as well as organizational performance.

Some organizations have responded to these business challenges by taking care of their employees. These employers are creating workplaces that do more than just improve productivity -- they build a strong, vibrant organizational culture that supports the company itself. In short, they build a psychologically healthy workplace. In this session, the presenters will use APA's Psychologically Healthy Workplace Award program as a framework for examining the key characteristics of a healthy workplace, offer real-world examples from award-winning organizations, and outline the characteristics and behaviors of effective leaders in these settings.

Leaders in psychologically healthy workplaces are important as role models and spokespersons for the positive environment and its features. Those who reinforce healthy behaviors and policies usually have strong job satisfaction, positive mood, and high self-efficacy for their leadership roles. They are capable communicators who link psychologically healthy workplace practices directly to organizational mission, and put energy into influencing and motivating others to do the same.

Participants will:

- Understand the link between psychologically healthy workplace practices, employee health and well-being, and organizational performance.
- Review the five types of workplace practices that foster a healthy workplace and examples of each and discuss the key factors that can

increase the likelihood of positive outcomes and strategies for addressing barriers to successful implementation.

- Learn about the importance of leaders' behaviors in establishing and sustaining psychologically healthy workplaces.

Reservations: Space is limited, so please email your name, title, and agency or organization to Chéri Allen at cheri.allen@bpd.treas.gov by **January 12, 2007**. Please arrive 15 minutes early to allow time for security processing. You will need a picture ID to enter the building.

Metro Directions: Take red, green, or yellow line to Gallery Place and exit at 9th and G Streets, NW. Turn right as you leave the escalator and walk about 2 blocks to 801 9th St, NW.