

# Apply for the most rewarding and important opportunity of your career!



**Call for Applicants**

## **FUTURE LEADERS NETWORK**

**Deadline: July 26, 2019**

The American Society for Dermatologic Surgery/Association offers three different tracks to early career members to enhance their leadership skills.

- ✓ **ASDS FLN Program:** Implement team projects that support the priorities of ASDS or the dermatologic surgery community at-large while enhancing your leadership skills.
- ✓ **ASDSA FLN Program:** Expand your knowledge about the policymaking process, ASDSA priorities and how to have meaningful influence on the legislative and regulatory process. New this year, the Advocacy FLN team will take on a team project that advances our advocacy goals.
- ✓ **Journal FLN Program:** Develop the skills necessary to become a solid journal reviewer. Understand the journal review process. Formulate effective author feedback. Manage conflicts. Identify study design flaws and more. New this year, the Journal FLN team will complete a project that enhances the journal, *Dermatologic Surgery*.



COSMETIC AND RECONSTRUCTIVE EXPERTISE  
FOR YOUR skin health and beauty™



# PROGRAM OVERVIEW

**I**t's a fact of organizational life: Effective leadership goes hand-in-hand with success – and the successful practice of leadership is particularly essential in uncertain times when difficult business decisions are made daily.

Strong leadership skills will enhance your personal life, help grow your practice, advance your career and help you make a difference through volunteer and other activities you undertake. Strong leaders will also advance the specialty at the community, state and national level.

Leadership training is the first step on the road to unlocking your potential. You'll come away with an understanding of what makes leadership different from other kinds of management roles, how to shape organizational excellence, which competencies are critical to success today and how to gain personal mastery of your own leadership. You will benefit from the shared insights and experiences of peers who, like you, are dermatologic surgeons looking for answers through advanced leadership training and collaboration.

## WHAT IS THE FUTURE LEADERS NETWORK?

The **Future Leaders Network (FLN)** creates opportunities for early and mid-career professionals to enhance their leadership skills and prepare them to become the next generation of leaders in dermatologic surgery. The one-year curriculum provides education for mentors and mentees, and it incorporates leadership training and skills building in project management, advocacy and journal reviewing. Training is provided by professional, leadership educators and facilitators, combined with ASDS / ASDSA members experienced in one or more of the domains. Hands-on learning through developing a focused project or participating in a congressional fly-in or editing journal articles, for example, put skills into action.

## YOU'RE INVITED TO DEVELOP YOUR FULL LEADERSHIP POTENTIAL!

Early-career mentees will be matched with mentors who will serve as their collaborator, confidant and sounding board. Participants will become stronger, more passionate visionary leaders who will serve as adaptive agents for positive change. To be selected, participants must meet the eligibility requirements, demonstrate specific leadership competencies and be able to commit to and actively participate in the year-long program. Become an exceptional leader; apply today!

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*"I cannot express adequately how much the FLN program has shaped my personal leadership development and professional involvement with ASDS. It is a unique and intimate opportunity to intermingle with the most altruistic leaders in our field and hone leadership and management skills with the help of your peers."*

Melanie Palm, MD, MBA

# 2019-20 ASDS FLN SCHEDULE



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**ASDS invests significant financial and staffing resources to support mentors and mentees who are accepted into the FLN. As such, participation in all webinars and workshops is mandatory.**

