

MENTORS

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. Mentoring can be one of the most satisfying and rewarding experiences you'll ever have. Apply now and make a difference!

Behaviors of Effective Mentors

FLN mentors must demonstrate the five behaviors of effective mentors. These qualities, as formally measured by the behavioral indicators on an assessment, not only statistically differentiate outstanding from lesser mentors, but also distinguish them with predictive validity. Candidates who demonstrate these behaviors foster learning and development better than all others.

Trustworthy and Open: Engender in others confidence that one can be relied upon to be open and act in a way that is consistent with stated intentions.

- Follows through on promises and commitments
- Communicates intentions openly
- Acts consistent with stated intentions
- Communicates information about self openly

High Integrity: Be truthful and arrive at sound and logical judgments that reflects a clear set of values

- Communicates information that is accurate and complete
- Projects a clear set of values that consistently shape decisions and actions
- Respected for judgment and ability to make good decisions
- Stays with opinions even when unpopular

Active Listener: Seek out and gather relevant information from others, and hear what is implied as well as explicitly stated.

- Listens to others and considers their input in making decisions
- Listens for underlying concerns when others resist or disagree
- Watches for emotions as well as listening to words of others in interactions
- Listens in a way that leads others to feel heard

Catalyst for Learning: Create an environment where people are encouraged to learn quickly and respond skillfully to their environment.

- Expresses positive expectations of others, even in difficult situations
- Believes in people's ability to learn, allowing them to make mistakes and learn from them
- Gives people timely and specific feedback in a way that provides positive guidance
- Knows how to support others with ideas and encouragement, without taking over for them

Commitment Builder: Create an environment where people are encouraged to set high standards for themselves and take personal accountability for their actions.

- Gets people to take personal ownership for goals and standards
- Inspires in others commitment to goals and willingness to invest extra effort
- Creates an environment in which win-win relationships are common
- Understands the different strengths of individuals and makes the best use of their talents

If your actions inspire others to dream more, learn more, do more and become more, you are a leader.

— John Quincy Adams

MENTOR ELIGIBILITY

1. Be an ASDS Fellow in good standing and in good standing with your state, local or provincial professional licensing body.
2. Be actively involved in ASDS by either serving on committees, work groups, advocacy initiatives and or served as faculty for educational courses within the last three years.
Or,
Have previous experience at the state or local level in organized dermatology societies or involved in local or national advocacy efforts, e.g. served on committees or boards, participated in advocacy initiatives, etc. Please include these previous experiences on your application.
3. Have a proven ability to direct, share vision and demonstrate leadership competencies, including: Trustworthy and Open, High Integrity, Active Listener, Catalyst for Learning, and Commitment Builder.
4. Be willing and able to commit the time to fully participate in the program and to attend all meetings of the Future Leaders Network both in person, and via webinars and conference calls.
5. Be available to consult with your mentee while working on assigned projects throughout the year.

APPLICATION PROCESS

1. **Complete the application on the following page.**
2. **Provide your full CV.**
3. **Review schedule and sign participation agreement.**

The leader has to be practical and a realist, yet must talk the language of the visionary and the idealist.

— Eric Hoffer

ASDS Future Leaders Network

MENTOR APPLICATION FORM

Please complete form or submit on separate paper with Participation Commitment.

Name _____

Address _____

City, State, Zip _____

Home Phone _____

Cell Phone _____

E-Mail _____

PROFESSIONAL AFFILIATIONS

PREVIOUS EXPERIENCE AT THE STATE OR LOCAL LEVEL IN ORGANIZED DERMATOLOGY SOCIETIES OR INVOLVED IN LOCAL OR NATIONAL ADVOCACY EFFORTS:

PROVIDE A BRIEF WRITTEN STATEMENT OF YOUR LEADERSHIP STRENGTHS AND STYLE.

(CONTINUED ON REVERSE)

(CONTINUED)

Participant Commitment for Mentors:

The success of the **ASDS Future Leaders Network** is based on a commitment to active participation in the program, including attendance at workshops, webinars, and teleconferences; and discussion of project strategies with your mentor/mentee partner, other participants and with LEWCO, Inc.

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

- **Attending all in-person workshops** (see schedule)
- Providing guidance and oversight of your Mentee's approved project
- Actively participating in online sessions (August 2013 through November 2014)
- Meeting with your Mentee via phone and email, as needed
- Attending Mentee's online project presentations

By signing, you are stating you have read and agree to the Participation Commitment.

Applicant's Signature: _____

Print Name and Date: _____

DID YOU REMEMBER TO:

- Complete the application.
- Sign the Participant Commitment
- Include your full CV

Complete all necessary information and return with proper documentation NO LATER THAN April 30, 2013 to:

Future Leaders Network

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