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Vangent's Dr. John W. Jones Chosen to Present on Human Capital Risk Management at 2012 Society for Psychologists in Management Conference

Session to address emerging challenges for organizations to return to growth while limiting personnel based risk exposures, at all employee levels

Chicago, IL, July 26, 2011 – Vangent, Inc., a leading provider of pre-employment risk assessments, today announced that Dr. John W. “Jack” Jones, Chief Scientist and Vice President of the company’s Risk and Talent Management unit, has been selected to present at the 2012 Society for Psychologists in Management (SPIM) conference, to be held in Charleston, SC February 23-26, 2012. Dr. Jones, an I/O psychologist with more than 25 years of experience in the field and who helped to found the Association of Test Publishers, will present on *Human Capital Risk Management (HCRM): Evidence-based Strategies for Organizations and Executives*. The Society for Psychologists in Management’s annual conference convenes some of the industry’s top practitioners and researchers to share cutting edge solutions on how both managerial and consulting psychologists help to improve organizations and their workforces.

Dr. Jones’ presentation will focus on how a variety of evolving and increasingly complex risk exposures (e.g., globally strained economies, disgruntled workforces, unethical leaders, and cyber-threats) can threaten the profit, reputation, and stock price of organizations more easily and more rapidly than ever before. In addition to these under-discussed risk factors that organizations face, Dr. Jones will share Vangent’s observations that many employee screening programs (and organizational competency models) primarily address the recruitment, selection, and development needs of Human Resources departments (i.e., the focus is on the “softer” work style requirements such as productivity and service orientation), but not the complete needs of other strategically important Human Capital Risk Management departments including Risk Management, Asset Protection and Corporate Safety. The gap, reports Dr. Jones, means many organizations may lack any truly effective apparatus for evaluating job candidates (of all levels) for risk in a balanced manner, with many over relying on less valid and incomplete tools such as background investigations. An additional dimension to Dr. Jones’ presentation will focus on the need for ethics coaching among higher level personnel to continuously reinforce recognition of risk and adherence to ethical behaviors in a very challenging business climate, and how to use an assessment-based coaching model for preventing unethical and possibly fraudulent behavior.

“Risk and security are paramount concerns for organizations, even more so as both the Great Recession and global upheaval have rapidly transformed organizations, their leadership, and their workforces,” said Dr. Jones.

“Furthermore, organizations face a growing demand to serve global customer bases 24/7 in a variety of mediums. Any contemporary discussion on leadership must address how to limit both the old (e.g., fraud, waste and abuse) and the new (e.g., cyber-threats) risk exposures, especially those coming from insiders.” Dr. Jones, who was awarded diplomat status in I/O psychology from the American Board of Professional Psychology (ABPP), has spent his career (much of it with Vangent’s Risk and Talent Management unit) helping organizations to address and reduce risk exposures, from counterproductivity to asset protection to criminal behavior that can threaten their very livelihood.

“We are honored that Jack has been chosen to present at the 2012 SPIM conference, where some of our most esteemed contemporaries share emerging strategies and solutions in consulting psychology.” said Andre Allen, Vice President of Vangent’s Risk and Talent Management unit. “Jack’s focus on innovative psychology solutions in the workplace, combined with his career-long commitment to contemporary and evidenced-based approaches to risk management, will complement the timely conference theme of helping leaders to successfully rebound after years of focusing on survival and stabilization. How these leaders will achieve growth while limiting organizational risk exposures will be absolutely critical.”

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About Vangent, Inc.

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