



*Apply for the exclusive  
ASDS program to build  
leadership skills for life!*

**Call for Applicants**

**FUTURE LEADERS  
NETWORK**

**Deadline: June 17, 2022**



ASDS  
Future  
Leaders  
Network

**AS|DS**  
American Society for  
Dermatologic Surgery

COSMETIC AND RECONSTRUCTIVE EXPERTISE  
FOR YOUR skin health and beauty<sup>SM</sup>

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# PROGRAM OVERVIEW

**I**t is a fact of organizational life: Effective leadership goes hand-in-hand with success and the successful practice of leadership is particularly essential in uncertain times when difficult business decisions are made daily.

Strong leadership skills will enhance your personal life, help grow your practice, advance your career and help you make a difference through volunteering and other activities you undertake. Strong leaders advance the specialty at the community, state and national levels.

Understand 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. Benefit from the shared insights and experiences of peers who, like you, are dermatologic surgeons looking for answers through advanced leadership training and collaboration.

## WHAT IS FLN?

The **Future Leaders Network (FLN)** creates opportunities for early- and mid-career professionals to enhance their leadership skills and prepares them to become the next generation of leaders in dermatologic surgery. The one-year curriculum provides education for mentors and mentees and incorporates leadership training and skills building in project management and advocacy. Training is provided by professional, leadership educators and facilitators, combined with experienced ASDS members. Experiential learning through the development of a focused project, for example, puts skills learned into action.

## DEVELOP YOUR FULL LEADERSHIP POTENTIAL!

Early- and mid-career career mentees will be matched with mentors who will serve as their collaborators, confidants and sounding board. Participants will become stronger, more passionate leaders who will serve as adaptive agents for positive change. To be selected, participants must meet the eligibility requirements and be able to commit to and actively participate in the year-long program. Apply to take your leadership development to the next level!

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*"I cannot express adequately how much the FLN program has shaped my personal leadership development and professional involvement with ASDS. It is a unique and intimate opportunity to intermingle with the most altruistic leaders in our field and hone leadership and management skills with the help of your peers."*

Melanie Palm, MD, MBA

# 2022-23 FLN SCHEDULE

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



COSMETIC AND RECONSTRUCTIVE EXPERTISE  
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- Aug. 17, 2022 ..... Webinar ..... Mentors, Jumpstart Your Mentoring!
- Aug. 18, 2022 ..... Webinar ..... Mentees, Jumpstart Your Mentoring!
- Aug. 26-27, 2022\* ..... In-Person ..... 1½ day workshop and project presentation in Chicago, IL**
- Oct. 8, 2022 ..... In-Person ..... Evening reception during the ASDS Annual Meeting with the Industry Advisory Council and Board of Directors in Denver, CO**
- Oct. 19, 2022 ..... Webinar ..... Project Management
- Nov. 16, 2022 ..... Webinar ..... Leadership Development and Project Update
- Dec. 14, 2022 ..... Webinar ..... Resolving Conflicts
- Jan. 11, 2023 ..... Webinar ..... Leadership Development and Project Update
- Feb. 8, 2023 ..... Webinar ..... Art of Negotiating
- March 17, 2023 ..... In-Person ..... 1/2-day workshop and project presentation in New Orleans, LA**
- March 17, 2023 ..... In-Person ..... Evening reception with the Industry Advisory Council and Board of Directors during the AAD Annual Meeting in New Orleans, LA**
- April 19, 2023 ..... Webinar ..... Leadership Development and Project Update
- May 10, 2023 ..... Webinar ..... Delegating
- June 7, 2023 ..... Webinar ..... Leadership Development and Project Update
- July 12, 2023 ..... Webinar ..... Organizing Your Presentation
- Sept. 8-9, 2023\* ..... In-Person ..... 1½-day workshop and project presentation in Chicago, IL**
- Nov. 1, 2023 ..... In-Person ..... Project presentation and dinner with the Board of Directors in Chicago, IL**
- Nov. 2, 2023 ..... In-Person ..... Final project presentation at the ASDS Annual Meeting’s Opening Session in Chicago, IL**

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

**\* Travel costs to the September workshop located in Chicago will be reimbursed by ASDS.**

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*“Through FLN, you become involved in a meaningful project that has been vetted and develop a close relationship with a thought leader in our specialty. It is a truly unique experience. The course material will help you better manage your career and your practice.”*

Naomi Lawrence, MD

# LEADERSHIP PROGRAM DETAILS

## Phase 1: Understanding Yourself

Self-awareness as an individual, how to channel and hone your strengths and understanding personal weaknesses can be addressed effectively through leadership training. You will 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 how 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. Participants 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.

