



# INVITED SPEAKER TEASER

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# INVITED SPEAKER SPOTLIGHT

John Austin, Ph.D.



## RESULTS: FROM BURNOUT TO BREAKTHROUGH WITH BEHAVIORAL LEADERSHIP

October 9, 2025

8:50 AM GMT - Silfurberg Hall

Leadership isn't a trait—it's a behavior. In this keynote, Dr. John Austin presents a practical, science-based model for improving leadership through behavior change. Using real-world examples, he introduces a three-part framework—self-management, relationship management, and performance management—and a five-step process to help leaders change their own behavior and coach others. Attendees will learn how targeted, measurable behaviors can drive real outcomes like improved trust, performance, and retention. Whether you're a student, researcher, consultant, or leader, you'll leave with actionable tools and a fresh perspective: leadership isn't soft—it's observable, teachable, and worthy of scientific precision.

## WHAT HAS AI TAUGHT US ABOUT ORGANIZATIONAL COMMUNICATION?

October 9, 2025

9:50 AM GMT - Silfurberg Hall

I asked MS Co-Pilot, "What is an AI chatbot?" and got: "An AI chatbot is a computer program designed to simulate human conversation using AI techniques like Natural Language Processing and Machine Learning." Most attendees at my presentation will have used an AI chatbot—for work, play, or both. But getting useful responses requires asking the right way. In my talk, I'll draw parallels between effective chatbot interactions and conversations with employees about organizational performance. I'll link these to proven behavioral techniques and share examples that show why treating employees like chatbots—clear, intentional communication—can lead to better results.

Sigurdur Sigurdsson, Ph.D.



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# INVITED SPEAKER SPOTLIGHT

Byron Wine, Ph.D.



## A SYSTEMS PERSPECTIVE OF DEVELOPING AND KEEPING STAFF HEALTHY IN HUMAN SERVICES

October 9, 2025

10:50 AM GMT - Silfurberg Hall

While many resources address onboarding and staff development, few focus on training, mentoring, and safety from a structured, process-level perspective. This presentation outlines how we designed and managed training for hundreds of employees working in high-risk environments. Using behaviorally grounded practices, we created scalable systems for mentoring, performance support, and proactive safety protocols. The approach emphasizes clear procedures, data-informed decision-making, and continuous feedback to ensure consistency and effectiveness. Attendees will gain practical insights into building sustainable training systems that not only improve employee performance and readiness but also reduce risk and enhance organizational outcomes over the long term.

Albert Malkin, Ph.D.



## THE RIGHT TO EFFECTIVE CONTINGENCIES: ORGANIZATIONAL BEHAVIOR AND PRACTITIONER WELL-BEING

October 9, 2025

2:00 PM GMT - Silfurberg Hall

Burnout is a significant challenge in behavior analytic organizations. While self-care is important, this presentation examines burnout through a culturo-behavior science lens, focusing on the organizational contingencies that shape practitioner well-being. Rather than treating burnout as an individual issue, we explore how systems may unintentionally promote emotional exhaustion, depersonalization, and reduced personal accomplishment. Attendees will learn to identify and analyze organizational practices that influence wellness outcomes and leadership's role in shaping those contingencies. Drawing on culturo-behavioral systems analysis, relational frame theory, and organizational behavior management, the presentation offers a framework for embedding practitioner wellness into organizational design.

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# INVITED SPEAKER SPOTLIGHT

Nicole Gravina, Ph.D.



## USING ARTIFICIAL INTELLIGENCE TO BOLSTER BEHAVIORAL SAFETY INTERVENTIONS

**October 9, 2025**

**3:00 PM GMT - Silfurberg Hall**

Globally, 1.7 billion people suffer from musculoskeletal disorders (MSDs), often caused by repetitive or strenuous movements. While ergonomics training aims to prevent these injuries, its long-term impact on behavior is limited. Behavioral safety strategies can improve outcomes but are often too labor-intensive to sustain. This presentation explores how artificial intelligence, particularly computer vision, can automate ergonomic assessments and deliver personalized video feedback to promote safer body positioning. A series of studies—from lab to real-world settings—demonstrates AI's potential to support lasting behavior change. Practical and ethical considerations for implementing AI-based feedback systems in applied environments will also be discussed.

