



# Climb to the Next Level of Success

Call for Applicants

## **FUTURE LEADERS NETWORK**

**Application Deadline: May 31, 2012**



**AS | DS**<sup>™</sup>  
American Society for  
Dermatologic Surgery  
EXPERTISE FOR THE *life* OF YOUR SKIN<sup>™</sup>

## SCHEDULE

- August 1-17, 2012 . . . . . Leadership Assessments (Online)
- August 23-31, 2012 . . . . . Assessment Results (Personal Telephone Consultation)
- September 14-15, 2012\* . . . . . Project Presentation (In-person 1½ Day Workshop),  
Rosemont, IL**
- November 2012. . . . . Webinar - Leadership Topic
- December 2012. . . . . Webinar - Project Update
- January 2013. . . . . Webinar - Leadership Topic
- February 2013. . . . . Webinar - Project Update
- March 1, 2013 . . . . . Leadership Development (In-person ½ Day Workshop during  
AAD Annual Meeting), Miami, FL**
- April 2013 . . . . . Webinar - Leadership Topic
- May 2013 . . . . . Webinar - Project Update
- June 2013. . . . . Webinar - Leadership Topic
- July 2013. . . . . Webinar - Project Update
- August 2013 . . . . . AAD Summer Meeting Network Session (Impromptu meetings)  
New York, NY
- September 2013\* . . . . . Project Presentation (In-Person 1½ Day Workshop),  
Rosemont, IL**
- October 2, 2013 . . . . . Project Presentation to ASDS Board of Directors (In-person)  
FLN Reception & Networking Dinner with ASDS Board of  
Directors, Chicago, IL**
- October 3, 2013. . . . . Brief Project Presentation during ASDS Annual Meeting  
Opening Session, Chicago, IL**

**NOTE: All Webinars start at 7:00 pm CST and topics are subject to change.**

**Mandatory participation is required for one hour monthly webinars and in-person workshops/meetings.**

**\*Travel cost to the 1½ day workshops located in Rosemont, IL will be reimbursed by the ASDS.**

**I**t's a fact of organizational life: Effective leadership goes hand-in-hand with success—and the successful application of this skill is particularly essential in an uncertain economy when painful business decisions are made daily.

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

Leadership training is the first step on the road to achieving your potential as a leader. 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. And you will profit from the shared insights and experiences of peers who, like you, are dermatological surgeons looking for answers through advanced leadership training.

### **WHAT IS THE FUTURE LEADERS NETWORK?**

**The Future Leaders Network** creates opportunities for young and mid-career professionals to enhance their leadership skills and prepare them to become the next generation of leaders in dermatological surgery. The one-year curriculum includes programs for mentors and young leaders, and incorporates leadership and project management training exercises working with a professional facilitator. Hands-on learning through work on a focused project impacting ASDS and dermatological surgery helps put skills learned into action.

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

Six to twelve mentees, young leaders from ASDS membership, will be matched with an equal number of mentors. Participants will become stronger, more passionate, and 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 the year-long program. Become an exceptional leader, apply today!

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*If you want to build a ship, don't drum up people together to collect wood and don't assign them tasks and work, but rather teach them to long for the endless immensity of the sea.*

— Antoine de Saint-Exupéry

## 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 curricula will draw on your strengths while working on areas that may challenge your ability to succeed. Assessment tools will also be utilized to match mentors and mentees and assist with project work.

### *You will learn:*

- Different leadership styles and to describe your dominant style
- How to identify and assess your personal behavioral preferences
- Develop your leadership style that adapts to the person and situation
- Insights into the key leadership skills and techniques you need to create a winning strategy
- 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 projects will be reviewed, and young leaders will work with their mentors to develop project plans utilizing best management practices and tools to help organize efforts.

### *Leadership skills you will learn:*

- 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
- Critical thinking and negotiating skills
- Addressing tough and touchy topics in ways that defuse tension
- Influence and inspire others into action
- Build and maintain relationships
- Take smart risks

### *Project management skills you will learn:*

- Project management phases and processes
- Critical success factors for projects
- Setting goals and objectives
- How to conduct an environmental assessment
- Financial planning and budgeting essentials
- Effective marketing strategies to increase visibility
- Developing metrics and schedules to stay on target

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*Do not follow where the path may lead. Go instead where there is no path and leave a trail.*

— Ralph Waldo Emerson

### 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 mentor ed projects. Participants will r efine their leadership skills and collaborate as a gr oup to support each other as they lead their r espective projects. Ongoing feedback for mentoring, troubleshooting advice and leadership best practices will be shar ed.

- An extensive list of r ecommended readings on leadership that r epresents the best of academic, corporate and gover nment learning will be distributed and discussed during webinars.
- Online workshops will be conducted on leadership issues that will enable young leaders to share experiences and insights. Key successes, challenges and lessons lear ned through project implementation will be reviewed. Young leaders will present their projects, focusing on the leadership lessons and inviting suggestions from their peers, mentors and consultants.
- A final workshop will present lessons on leadership skills, including:
  - Public speaking, active listening and dialogue techniques
  - Body language, how to r ead an audience, and techniques for engaging various sized groups
  - How to facilitate meetings and design gr oup processes that lead to high performing teams
  - Cultural change processes that leaders can initiate and support using vision, shar ed values, mission and bold goals to organize r esources, 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 fr om FLN to futur e program graduates by staying involved with ASDS. Join a work gr oup or get involved with legislative efforts that will enhance your new leadership skills and have an impact on dermatologic surgery. Learn how to inspire and advise others, general strategic thought, and share your skills. This is an alumni network that you will value and use for years to come.

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*Management is efficiency in climbing the ladder of success; leadership determines whether the ladder is leaning against the right wall.*

— Stephen R. Covey