Growing Your Leaders

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Let’s Talk About ASHA’s Resources to Help Grow Your Leaders!

- Minority Student Leadership Program (MSLP)
- Student to Empowered Professional Mentoring Program (STEP)
- Leadership Development Program (LDP)
- Leadership Academy
  - Leadership Mentoring Program

Let’s Talk

Minority Student Leadership Program (MSLP)

- Established for undergraduate seniors, master’s, AuD and PhD students
- Up to 40 students selected every year
- Takes place during Convention
- 5 days of Activities
  - Leadership Seminars, Lessons and Simulations, Committee/Board Observations, Awards Ceremony

Introduction to MSLP

- Increase diversity in the professions
- Provide a culturally competent workforce to respond to the growing and changing population base with communication disorders; and
- Reap the benefits of the innovative and diverse thinking that yields products and services that are in high demand by an increasingly diverse population

Purpose of MSLP

- Recruit and retain under represented minorities into the professions
- Build and enhance leadership skills
- Provide a deeper understanding of ASHA
- Provide opportunity to network with leaders in professions.
- 2017 MSLP application period is March 13 – May 9

http://www.asha.org/Students/MSLP-Award/

Results of MSLP

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Denver 2015

Philadelphia 2015

Orlando 2014
Student to Empowered Professional Mentoring Program (STEP)

About S.T.E.P.

• What is S.T.E.P.?
• Mission and Vision

Components of S.T.E.P.

• Connect
• Learn
• Empower

Program Dates:
Enrollment: Jan 9 – Feb 12
Program: March 1 – November 15

What is Mentoring?

Results

Leadership Development Program

• Year long program to develop leadership skills
• Skills can be used for leadership in the workplace or as a volunteer

http://www.asha.org/students/gatheringplace/step/

Leadership Development Program (LDP)
ASHA’s Leadership Academy

- Strong pipeline of future leaders for professions and volunteer leadership
- All levels of learning – entry, emerging, experienced
- Ability to earn CEUs

Leadership Academy

Phase 1 (Late 3rd Qtr)
- On Demand Webinars
- Leadership Mentoring Pilot Program
- Leadership Online Community
- Leadership Webpage – “One Stop Shop”
ASHA 2017 CSAP Spring Conference

Leadership Academy

Phase 2 (2018)
• 10 more On Demand Webinars
• Online Tool to Assess Leadership Skills
• Member Scholarship Program

Phase 3 (tentative 2019-20)
• State Affiliates – Leadership Program

Phase 4 (tentative 2019-20)
• Leadership Institute (Conference)

ASHA 2017 CSAP Spring Conference

Why People Do/Don’t Volunteer

Uncontrollable reasons:
• Time constraints
• Family or professional responsibilities

Controllable reasons (in rank order):
• Lack of information about volunteer opportunities
• Volunteer elsewhere
• Never asked to volunteer
• Ad Hoc/Micro-volunteering

ASHA 2017 CSAP Spring Conference

Types of Volunteer Leaders at ASHA

• Entry Leader
• Emerging Leader
• Experienced Leader

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Types of Volunteering at ASHA

• Appointed Positions
• Elected Positions
• Ad Hoc Volunteering (aka Micro Volunteering)

ASHA 2017 CSAP Spring Conference

Ad Hoc (Micro) Volunteering

• Task oriented
• Short term assignment
• Often virtual
• Based on interest
• Available time commitment
• Great for members with time constraints
ASHA / Any Questions?

THANK YOU
HOW CALIFORNIA MENTORS ITS LEADERS

Presented by:
Deb Swain, Ed.D., CCC-SLP
President
California Speech-Language-Hearing Association

CSAP
Spring Conference
May 19-20, 2017
Louisville, KY

CALIFORNIA STRUCTURE

- 10 districts
- District Director and Director-elect
- 6 commissioners and 6 liaisons per district
- District Advisory Committees

DISTRICT DIRECTORS

- Schedules Advisory meetings
- Plans and schedules district events
- Coordinates NSSHLA events with chapter leadership
- Assigns district members to projects
- Appoints Advisory Committee members and liaisons
- Establishes district budget for CSHA
- Consults with district level awards with director-elect

DISTRICT DIRECTOR-ELECT

- Shadows the District Director
- Participates in recruitment for Advisory Committee
- Shares in setting the agenda for the Advisory Committee meetings
- Coordinates and oversees the District-level awards

MENTORING IN CALIFORNIA

- Intentional
- Inclusive
- Collaborative
- Encourage shadowing and sharing responsibilities