- August 20, 2019 ..... Webinar ..... Mentors, Jumpstart Your Mentoring!
- August 21, 2019 ..... Webinar ..... Mentees, Jumpstart Your Mentoring!
- August 23-24, 2019\* ..... In-Person ..... One and a Half Day Workshop and Project Presentation Meeting Chicago, IL**
- September 18, 2019 ..... Webinar ..... Project Management
- October 16, 2019 ..... Webinar ..... Project Update
- November 13, 2019 ..... Webinar ..... Resolving Conflicts
- December 11, 2019 ..... Webinar ..... Project Update
- January 8, 2020 ..... Webinar ..... Science of Staying Focused
- February 12, 2020 ..... Webinar ..... Project Update
- March 20, 2020 ..... In-Person ..... Evening Reception with the Industry Advisory Council and ASDS Board of Directors, AAD Annual Meeting, Denver, CO**
- March 23, 2020 ..... In-Person ..... One Day Workshop Meeting, AAD Annual Meeting, Denver, CO**
- April 15, 2020 ..... Webinar ..... Delegating
- May 13, 2020 ..... Webinar ..... Project Update
- June 10, 2020 ..... Webinar ..... Organizing Your Presentation
- July 15, 2020 ..... Webinar ..... Project Update
- August 28-29, 2020\* ..... In-Person ..... One and a Half Day Workshop and Project Presentation Meeting Chicago, IL**
- October 7, 2020 ..... In-Person ..... Project Presentation to ASDS Board of Directors / Dinner with ASDS Board of Directors, National Harbor, MD**
- October 8, 2020 ..... In-Person ..... Project Presentation at the ASDS Annual Meeting & Opening Session, National Harbor, MD**

**NOTE: All webinars start at 7 p.m. CT and topics are subject to change.**

**\* Travel cost to the August workshop located in Chicago will be reimbursed by ASDS.**

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*“Through FLN, you become involved in a project that has been vetted and is meaningful and develop a close relationship with a thought leader in our specialty. It is a truly unique experience. In addition, the course material will help you better manage your career and your practice.”*

Naomi Lawrence, MD



# 2019-20 ASDSA FLN SCHEDULE



**ASDS invests significant financial and staffing resources to support mentors and mentees who are accepted into the FLN. As such, participation in all webinars and workshops is mandatory.**

- August 20, 2019 ..... Webinar ..... Mentors, Jumpstart Your Mentoring!
- August 21, 2019 ..... Webinar ..... Mentees, Jumpstart Your Mentoring!
- August 23-24, 2019\* ..... In-Person ..... One and a Half Day Workshop and Project Presentation Meeting Chicago, IL**
- September 18, 2019 ..... Webinar ..... Project Management
- October 16, 2019 ..... Webinar ..... ASDSA Emerging Issues / Policies and Positions
- November 13, 2019 ..... Webinar ..... Payment Policies & RUC / CPT
- December 11, 2019 ..... Webinar ..... Project Update
- January 8, 2020 ..... Webinar ..... Science of Staying Focused
- February 12, 2020 ..... Webinar ..... Project Update
- March 20, 2020 ..... In-Person ..... Evening Reception with the Industry Advisory Council and ASDS Board of Directors, AAD Annual Meeting, Denver, CO**
- March 23, 2020 ..... In-Person ..... One Day Workshop Meeting, AAD Annual Meeting, Denver, CO**
- March/April TBD, 2020 ..... In-Person ..... Virtual Fly-in (Meetings with Your Members of Congress Locally)**
- April 15, 2020 ..... Webinar ..... Delegating
- May 13, 2020 ..... Webinar ..... Organized Medicine Involvement
- June 10, 2020 ..... Webinar ..... Organizing Your Presentation
- July 15, 2020 ..... Webinar ..... Project Update
- July TBD, 2020 ..... In-Person ..... Alliance of Specialty Medicine Fly-in, Washington, DC**
- August 28-29, 2020\* ..... In-Person ..... One and a Half Day Workshop and Project Presentation Meeting Chicago, IL**
- October 7, 2020 ..... In-Person ..... Project Presentation to ASDS Board of Directors / Dinner with ASDS Board of Directors, National Harbor, MD**
- October 8, 2020 ..... In-Person ..... Project Presentation at the ASDS Annual Meeting & Opening Session, National Harbor, MD**

**NOTE: All webinars start at 7 p.m. CT and topics are subject to change.**

**\* Travel cost to the August Workshop located in Chicago and ASM Fly-in will be reimbursed by ASDS/A.**

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*“Advocacy on behalf of our specialty is really about providing support for our patients’ way beyond what we offer during a standard office visit. Whether it’s working at the grassroots up to the national level, our patients’ care and interests are paramount and must be protected. Mentoring the physician leaders of tomorrow in advocacy safeguards dermatology and our patients for the future.”*

