

2018-19 JOURNAL REVIEW FLN SCHEDULE FOR MENTOR AND MENTEE

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

- August 1, 2018 Webinar Mentors, Jumpstart Your Mentoring!
- August 2, 2018 Webinar Mentees, Jumpstart Your Mentoring!
- August 24-25, 2018* In-Person One and a Half Day Workshop and Project Presentation Meeting Chicago, IL**
- October 3, 2018 Webinar Science of Staying Focused
- November 14, 2018 Webinar Article Reviews
- December 12, 2018 Webinar Collaborating with Industry
- January 9, 2019 Webinar Article Reviews
- February 6, 2019 Webinar The Power of Social Media
- March 1, 2019 In-Person Working with Non-English Speaking Authors; Identifying Design Meeting Flaws in Studies; Composing Comments to the Author; Addressing Author and Reviewer Conflicts — Evening Reception with the Industry Advisory Council Members AAD Annual Meeting Washington, DC**
- April 10, 2019 Webinar Best Practices Panel Discussion
- May 8, 2019 Webinar Article Reviews
- June 12, 2019 Webinar Incorporating Video
- July 10, 2019 Webinar Article Reviews
- October 23, 2019 In-Person Dinner with the ASDS / ASDSA Board of Directors Participation Chicago, IL**

NOTE: All Webinars start at 7:00 p.m. CT and topics are subject to change.

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

“The Journal Review FLN 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

PROJECT-BASED FLN MENTEE PROJECT RECOMMENDATIONS

Mentees are encouraged to select a project from the following list of ASDS / ASDSA priorities:

Physician Education

- Develop podcasts based on the *Primer in Dermatologic Surgery: A Study Companion, Second Edition*.
- Create step-by-step procedural videos on techniques such as non-invasive fat reduction/body contouring, earlobe repair, vein treatments, facial shaping/hand rejuvenation with injectables or megacombinations.
- Develop podcasts based in the Laser, Energy and Aesthetic Devices Primer, excluding Chapters 4 and 12.
- Add 500 board review Q&A's on dermatologic surgery topics to ResQ section of *Quest* to help residents and members prepare for exams and recertification. Call for details.

Public Education / Recognition

- Develop patient-education materials on medical conditions treated by soft-tissue fillers.
- Implement an Art in Medicine Project.
- Develop a series of patient-education videos on various dermatologic conditions or treatments for use on the ASDS website and in member practices.
- Develop content for patient-education newsletters that can be included in the ASDS Skin Expert series.
 - How to conduct a skin self-exam.
 - The physiology of aging skin.
 - Ultrasound, laser, light and radiofrequency treatments for skin tightening.
 - Treatments for skin texture and/or discoloration.
 - What happens to your skin when you get a tan?
 - Address the top reasons why consumers are putting off getting a cosmetic treatment (from ASDS survey).
- Options for treating spider and varicose veins

Research

- Efficacy of screenings in diagnosing skin cancer.
 - Evidence-based outcomes of cancer cure / life span / quality of life in screened patients vs. unscreened patients.
- Study sunscreen utilization in school-aged children.
- Conduct a literature review to substantiate dermatologists' cost effectiveness and care in procedural dermatology.
- Conduct research into quality outcomes:
 - Comparing treatments for cosmetic concerns.
 - Outcomes of different treatment modalities for skin cancer.
- Conduct research into the safety of cosmetic procedures:
 - Impact of practitioner's level of credentials.
 - Impact of physician oversight.
 - As performed in accredited vs. non-accredited facilities.
 - Physician vs. non-physician providers.
 - Impact of physician specialty.
- Conduct a Mohs surgery research study for:
 - Data gaps in Appropriate Use Criteria.
 - Best practices in Mohs surgery.
- Conduct a research study into the scientific validity of ASDSA position statements.

Email twalton@asds.net with any questions.

“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, II, 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 Future Leaders Network 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 accomplishing.
- 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 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 meetings of the Future Leaders Network both in person and via webinars.

APPLICATION PROCESS

1. Complete the application on the following page.

Demonstrated Leadership Competencies: Identify at least three projects or activities you have 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

For the Project-based FLN, propose a project to be completed during the year.

Select one of the suggested projects (see page 8) or propose a new project idea that advances the goals of ASDS, ASDSA or the dermatologic surgery community-at-large. The project should provide for the development of leadership skills and behaviors throughout the year as listed in the Leadership Competency Tiers.

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 2018-19 schedule.

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

5. Sign the Participant Commitment.

6. Return to ASDS by MAY 21, 2018.

Successful applicants will be notified no later than **June 30, 2018**.

Travel costs to the workshop(s) in Chicago and ASM fly-in (if appropriate) will be reimbursed by ASDS.

“Patients and physicians are facing an ever evolving and complex health care environment. As we face challenges in patient access to care and medications, patient safety, scope of practice, fair reimbursement, new practice models, and physician burnout, it is critical that we as physicians stand up and empower ourselves to direct the future of healthcare. It is our responsibility to educate legislators and the public regarding issues that will affect the health of the community. In our training, we are provided with the best tools to advocate for our patients on an individual level. In our lifelong careers, we must gain the tools to protect our patients and profession on a national level.”

Divya Srivastava, MD

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

I am applying for the: Project-based FLN Advocacy FLN Journal Review FLN

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 _____

IF APPLYING FOR THE PROJECT-BASED FLN, WHAT IS YOUR PROJECT NAME? _____

Objective 1 _____

Objective 2 _____

Objective 3 _____

(Attach additional sheet if needed.)

(CONTINUED)

Participant Commitment for Mentees

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 all in-person workshops (see your respective schedule)
- Attending and actively participating in all scheduled webinars (see your respective schedule)
- Meeting with your mentor via phone, by email, and in person, as needed

If a Project-based FLN Mentee, also:

- Initiating and completing your approved project **within the year.**
- Preparing and presenting the progress of your project during Project Update webinars
- 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)

By signing, you are stating you have read and agree to the commitment 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 May 21, 2018, to:

Future Leaders Network

American Society for Dermatologic Surgery
5550 Meadowbrook Drive, Suite 120 • Rolling Meadows, IL 60008
Or email twalton@asds.net

“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