MOVING FORWARD

- Vision driven: CSHA will be the foremost leader in advancing the professions of speech-language pathology and audiology and in supporting the interests of the people we serve through advocacy, collaboration and education
- Former Presidents Breakfast
- Break-out session to address mentorship questions
- BOD approval of a task force to establish a formal mentoring program
- Identified current volunteers, future volunteers, new members, advisors and student leaders as beneficiaries
- Identified former presidents, district directors, commissioners, and board members as potential mentors
- Developing a Leadership Academy to be launched Spring 2018
- Appointed a NSSHLA state coordinator
SUGGESTIONS FOR MENTORING PROGRAM

- YouTube videos to welcome new members and leaders
- Establish a mentoring track at convention; mentor booth
- Resources and volunteer opportunities on website
- Involve former leaders for a “Think Tank” panel at convention
- Survey membership for mentoring needs; build a mentor database
- On-going articles in quarterly magazine about mentoring, volunteering, what CSHA is about
- Build a “Student First” mentoring program
Still under construction
Three-Pronged Approach
- Members – Leadership Academy
- Executive Council – Ongoing Leadership Topics
- Executive Board – Advanced Training

TSHA is
- Growing
- Strong
- Financially Solid
- Dynamic
- Recognized

What are Our Next Steps?
- Keep Doing What We Do Well
- Keep Growing
- Look Towards New Horizons
  - Build Leaders!
  - At Every Level!
  - Leader Development – Our Biggest Challenge

Envision the Future
Attracting Volunteer Leaders & Leadership Development

TSHA Needs Leaders ~
• now and in the future
• We Need
  • A Leadership Development Framework
  • A Proven Model of Leadership
  • Ongoing Learning for TSHA Leaders

Developing Leaders

TLA:
TSHA Leadership Academy

Leadership Development Committee

• Formed in 2014 – 2015
• 14 member committee to design a leadership development action plan
  • 3 Past Presidents
  • 6 Past Vice Presidents
  • 1 TSHFoundation Liaison
  • 4 Members (Committee or TF chairs)

Chronology

Late 2014 – Early 2015
• Committee formed under President – later moved to VP for Research and Development
• Conducted a survey
• Investigated TSHA leadership-related topics
  • E.g. some VPs have a standardized leadership ladder – others don’t
• Contacted ASHA
  • Web site resources (e.g. Committee Leadership Cultivation)
  • Janet Deppe
  • Leadership Development Program

Chronology

2015 – 2016
• Developed Timeline & Implemented Activities
  • September 2015 – Executive Council
    • Provided initial training module and got feedback
  • December 2015 – Planned Oscar Mauzy (TSHF) Leadership Conference (short course at convention)
  • March 2016 – Leadership Academy kick-off at Oscar Mauzy Conference at Convention
  • April 2016 – Applications due
Chronology Leadership Development Committee

- May 2016
  - 1st Leadership Cohort selected (25 of 58 applicants)
- June 2016 – Commitment to participate
- July 2016 – October 2016
  - Book Study - Multipliers
  - Mentors identified for each Cohort member
  - Face to face meeting at Exec. Council mtg
    - Saturday afternoon – Sunday morning
    - Topics: motivating others, delegation, forming groups, conflict management

- Nov 2016 – Feb 2017
  - Crucial Conversations or Difficult Conversations Book Study
- Late Feb – Early March 2017
  - Face to Face Meeting at Convention
  - Group Project
    - Fits into TSHA Strategic Plan
    - Each Cohort Member assigned to TF or Committee
- April – December 2017
  - Complete project
  - Continue on Task Force or Committee

Chronology Leadership Development Committee

- Future Leadership Academy Cohorts
  - Two Year Cycle
  - Recruit/Invite Applications October – December
  - Invite Members – January/February
  - First In-Person/Launch Meeting – March (Convention)
  - First Book Study – May – July
  - In-Person Leadership Training – October
  - Express interest in Task Force/Committee membership – November/December
  - Decide on Project – March
  - Complete Project – May – October
  - Continue on Committee/TF January - December

Executive Council

Under Construction
- Ongoing Leadership Development Topics at Annual Executive Council Meeting in October
- Examples
  - Legislative Advocacy
  - Diversity Issues
  - Volunteer Leadership

Executive Board

Under Construction
- TSHF Fund
- Orientation Materials (access on community site, e.g. budget training)
- Leadership Topics
  - Diversity
  - Strategic Planning
  - Social Media

Developing Leaders

Targeting Transformation through Leadership
Targeting Transformation Through Leadership