Terry Cronin, MD

# 2019-20 JOURNAL FLN SCHEDULE



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**ASDS invests significant financial and staffing resources to support mentors and mentees who are accepted into the FLN. As such, participation in all webinars and workshops is mandatory.**

- August 20, 2019 ..... Webinar ..... Mentors, Jumpstart Your Mentoring!
- August 21, 2019 ..... Webinar ..... Mentees, Jumpstart Your Mentoring!
- August 23-24, 2019\* ..... In-Person ..... One and a Half Day Workshop and Project Presentation Meeting Chicago, IL**
- September 18, 2019 ..... Webinar ..... Project Management
- October 16, 2019 ..... Webinar ..... Article Reviews
- November 13, 2019 ..... Webinar ..... Resolving Conflicts
- December 11, 2019 ..... Webinar ..... Project Update
- January 8, 2020 ..... Webinar ..... Science of Staying Focused
- February 12, 2020 ..... Webinar ..... Project Update
- March 20, 2020 ..... In-Person ..... Evening Reception with the Industry Advisory Council and ASDS Board of Directors, AAD Annual Meeting, Denver, CO**
- March 23, 2020 ..... In-Person ..... One Day Workshop Meeting, AAD Annual Meeting, Denver, CO**
- April 15, 2020 ..... Webinar ..... Article Reviews
- May 13, 2020 ..... Webinar ..... Organizing Your Presentation
- June 10, 2020 ..... Webinar ..... Article Reviews
- July 15, 2020 ..... Webinar ..... Project Update
- August 28-29, 2020\* ..... In-Person ..... One and a Half Day Workshop and Project Presentation Meeting Chicago, IL**
- October 7, 2020 ..... In-Person ..... Project Presentation to ASDS Board of Directors / Dinner with ASDS Board of Directors, National Harbor, MD**
- October 8, 2020 ..... In-Person ..... Project Presentation at the ASDS Annual Meeting & Opening Session, National Harbor, MD**

**NOTE: All Webinars start at 7 p.m. CT and topics are subject to change.**

**\* Travel cost to the August workshop located in Chicago will be reimbursed by ASDS.**

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*“The Journal FLN Program seeks to develop dermatologists into solid reviewers, fostering a new generation of leaders for Dermatologic Surgery. This program will teach you the skills needed to review a manuscript with a discerning eye, while also fostering a mentorship relationship with a senior review member. In addition, you will have access to leadership development workshops and monthly webinars to foster personal development.”*

Kachiu Lee, MD

# LEADERSHIP PROGRAM DETAILS

## Phase 1: Understanding Yourself

Self-awareness as an individual, how to channel and hone one's strengths, and understanding personal weaknesses can be addressed effectively through leadership training. You will have the opportunity to take a personality assessment and learn how to leverage your personality type to become a stronger leader. This provides a basis for ongoing discussions and allows the program to be customized to fit each participant's needs. Your personalized curriculum will draw on your strengths while working on areas that may challenge your ability to succeed.

### You will learn:

- Different leadership styles and to describe your dominant style.
- How to identify and assess your personal behavioral preferences.
- How to develop a leadership style that adapts to the person and situation.
- Insights into the key leadership skills and techniques you need to create a winning strategy.
- How to create a self-development plan to continue your growth as a leader.

## Phase 2: Leadership Development Skills and Project Formulation

You will learn advanced leadership techniques, group dynamics and skills to prepare you to be an effective leader in an organizational context. Vision and goals for the year will be reviewed. Early-career members will work with their mentors to develop plans utilizing best management practices and tools to help organize their efforts.

### Learn leadership skills to help you:

- Clearly communicate mission, vision and value statements.
- Translate your vision into productive strategies and actions.
- Develop your action plan and persuade others to adopt it.
- Build a cohesive team that performs well in all situations.
- Communicate effectively to achieve results.
- Discover the power of emotional intelligence – leading with a healthy and wise demeanor.
- Use critical thinking and negotiating skills.
- Address tough and touchy topics in ways that defuse tension.
- Influence and inspire others into action.
- Build and maintain relationships.
- Take smart risks.

### Master project management skills to effectively:

- Manage project phases and processes.
- Identify critical success factors to successfully execute your work.
- Set goals and objectives.
- Use strategies to increase visibility.
- Develop metrics and schedules to stay on target.

