

**Samantha A. Penney**  
**Talent & Leadership Development Assessment Analyst**  
**Lee Hecht Harrison Knightsbridge**

Samantha A. Penney completed her PhD in Industrial/Organizational Psychology at Saint Mary's University. During her graduate studies, Samantha's research focused on leadership development and promoting psychologically healthy workplaces through training and individualized interventions. Samantha has developed both leader-level and employee-level training and coaching programs and consequently has worked with hundreds of leaders. Samantha has authored several journal articles and book chapters on leadership and employee well-being and has presented her work at over 10 international conferences. Currently, Samantha works as an Assessment Analyst in the Talent and Leadership Development practice at Lee Hecht Harrison (LHH) Knightsbridge. Samantha's role focuses on conducting leadership assessments and drawing insights about leaders' strengths and opportunities for development for the purposes of selection and development. Prior to LHH Knightsbridge, Samantha worked as an independent consultant, a part-time faculty member for Saint Mary's University, and as a facilitator for Morneau Shepell, delivering workshops and seminars to corporate clients.

**Winning Paper Abstract:**

**Fostering a Psychologically Healthy Workplace through Leadership**

Although the impact of psychologically healthy workplaces has received increased attention over recent years, leaders and organizations often feel challenged as to how to foster healthy workplaces. This research drew on the success of leadership interventions and the role of healthy workplaces and leaders as resources in promoting employee well-being. Study 1 involved conducted interviews and focus groups to develop a scale to assess leadership behaviours that contribute to a healthy workplace. Study 2 examined the psychometric properties of the scale. Study 3 consisted of developing a leadership training program and evaluated it using a longitudinal waitlist control training design.