



Welcome DRI Consulting Board of Directors

Student Training via the Consulting Firm –
Making Dollars and Sense?

(see www.dric.com for the PowerPoint of this presentation)

DRIC Staff and Student Introductions

- Caye Smith, PsyD, Pre-Doctoral Intern
 - Moderator
- John Fennig, Ph.D., Founder and Managing Partner
 - Presenter: Student Training via the Consulting Firm: Making Dollars and Sense?
- Sheryl Otto, PsyD, Post-Doctoral Intern

DRIC Staff and Student Introductions

- Janice Mileo, J.D., PsyD (Cand.), Pre-Doctoral Intern
 - Presenter: An Intern's Perspective—Finding the Win/Win in Training
- Bruce Smith, PsyD, Pre-Doctoral Intern
 - Presenter: The Pre-Doctoral Intern as Consultant
- Victoria Littlefield, Ph.D., Senior Consultant
 - Presenter: Project Management

DRIC Staff and Student Introductions

- Brian Buford, Ph.D., Post-Doctoral Intern
 - Presenter: Choosing Consulting Psychology

DRIC, A Brief History

- Founded 1991, North Oaks, Minnesota, by John Fennig, Ph.D., L.P.
- Psychology-based organization and management consulting firm
- Throughout its 10 year history, over 100 high school, college, graduate students, and professionals have trained through DRIC
- 1999: First formal pre-doctoral intern
- 2000: First formal post-doctoral intern

DRIC, A Brief History

- 2001:
 - Three pre-doctoral interns have completed a year of training.
 - One post-doctoral intern is completing a year of training.
 - One pre-doctoral intern is in training.
 - One post-doctoral intern is joining the firm September.

As the DRIC Board of Directors, we'll be seeking your advice on the question,

Should DRIC, as a for-profit consulting firm, conduct student training?



Student Training via the Consulting Firm: Making Dollars and Sense?

John Fennig, Ph.D.
Founder and Managing Partner

Dollars and Sense?

- Yes for the student.
 - \$35,000/year more median salary or nearly \$1 million in one's career than human service psychology
 - Sense – only if you want to do or explore this kind of work
- ? for the firm offering consulting training
 - Summer Olympic canoeing or Winter Olympic speed skating
 - Not valued or lack skill or structure to offer it



An Intern's Perspective— Finding the Win/Win in Training

Janice Mileo, J.D., PsyD (Cand.)

Pre-Doctoral Intern

My Background

- Currently pre-doctoral intern at DRI
- 20 years in law/business
- Vice-President and head of legal department of financial services firm for 12 years
- Decided to change careers, enrolled in PsyD program
- Summer practicum at DRI

My Perspective – Successful Training Program

- Training needs to be a win/win for student and site
- Creativity to find ways intern can learn and contribute
- Resources spent by site balanced by benefits received

I Will Cover

- Types of projects that work well for an intern
- Criteria for sites
- Criteria for interns

Examples of projects that work well for an intern

■ Assessment

- Analyze, write reports, feedback for some clients
- Selection, career counseling, development, teambuilding
- Individual assessment or as part of a larger project

Examples of projects that work well for an intern

- Training
 - Observe, assist with logistics
 - Facilitate a breakout group
 - Present a portion
- Other team projects
 - Examples--organizational assessment, teambuilding
 - Interviews
 - Focus groups
 - Data analysis
 - Draft report (or portion)

Examples of projects that work well for an intern

- Product development
- Work with individual clients
 - Assessment
 - Career counseling
 - Coaching

Criteria for Sites

- Able to screen for excellent candidates
- Willing to be flexible to identify appropriate projects for students
- Comfortable asking some clients to
 - Have students observe
 - Have students provide portions of the work
- Also helpful to have
 - Interest in training and contributing to the field
 - Interest in evaluating potential staff

Criteria for Interns

- Communication skills
- Initiative
- Judgment—know when to ask for help
- An understanding of the economic context of consulting

-
- Win/Win Training – Learning and Contributing
 - Not just an issue for internship
 - Ongoing issue for psychologists and clients
 - Finding ways to get the work done and continue learning



Transition from Clinical to Consulting

Bruce Smith, PsyD
Pre-Doctoral Intern

Transition from Clinical to Consulting

- From: “Where does it hurt and how bad?”
- To: Executive profile; Strengths and Weaknesses

Transfer and Transformation

- Active listening
- Peer relationships
- Health model: You are awesome—how can we make you better?
- Sliding scale goes up instead of down
- Gratuities and Amenities are the Norm



Project Management

Victoria M. Littlefield, Ph.D.
Senior Consultant
Director, SurveyWorks^(SM)

My Career Path

- Ph.D. Experimental Psychology
- 16 years in academia
- ProDev Director/Consultant/Grant Writer
- Flirtation with Counseling
- Ahhh... Org. & Management Consulting

Projects at DRIC

■ External Projects

- Culture Project at a dot.com start-up
- City Executive Development Project

■ Internal Projects

- APA 2000
- Develop business segment

DRIC Learning Model

- Observe
- Do, with close supervision
- Do, with consultation
- Timing

Project Ownership

- What it is
- What it isn't

Features

- Check-In
- Case Presentation
- Leveraging Support

Student Benefits

- Real-world practice in consulting
- Resume builder

Benefits/Costs to DRIC

■ Benefits

- Training shop mission
- Lowers costs
- Increases staff numbers
- Lengthy Try-and-Buy

■ Costs

- Time to train
- Time to expertise
- Staff churn



Choosing Consulting Psychology

Brian A. Buford, Ph.D. Candidate
Post-Doctoral Intern

Issues in Transitioning to a Career In Organizational Consulting

- My Career Path
- Areas of Change
- Future Challenges

My Career Path

- Early interest in psychology of work and organizational behavior
- Strong desire and interest in applied psychology and unique service delivery
- Ph.D. Counseling Psychology, University of Iowa
- Division 13 conference, career counseling

My Career Path

- Personality/Environment Fit
 - “AES”
 - “ENFP”
- Family background, interest in business

Areas of Change

- Leaving the Medical Model
- From “Treatment” to “Consultation”
 - Boundaries
 - Roles
 - Service delivery
 - Settings
 - Vernacular
 - Work groupings
 - Norms

Areas of Change

- Non-profit to Profit
- Professional Identity
- Empirical/Theoretical vs. Applied/Practical
- Professional Practices and Literature



This PowerPoint presentation is available on our homepage:

www.dric.com