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*"I beam with pride as I see continued publications, relevant studies, emerging leaders and educational programming that is the direct result of FLN graduates. I encourage anyone interested in giving back to their field or is attentive to his/her professional development to apply to the FLN; the experience is unmatched and enduring."*

Melanie Palm, MD, MBA

# LEADERSHIP PROGRAM DETAILS (CONTINUED)

## Phase 3: Leadership in Action

You will apply the skill sets learned during Phase 1 and 2 to practical life situations and challenges through your individual mentored experiences. Participants will refine their leadership skills and collaborate as a group to support each other. Ongoing feedback for mentoring, troubleshooting advice and leadership best practices will be shared.

Online workshops will be conducted on leadership issues that will enable young leaders to share experiences and insights. Key successes, challenges and lessons learned through project implementation will be reviewed. Mentees participating in the ASDS FLN Program will present their projects, inviting suggestions from their peers, mentors and consultants.

### Expand on your learning to:

- Enhance your active listening techniques.
- Understand body language, how to read an audience and techniques for engaging various-sized groups.
- Understand the cultural change processes that leaders can initiate and support using vision, shared values, mission and bold goals to organize resources, motivate action and guide steps through ongoing procedures and processes.

## Phase 4: Passing the Torch

Continue the relationships you have forged this year and transfer the knowledge gained from FLN to future program graduates by staying involved with ASDS. Learn how to inspire and advise others, use general strategic thinking and share your skills. This is an alumni network that you will value and use for years to come.

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*“We are facing many changes and challenges in healthcare. Health policy advocacy is essential to ensuring access to safe, high quality care for our patients and securing the future of our specialty. With the ASDSA Future Leaders Network (AFLN), ASDS has built upon the proven success of the traditional FLN Program to provide dedicated individuals with the tools to be effective advocates. My own participation in FLN has been one of the most enriching and rewarding experiences I have had, and the guidance I received, and continue to receive, from my mentor has been invaluable. Working together and learning how to best make a positive impact for our patients and our specialty is critical. ASDSA FLN is a tremendous opportunity for anyone who wants to take charge and help protect our patients and preserve our specialty.”*

Arash Koochek, MD, MPH



# FLN MENTEE PROJECTS

## ✓ **ASDS FLN PROGRAM:**

Members who apply to be ASDS FLN mentees will be asked to complete a project that supports ASDS priorities. Here are some examples of the projects completed in the past:

### **Residents Education**

- ResQ
- Dermatologic Fundamental Series
- *Laser, Energy and Aesthetic Devices Primer*
- Better Surgical Videos
- Derm Surg Fellowship Finder

### **Public Education Programs**

- Stylists Against Skin Cancer
- Sun Safe Soccer Program
- Public Education Videos for Men
- Skin Cancer is Color Blind Program

### **Research**

- Physician and Laymen Perceptions of Expertise in Cutaneous Surgery
- Public Perception of Providers of Cosmetic Procedures
- Impact Measurement on Patients after Cosmetic Treatment

### **Dermatologic Surgery Community**

- Training in Medical Triaging for the Nurse in Cosmetic Practice
- 100 Before and After Photos
- Patient Education Newsletters
- Mohs Surgery Patient Education Materials

## ✓ **ASDSA FLN PROGRAM:**

ASDSA FLN mentees will be assigned a project designed to advance the advocacy priorities of ASDSA. The mentees will work together, as one team, to accomplish this.

## ✓ **JOURNAL FLN PROGRAM:**

Journal FLN mentees will be redesigning the *Dermatologic Surgery* website's home page. The mentees will work together, as one team, to complete this project. In addition, mentees will be expected to conduct journal reviews via webinar and promote the journal via social media.

Email [twalton@asds.net](mailto:twalton@asds.net) with any questions.