Brian Cole, Ph.D.



## CONSULTING EXCELLENCE: A FRAMEWORK THAT DRIVES TRANSFORMATION

**October 9, 2025**

**4:00 PM GMT - Silfurberg Hall**

In today's fast-paced business environment, achieving lasting change, improving key metrics, and enhancing employee experience requires a structured, science-based approach. This presentation introduces ALULA's Consulting Framework—Align, Activate, Execute, Evolve—rooted in Applied Behavioral Science. Each phase focuses on essential activities: assessment, leadership alignment, behavior identification, solution deployment, and sustainability. Emphasis will be placed on critical leadership practices that drive and sustain performance, along with skill-building and overcoming resistance to change. Real-world examples will illustrate how the framework has been adapted across industries to deliver measurable results, empowering leaders to maintain alignment and ensure long-term impact.

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# WORKSHOP SPOTLIGHT

Albert Malkin, Ph.D.



Karl F. Gunnarsson, Ph.D.



Alison Betz, Ph.D.



Nicholas Matey, Ph.D.



## SELF-CARE FOR BEHAVIOR ANALYSTS: A GUIDE TO EATING FEWER DOUGHNUTS AND TAKING MORE NAPS

**October 10, 2025**

**3:00 PM GMT - Silfurberg Hall**

Behavior analysts often prioritize helping others, sometimes at the expense of their own well-being. Over time, neglecting self-care can lead to anxiety, depression, burnout, and other serious issues common among helping professionals. Despite expertise in behavior change, analysts are not immune to these challenges. This interactive workshop guides participants in assessing their current self-care practices, identifying areas for improvement, and developing personalized, evidence-based strategies to enhance well-being. Attendees will create individualized self-care plans, address potential barriers, and explore ways to promote self-care within their organizations—ultimately strengthening their ability to care for others by first caring for themselves.

## BEYOND THE INDIVIDUAL: A BEHAVIORAL SYSTEMS APPROACH TO SUSTAINABLE CHANGE

**October 10, 2025**

**3:00 PM GMT - Rima Hall**

While behavior analysts excel at changing individual performance, lasting organizational impact requires more than strong training or coaching—it requires systems thinking. This interactive workshop introduces a behavior-analytic framework for understanding and driving systems-level change. Grounded in The Performance Journey from ABA Technologies and informed by the work of Drs. Alison Betz and Nick Matey, participants will explore how to assess performance issues systemically, identify environmental variables across organizational levels, and design sustainable, scalable interventions. Emphasis will be placed on aligning leadership practices, processes, and consequences to support behavior change that endures and promotes meaningful results across entire organizations.

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# SPECIAL PRESENTATIONS

## OBM IN ICELAND

October 9, 2025

1:00 PM GMT - Silfurberg Hall

Organizational Behavior Management (OBM) has a long history of success, mostly rooted in U.S. research, though interest exists worldwide – including in Iceland. This presentation explores the Icelandic OBM scene. It begins with a brief overview of local research and educational opportunities at Icelandic universities. Given OBM's limited presence in Iceland, the talk also highlights successful performance interventions and the application of behavioral principles in various fields. Managers from different sectors will share previously untold stories, data, and experiences of using OBM in Icelandic companies, helping build a stronger foundation for OBM locally.

Sigridur Sigurjonsdottir, Ph.D.



## REMEMBERING AUBREY DANIELS

October 9, 2025

5:00 PM GMT - Silfurberg Hall

This presentation honors the legacy of Dr. Aubrey C. Daniels, a pioneer in the field of behavior analysis and organizational performance. Judy Agnew reflects on Daniels' groundbreaking work in performance management and his profound impact on applying behavioral science in the workplace. Through personal anecdotes and professional insights, Agnew highlights Daniels' unwavering commitment to positive reinforcement, data-driven practices, and ethical leadership. Attendees will gain a deeper appreciation for Daniels' contributions and the enduring relevance of his principles in today's organizations. This session is both a tribute and a call to continue his impactful work.

Judy Agnew, Ph.D.



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