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*"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 attentive to his/her professional development to apply to the FLN; the experience is unmatched and enduring."*

Melanie Palm, MD, MBA

# LEADERSHIP PROGRAM DETAILS (CONT.)

## 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.

Workshops and webinars conducted on leadership issues will enable young leaders to share experiences and insights. Key successes, challenges and lessons learned through project implementation will be reviewed. Mentees participating will present their projects, welcoming 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.

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*"We are facing many changes and challenges in health care. Health policy advocacy is essential to ensuring access to safe, high quality care for our patients and securing the future of our specialty. 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. 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 RECOMMENDATIONS

**Members who apply to be FLN Mentees must select three projects of interest from the following approved list of projects that advance the goals and priorities of ASDS and/or the dermatologic surgery community-at-large. Please rank your top 3 selections with 1 being your most preferred. It is important that you are excited about the project you will be undertaking for the coming year.**

## **Education**

- Add 100 board review Q&A on dermatologic surgery topics to *ResQ* to help residents and members prepare for exams and recertification.
- Develop before and after test questions based on the Venous Disease Primer and Video Series.
- Create a primer on diversity for ASDS members and their practices.

## **Public Education**

- Update and create a Diversity Skin of Color Health webpage and social media content of skin treatments for skin of color patients with copy, images or videos.

## **Research**

- Conduct a Truth in Advertising research study for aesthetic procedures (i.e. PAs or NPs promoting themselves as a dermatologist or dermatology expert).
- Conduct research on cost effectiveness of treatments provided by dermatologic surgeons vs. other medical specialties.
- Develop a research study that advances the idea that dermatologists provide more cost-effective care when treating and detecting skin cancers versus non-physician providers (NPs and PAs).

## **Dermatologic Surgery Community**

- Enhance the ASDS Own Your Expertise social media campaign by developing content such as video clips, Instagram stories/reels and graphic posts to reinforce the Society's messaging. In addition, create an effective member communication plan to encourage stronger participation.

## **Advocacy**

- Evaluate the effectiveness of ASDSA's model legislation, [SUNucate](#), in the 27 states where it has become law. What impact has it had on awareness of sun protection among school children and/or campers? Any ability to see skin cancer rates among this population decrease? What other research questions should be asked to help advance this important ASDSA policy initiative?
- Develop engaging and meaningful communications that help ASDSA members and their staff understand how to best report to the [CAPER](#) database (adverse events). Collecting data to support a host of policy and patient safety concerns facing dermatologic surgeons is important to demonstrate to government agencies and the public that ASDSA members value and support best practices. Areas such as in-office compounding, treating, and detecting non-physicians' errors, working with new practice modalities and technologies are just some of the benefits CAPER participation can yield.

Email Tamika Walton at [twalton@asds.net](mailto:twalton@asds.net) with any questions.

## MENTEE ELIGIBILITY

Applicants must be an ASDS Fellow or graduating resident in good standing at time of application; willing and able to commit the time required to fully participate in the program and attend all mandatory meetings both in person and via webinars (see schedule).

### **Program Deposit: \$500**

Mentees are required to submit a program deposit of \$500. The deposit is intended to reflect your commitment to being fully immersed in the program. When you complete the program and your project, the deposit will be refunded to you in full or applied towards your registration fee to attend the 2023 ASDS Annual Meeting. *Please note: If you do not complete the program your deposit will be forfeited.* The deposit is due upon acceptance into the program. Instruction on how to submit payment will be provided.

## MENTEE EXPECTATIONS

- Actively participate in all mandatory in-person and virtual workshops, meetings and scheduled webinars.
- Be diligent about completing your project or assignments on time.
  - Projects must be completed by September 2023.
  - Keep your mentor and staff informed of your project progress.
  - Reach out to staff as needed.
- Connect with your mentors/mentees team at least once a month.
  - Share your accomplishments, learnings and challenges. Be open to feedback and ask for suggestions and advice.

## APPLICATION PROCESS

### **1. Complete the application.**

Please select three of the approved projects and rank your order of interest.

### **2. Provide two letters of recommendation.**

One letter of recommendation must be from your residency program chair.

### **3. Include your CV.**

Identify your organizational volunteer experiences you think would benefit your application.

### **4. Review 2022-23 schedule.**

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

### **5. Sign the Participant Commitment.**

### **6. Return application, signed participant commitment and deposit to ASDS by June 17, 2022.**

Applicants will be notified of their status in the program no later than **July 8, 2022**.