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*“Even highly trained dermatologic surgeons need plenty of mentoring and experience to develop advanced skills in journal reviewing and editing. The Future Leaders Network has teamed up with Dermatologic Surgery to actively facilitate the education and development of future editors to maintain the high standards of the journal.”*

William P. Coleman, III, MD  
Editor in Chief, *Dermatologic Surgery*



# MENTEE ELIGIBILITY CRITERIA

## LEADERSHIP COMPETENCIES FOR ORGANIZED MEDICINE

The following competencies have been identified as essential for leadership in organized medicine and advocacy / policymaking.\* Tier 1 includes competencies that need to be demonstrated by the applicant to be considered for the program. Competencies in both Tier 1 and 2 will be the focus of the FLN and will be developed over the course of the program.

### Tier 1 Leadership Competencies

#### Demonstrating Ethics and Integrity (DEI)

- Acts with integrity – leads by example; described as honest.
- Credibility – follows through on promises; uses ethical consideration when making decisions.

#### Communicating Effectively (CE)

- Uses effective listening skills; communicates to involve others; builds consensus.
- Expresses ideas clearly and concisely.

#### Managing the Work (MW)

- Can organize and manage projects when there is no prescribed method for accomplishment.
- Results oriented.
- Understands the perspectives of different functional areas of the association; firm grasp of external conditions.

#### Solving Problems and Making Decisions (SPMD)

- Seeks information and can create order out of large quantities of information; gets to the root of the problem.
- Makes timely decisions; readily understands complex issues.

#### Managing Effective Teams and Workgroups (METW)

- Has special talent with people, demonstrated by ability to pull people together in highly effective teams.
- Maintains effective working relationships; promotes effective teamwork.

### Tier 2 Leadership Competencies

#### Setting Vision (SV)

- Understands, communicates and stays focused on the organization's vision.
- Develops long-term objectives and strategies; translates vision into realistic business strategies.

#### Understanding / Navigating the Organization (UNO)

- Understands the political nature of the organization and works appropriately within it.
- Effectively establishes collaborative relationships and alliances throughout the organization.

#### Managing Politics and Influencing Others (MPIO)

- Good at inspiring and promoting a vision.
- Able to persuade and motivate others.
- Skilled at influencing superiors.
- Delegates effectively.

#### Build and Maintain Relationships (BMR)

- Negotiates adeptly with individuals and groups.
- Effective at managing conflict and confrontations skillfully.
- Knows how to build and maintain working relationships with co-workers and external parties.

- Can negotiate and handle work problems without alienating people.
- Understands others and is able to get their cooperation in non-authority relationships.

#### Developing Adaptability (DA)

- Understands own impact on situations and people.
- Accurately senses when to give and take when negotiating.
- Takes ideas different from own seriously.
- Shares responsibility and collaborates with others.
- Accepts criticism well.
- Doesn't assume a single best way.

#### Risk / Innovation (RI)

- Seizes new opportunities and consistently generates new ideas.
- Introduces and creates needed change even in the face of opposition.
- Acts decisively to tackle difficult problems.
- Perseveres in the face of problems.
- Takes the lead on unpopular necessary actions.

\*The American Society for Dermatologic Surgery acknowledges the contribution of the American Academy of Dermatology Leadership Institute Core Competencies Model in development of the ASDS Future Leaders Network.

# MENTEE ELIGIBILITY

Be an ASDS Fellow in good standing; willing and able to commit the time to fully participate in the program and to attend all mandatory meetings of the Future Leaders Network both in person and via webinars (see calendar for respective track).

# MENTEE EXPECTATIONS

- Actively participate in all mandatory in-person workshops and scheduled webinars.
- Diligently complete your project and assignments on a timely basis.
  - Projects must be completed by August 2020.
  - Keep your mentor and staff informed of your project progress.
- Connect with your mentors / team at least once a month.
  - Share your accomplishments, learnings and challenges with your mentors / team. Ask for suggestions and advice.

## ASDSA MENTEES:

- In addition to the above, be prepared for the fly-in to Washington, D.C. and, to meet locally, with your local congressional leaders; tap into your mentor's expertise to assist.

## JOURNAL MENTEES:

- In addition to the above, diligently complete your article reviews on a timely basis; ask for feedback on your reviews. Take an active role in promoting *Dermatologic Surgery* via social media channels.