- Leadership Development Framework
  - Leadership Academy
- Proven Model of Leadership
  - Transformational Leadership
- Ongoing Learning for TSHA Leaders
  - Overlapping committee/TF membership

Envision the Future

THANK YOU!
KSHA: FOSTERING LEADERSHIP

Christine LaCharite, President
Janice Carter-Smith, President-Elect

KSHA Conventions: Students

- Students from all universities are invited to attend the convention
- Students encouraged to use Sign Up Genius to volunteer to work registration – earning free registration to convention
- Many students typically sign up to volunteer their time throughout the convention

2016 KSHA Convention:
Boot Camp for the Soon to be Professional – Student Presentation
- In 2016, KSHA’s President, Linda Gregory, and Past-President, Tammy Cranfill, created a Boot Camp session for students
- No CEUs are offered for this session
- 3 hour introductory session offered
- Information to help students navigate their job search
- Various topics discussed by professionals from a variety of settings
- Presentations on resume writing, successful interviewing, financial basics, benefits, job forecasts, salaries, and networking
- Information on KSHA, ASHA and the licensure board

2017 KSHA Convention:
Boot Camp for the Soon to be Professional – Student Session
- Past-President, Linda Gregory, and VP of Healthcare, Tammy Cranfill, held another Boot Camp session at the 2017 Convention
- CEUs not offered this session
- 3 hour beginner level course
- Session included information on:
  - Helping students navigate their job search
  - Providing pros and cons of various work settings
  - Presentations on resume writing, successful interviewing, financial basics, benefits, job forecasts, salaries, and networking

2018 KSHA Convention

- Planning our upcoming convention
- Changes will be made to presentations
- Panel participants will be stationed at tables
- Participants will move around room
- Participants to pick 3 topics they are interested in and 1 that they are not
- Discussing changes to session currently

2017 KSHA Convention: Emerging Leaders
“Stand Up – Student Leaders Show Us The Way”

- Letters emailed to university professors
- Shared information about session
- Three Presidents collaborated together to provide session
- Invitation only session
- Universities were asked to identify four individuals to participate
- Undergraduate or graduate
- Names forwarded to KSHA account manager and current president
- Names requested in time for formal invites to be sent
Evite invitations were sent out to each student via email.

Welcome and Introduction of Guests (5 mins)
- Nancy Swigert (5 mins.)
- Judy Page (5 mins.)
- Breaking up into groups (60 mins; 10-15 mins for each group and then rotate)
  - Facilitators
    - Judy Page
    - Nancy Swigert
    - Lyn Covert
    - Tammy Cranfill
    - Jonice Carter-Smith
    - Christie LaCharite
    - Linda Gregory
- Wrap up and presentation of certificates (15 mins)

Session Agenda
We are lucky in Kentucky:
- Five previous ASHA Presidents that are members of KSHA
- Nancy Swigert and Judy Page shared how they became leaders and how leadership has impacted them.
- Grouped students into 4 groups of 6 students, making sure to alternate universities to mix them up. Each university was represented in each group.

Topic 1
How can we promote diversity in our organization? What can we do to recruit both males and those of different ethnic groups?

- Fine tune master’s programs at the college level
- Attending career fairs marketed towards diverse groups
- SLPs going to middle and high schools to inform them of possible career in speech-language pathology and audiology

Topic 2
How can social media be used effectively? What are the pitfalls? How do we avoid these?

- Promoting events by utilizing social media avenues to inform members of times and dates
- Pitfalls: Older generations not aware or reluctant to use social media
- Do’s and Don’ts on social media
Topic 3

How can we be advocates for our constituents? In the world of information overload, how can we ensure they have the right information?

- Consider educational opportunities for patients and families
- Regulate the lingo of SLP, speech therapists, etc.
- Meet in the middle, learn from our past to improve our future

Topic 3

In today’s world of online training, how can the annual convention stay viable?

- In person connections
- Internet provides distractions and less retention of information
- Unique speakers providing information you can’t get elsewhere
- Provides for open discussion

One student from each table served as the spokesperson for their group and shared their highlights from their round table discussions.

Student leadership gift
- Each student was given a journal with KSHA on the front to remind them of their leadership potential and experience

Participation certificates

Group pictures were taken and shared via social media to commemorate this experience.
Future KSHA Leadership Sessions

- Three presidents will coordinate future leadership sessions
- Boot Camp session will be repeated with changes
- Three presidents to determine best way to address students
- Discussion topics will likely have to change depending on issues related to our field
- Our first KSHA Leadership session was a success and we felt it went very well
- Questions and Comments