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

Name \_\_\_\_\_

Member ID # \_\_\_\_\_

Practice/Institution Address \_\_\_\_\_

City, State, ZIP \_\_\_\_\_

Home Address \_\_\_\_\_

City, State, ZIP \_\_\_\_\_

Home Phone \_\_\_\_\_ Cell Phone \_\_\_\_\_

Email \_\_\_\_\_

PROFESSIONAL AFFILIATIONS \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

YEAR COMPLETED RESIDENCY \_\_\_\_\_

YEAR COMPLETED FELLOWSHIP, IF APPLICABLE \_\_\_\_\_

IDENTIFY AND RANK THREE PROJECTS OF INTEREST FROM THE PROJECT RECOMMENDATION LIST WITH "1" BEING MOST PREFERRED AND "3" BEING LEAST PREFERRED. IT IS IMPORTANT TO US THAT YOU ARE EXCITED ABOUT THE PROJECT YOU WILL BE UNDERTAKING FOR THE COMING YEAR:

1 \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

2 \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

3 \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

(Attach additional sheet if needed.)

(CONTINUED)



## Mentee Commitment and Expectations

I understand the success of the **Future Leaders Network** is based on my commitment to active participation including attendance at workshops and webinars; completion of assignments; engagement in the mentor-mentee partnership and collaborating with the other participants and facilitators.

I commit to actively participating in the **Future Leaders Network** by:

- Attending and actively participating in all in-person and virtual mandatory workshops meetings and scheduled webinars (see schedule)
- Connecting with my mentors monthly via phone, email or in person.
  - Share my accomplishments, learnings and challenges with my mentor/team.
  - Ask for suggestions and advice.
- Initiating and completing my approved team project by the project deadline of September 2023.
  - Keep mentors and ASDS staff informed of my project progress.
- Preparing and presenting the progress of my project during Project Update webinars (see schedule).
- Presenting a summary of my project to the ASDS Boards of Directors (see schedule).
- Presenting project my summary during the ASDS Annual Meeting Opening Session (see schedule).

**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:

- 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, June 17, 2022, to:**

#### **Future Leaders Network**

American Society for Dermatologic Surgery  
5550 Meadowbrook Drive, Suite 120 • Rolling Meadows, IL 60008  
Or email Tamika Walton at [twalton@asds.net](mailto:twalton@asds.net)

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*"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

# MENTORS

Dear Colleagues:

On behalf of ASDS, I invite you to take part in a program that has a potentially far-reaching impact on ASDS and dermatologic surgery. FLN creates opportunities for early- and mid-career members to enhance their leadership skills and prepare them to become the next generation of leaders.

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 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.

## **What's involved?**

FLN offers a level of engagement and member development designed to be a beneficial experience for both mentors and mentees. The curriculum incorporates topics and training exercises while working with a professional leadership educator and facilitator. You will share your experiences, interests and knowledge as you watch your mentee grow and meet the challenges of leadership.

## **How much time is involved?**

All participants meet for monthly one-hour webinars in addition to two required in-person weekend workshops and more depending on which track is selected. Mentors' active participation is required in webinars and workshops to help ensure mentees' development in leadership and project success. In addition, each mentors-mentees team sets their own schedule for development. This translates to just a few hours each month to help an early- and mid-career dermatologic surgeon develop skills and learn lessons that will last a lifetime.

## **Why do it?**

As a mentor, you have an excellent opportunity not only to apply and enhance your own leadership skills but also to develop new friendships and enhance your understanding of ASDS and the work it does. All agree that it is one of the most satisfying and rewarding experiences you will ever have.

## **Next steps**

Contact Tamika Walton at 847-956-9132 or [twalton@asds.net](mailto:twalton@asds.net). Once we receive all applications, mentees and mentors will be matched.

I hope you consider mentoring a future leader this fall. This is an extremely rewarding way to make a difference.

Sincerely,



Ramona Behshad, MD  
Chair, ASDS Leadership Development Work Group

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*"You have the opportunity to improve the future of our specialty by mentoring young people in such a way as they will add to the body of knowledge or help us perform service. Giving in this way reinvigorates your love for our specialty and keeps you sharp."*

Naomi Lawrence, MD

## ASDS LEADERSHIP DEVELOPMENT WORK GROUP

Ramona Behshad, MD, Chair  
Arash Koochek, MD, MPH, Co-Chair  
Vineet Mishra, MD  
Nazanin A. Saedi, MD  
Charles A. Sola, MD  
Seaver Soon, MD  
Divya Srivastava, MD  
Burt Steffes, MD  
Lauren N. Taglia, MD

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*“Advocacy on behalf of our specialty is 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