# APPLICATION PROCESS

## 1. Complete the application on the following page.

**Demonstrated Leadership Competencies:** Identify at least three projects or activities you participated in that demonstrate at least three of the five leadership competencies listed in Leadership Competencies for Tier 1. Report these on the application using the below table as an example:

Activity	Competency
Chair an ASDS work group	DEI, CE, MW, SPMD, MPIO, DA
Organize a skin cancer screening	CE, MW, METW
Start up a state derm surgery society	DEI, CE, MW, SPMD, METW, SV, MPIO, BMR, DA, RI

## 2. Provide two letters of recommendation from:

- A) Former residency program chair.
- B) Someone affiliated with one of the projects / activities you identified to demonstrate a Tier 1 leadership competency.

## 3. Include a two-page CV.

Identify your organized volunteer experiences you think would benefit your application.

## 4. Review 2019-20 schedule.

You must be able to attend all webinars and in-person meetings identified in the schedule.

## 5. Sign the Participant Commitment.

## 6. Return application and signed participant commitment to ASDS by July 26, 2019.

Successful applicants will be notified no later than August 2, 2019.

# FUTURE LEADERS NETWORK EARLY-CAREER LEADER (MENTEE) APPLICATION FORM

I am applying for the:  ASDS FLN Program  ASDSA FLN Program  Journal FLN Program

Name \_\_\_\_\_

Address \_\_\_\_\_

City, State, ZIP \_\_\_\_\_

Home Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Email \_\_\_\_\_

PROFESSIONAL AFFILIATIONS \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

YEAR COMPLETED RESIDENCY \_\_\_\_\_

YEAR COMPLETED FELLOWSHIP, IF APPLICABLE \_\_\_\_\_

DEMONSTRATED LEADERSHIP COMPETENCIES (See chart on page 9)

Activity 1 \_\_\_\_\_

Competencies \_\_\_\_\_

Activity 2 \_\_\_\_\_

Competencies \_\_\_\_\_

Activity 3 \_\_\_\_\_

Competencies \_\_\_\_\_

IDENTIFY THE TYPES OF PROJECTS YOU WOULD BE INTERESTED IN WORKING ON \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_



## Mentee Commitment and Expectations

The success of the **Future Leaders Network** is based on a commitment to active participation in the program, including attendance at workshops and webinars; completion of assignments; engagement in the mentor-mentee partnership and collaborating with the other participants and facilitators.

Each applicant **MUST** commit to actively participating in the **Future Leaders Network** by:

- Attending and actively participating in all in-person mandatory workshops (see your respective schedule).
- Attending and actively participating in all mandatory scheduled webinars (see your respective schedule).
- Connecting with your mentors via phone, by email and in-person on a monthly basis.
  - Share your accomplishments, learnings, and challenges with your mentors / team. Ask for suggestions and advice.
- Initiating and completing your team project by the project deadline of August 2020.
  - Keep mentors and ASDS staff informed of your project progress.
- Preparing and presenting the progress of your project during Project Update webinars (see schedule).
- Presenting a summary of your project to the ASDS Board of Directors (see schedule).
- Presenting project summary during ASDS Annual Meeting Opening Session (see schedule).

### ASDSA FLN MENTEES:

- In addition to the above, participating in and preparing for the fly-in to Washington, D.C. and to meet locally with your local congressional leaders; tap into your mentor's expertise to assist (see schedule).

### JOURNAL FLN MENTEES:

- In addition to the above, completing your article reviews on a timely basis; ask for feedback on your reviews.

**By signing, you are stating you have read and agree to the commitment and expectations above.**

Signature \_\_\_\_\_

Print Name and Date \_\_\_\_\_

### DID YOU REMEMBER TO:

- Complete the application and identify those activities that support Tier 1 Leadership Competencies and select a project to undertake.
- Sign the Participant Commitment.
- Include your two-page CV.
- Include your two letters of recommendation.

