

MENTEES PROJECTS

Mentees are encouraged to select one of the projects below or recommend other ideas to pursue that would benefit dermatologic surgery and the ASDS. Your project proposal:

- Should support ASDS strategies in the political arena
- Provide a valuable service to the dermatologic surgery community or public
- Expand ASDS capabilities as a professional Society
- Provide leadership learning opportunities for mentees and mentors

The following list of projects has been identified as initiatives the ASDS would like to accomplish.

Organizational Strength and Integrity

- Develop a PowerPoint presentation on the ASDS and benefits of membership and make the presentation to the dermatology residency programs in your area/state
- Create and execute a plan for recruiting 100 new members

Body of Knowledge

- Develop product/program to help young physicians entering into practice

Public Recognition

- Develop a compelling ASDSA patient safety video for broadcast on YouTube and/or the Your Life Your, Skin Network™

Advocacy

- Organize a dermatologic surgery advocacy day at your state capitol*
- Host a political fundraiser for a key state legislative or congressional candidate (Must be an incumbent; applicable state laws and FEC regulations must be followed.*
- Conduct a research project to inform and reinforce the ASDSA's patient safety agenda. Potential projects could include:
 - An analysis of public health changes before and after the enactment of patient safety laws or regulations
 - Measurement of complications due to the non-physician practice of medicine through bringing together complaints filed with various regulatory agencies and the FDA MAUDE database

*Required: Candidate must demonstrate evidence of having checked with state dermatological society and state medical association to prevent duplication of efforts and to ensure cooperation prior to project approval.

2010-11 MENTEE PROJECTS		
Mentee	Mentor	Project
Kyle Coleman, MD	Chad Prather, MD	Better Surgical Education - Surgical Video Series
Jeremy Kampp, MD	Adam Rotunda, MD	Partners in Professional Development Mentoring Program
Ian Maher, MD	Alastair Carruthers, FRCPC Timothy C. Flynn, MD	Sun Safe Soccer
Kavita Mariwalla, MD	Naomi Lawrence, MD	Dermatologic Surgery Fundamental Series – Core Curriculum in Dermatologic Surgery (Lectures 1-5)
Melanie Palm, MD	Carolyn Jacob, MD	DermSurg Fellowship Finder
Burt Steffes, MD	Murad Alam, MD	Skin Cancer Screening Program for Underserved Areas

2011-12 MENTEE PROJECTS		
Mentee	Mentor	Project
Gary Chuang, MD	Robert A. Weiss, MD	Establishing New England Society for Dermatologic Surgery (NESDS)
M. Laurin Council, MD	Hema Sundaram, MD	Comparison of Requisite Training and Experience in Minimally-Invasive Cosmetic Procedures Among Trainees of Various Specialties
Shannon Humphrey, MD	Rebecca Fitzgerald, MD	Resident Engagement with ASDS; Canadian Dermatology Residents
Omar Ibrahim, MD	Lawrence Green, MD	Perceptions of Expertise in Cutaneous Surgery: What the Lay Public and Primary Care Physicians Think
Rachael Moore, MD	Kimberly Butterwick, MD Mitchel Goldman, MD	Management of Actinic Keratoses, Basal and Squamous Cell Carcinomas: a Review for the Dermatologist & Primary Care Physician
Christina Wahlgren, MD	David Laub, MD	Skin Cancer Screening for the Seattle Sounders

2012-13 MENTEE PROJECTS		
Mentor	Mentee	Project
Lisa Chipps, MD	Suneel Chilukuri, MD	Dermatologic Surgery Fundamental Series – Core Curriculum in Dermatologic Surgery (Lectures 5-10)
Steven Chow, MD	Richard Bennett, MD	Dermatologic Surgery Essentials for Medical Students
Sabrina Gullen Fabi, MD	Jean Carruthers, MD	Medical Training and Tips for Medical Assistants
Jenny Hu, MD	Lynn Drake, MD	Promotion of Tanning Beds Use in Health Clubs/Gym – An Irony?
Jared Jagdeo, MD, MS	George Hruza, MD	Laser Primer
Margaret W. Mann, MD	Vivian Bucay, MD	National Hands-On Cosmetic Curriculum for Residents
Nazanin Saedi, MD	Jeffrey Dover, MD, FRCPC	How to Start a Successful Procedural Dermatology Practice – Practice Management Guide
Jordan Slutsky, MD	Andrew Weinstein, MD	Sun Safety Program for Surfers
Ashley Ann Smith, MD	Bruce Brod, MD	Possible Disconnect Between Patient Perception and Their Provider of Dermatology Procedures

LEADERSHIP COMPETENCIES

FOR ORGANIZED MEDICINE AND ADVOCACY/POLICY MAKING

The following competencies have been identified as essential for leadership in organized medicine and advocacy/policy-making*. 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 & 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 established 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
- **Developing Adaptability (DA)**
 - Can negotiate and handle work problems without alienating people
 - Understands others and is able to get their cooperation in non-authority relationships
- **Risk/Innovation (RI)**
 - 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 and in good standing with your state, local or provincial professional licensing body.
- Be 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 and conference calls.

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 3 of the 5 leadership competencies listed in *Leadership Competencies for Organized Medicine and Advocacy/Policy Making – Tier 1*. Report these on the application as follows:

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

Propose a project to complete during the year with guidance from your mentor.

Select one of the suggested projects (see page 6) or propose a new project idea that advances the goals of the ASDS 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. *Please note that preference will be given to individuals who demonstrate leadership beyond their residency experience.*

Example, if membership in Toastmasters is an example of communicating effectively competency (CE), obtain a letter of recommendation from another Toastmaster member leader describing your abilities.

3. Include a one-page CV.

Be sure to identify all of the organized volunteer experiences you have had that you think would be beneficial to your application.

4. Sign the Participant Commitment.

5. Return to ASDS by April 30, 2013.

Successful applicants will be notified no later than **July 29, 2013**

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

Management is doing things right; leadership is doing the right things.

— Peter F. Drucker

ASDS Future Leaders Network YOUNG LEADER (MENTEE) APPLICATION FORM

Name _____

Address _____

City, State, Zip _____

Home Phone _____

Cell Phone _____

E-Mail _____

PROFESSIONAL AFFILIATIONS _____

YEAR COMPLETED RESIDENCY _____

YEAR COMPLETED FELLOWSHIP, IF APPLICABLE _____

DEMONSTRATED LEADERSHIP COMPETENCIES (See Chart on page 8):

Activity 1: _____

Competencies: _____

Activity 2: _____

Competencies: _____

Activity 3: _____

Competencies: _____

PROJECT NAME: _____

Objective 1: _____

Objective 2: _____

Objective 3: _____

(Attach additional sheet if needed.)

(CONTINUED ON REVERSE)

(CONTINUED)

Participant Commitment for Mentees:

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; completion of reading assignments; and discussion of project strategies with your mentor/mentee partner, other participants and with the Institute for Alternative Futures.

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

- Initiating and completing your approved project within the year
- Actively participating in online sessions (August 2013 through November 2014)
- Meeting with your mentor via phone and email, as needed.
- **Attending all in-person workshops** (see schedule)
- Preparing and presenting online the progress of your project

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

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

Future Leaders Network

American Society for Dermatologic Surgery
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