

2019-20 ASDS FLN SCHEDULE



COSMETIC AND RECONSTRUCTIVE EXPERTISE
FOR YOUR skin health and beauty™

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.**

“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



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- 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.**

“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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- 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**
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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.**

“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.

"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.

“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 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, 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

"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