**Complete all necessary information and return with proper documentation**

**NO LATER THAN Friday, July 26, 2019, to:**

#### **Future Leaders Network**

American Society for Dermatologic Surgery  
5550 Meadowbrook Drive, Suite 120  
Rolling Meadows, IL 60008  
Or email [twalton@asds.net](mailto:twalton@asds.net)

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*"FLN offers an incredible array of resources to an early-career dermatologist. In this stage of my career, it's often hard to find resources to help develop my leadership and communication skills. FLN provides all of this and more."*

Kachiu Lee, MD

# MENTORS

On behalf of ASDS / ASDSA, I would like to invite you to take part in a program that has a potentially far-reaching impact on dermatologic surgery. The Future Leaders Network creates opportunities for early-career members to enhance their leadership skills and prepare them to become the next generation of leaders.

It only takes one person to make a difference. Mentoring provides an opportunity to affect the future; you transmit a part of yourself to each person you mentor – your ideals, ethics and professionalism. This legacy continues on long after you retire. By helping a young leader succeed, you will rediscover your passion for dermatological surgery, learn new skills and gain the satisfaction of knowing that you have made a difference in someone's life.

## **What's involved?**

The Future Leaders Network offers a level of engagement and member development designed to be a beneficial experience for both mentors and mentees. The curriculum incorporates topics and training exercises while working with a professional leadership educator and facilitator. You will share your experiences, interests and knowledge as you watch your mentees grow and meet the challenges of leadership.

## **How much time is involved?**

All participants meet for monthly one-hour webinars in addition to three required in-person weekend workshops. Mentor's active participation is required in webinars and workshops to help ensure mentees' development in leadership and project success. In addition to the workshops and webinars, each mentor-mentee team sets their own schedule for development. This translates to just a few hours each month to help an early-career dermatologic surgeon develop skills and learn lessons that will last a lifetime.

## **Why do it?**

As a mentor, you have an excellent opportunity not only to apply and enhance your own leadership skills but also to develop new friendships and enhance your understanding of ASDS and ASDSA and the work it does. All agree that it is one of the most satisfying and rewarding experiences you will ever have.

## **Next steps**

Please contact Tamika Walton at 847-956-9132 or [twalton@asds.net](mailto:twalton@asds.net). Once we receive all applications, mentees and mentors will be matched.

I hope you consider mentoring a future leader this fall. This is an extremely rewarding way to make a difference.

Sincerely,



Vince Bertucci, MD, FRCPC  
Chair, ASDS Leadership Development Work Group

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*"You have the opportunity improve the future of our specialty by mentoring young people in such a way as they will add to the body of knowledge or help us perform service. Giving in this way reinvigorates your love for our specialty and keeps you sharp."*

Naomi Lawrence, MD

## AMERICAN SOCIETY FOR DERMATOLOGIC SURGERY

### **Vision**

ASDS dermatologists will be universally acknowledged as the leading experts in helping patients achieve optimal skin health and beauty through their mastery of surgical, medical and cosmetic treatments.

### **Mission**

To advance the skin health and well-being of our patients and community through education, research and innovation in the art and science of surgical, medical and cosmetic treatments.

## AMERICAN SOCIETY FOR DERMATOLOGIC SURGERY ASSOCIATION

### **Vision**

ASDSA will advance the practice of dermatologic surgery by advocating for members and patients.

### **Mission**

To speak in a unified voice to promote, protect and advance surgical and cosmetic dermatology through education and advocacy.

## ASDS LEADERSHIP DEVELOPMENT WORK GROUP

Vince Bertucci, MD, FRCPC, Chair

Abigail Waldman, MD, Co-chair

Ana A. Bar, MD

Gary Chuang, MD

Lynn A. Drake, MD

Swati Kannan, MD

Keyvan Nouri, MD

Deanne Robinson, MD

Keith LeBlanc, MD

Sweta Rai, MD

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*“Legislators and the general public respect doctors and want to hear how we think high-quality healthcare can best be provided safely and affordably to all who need it. So it is imperative for us to think hard about these issues, and to take the time to work actively and collaboratively with other stakeholders to develop the best solutions. If we don’t advocate for our patients, we are avoiding an important responsibility. Advocating may seem of less immediate benefit to patients than addressing their specific medical complaints, but if we don’t ensure access to care for our patients and the financial stability of physician practices at the national or state level, patient care at the local and individual level will suffer.”*

Murad Alam, MD, MBA