MSHA’s Leadership Academy: Creating Waves of Involvement in our Ocean of Opportunity

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CSAP, Little Rock, AR  May 2019

Learner Outcomes:
After completing this course, participants will:

- Participants will be able to identify ways MSHA incorporated development of leadership skills of Missouri students into its strategic plan.
- Participants will be able to identify a structure of supports needed to begin a leadership academy.

DISCLOSURE STATEMENT

FINANCIAL
- I am a 2019-20 CSAP Board Member – Secretary - and receive reimbursement for travel expenses

NON-FINANCIAL
- I am the 2018-2019 MSHA Past President

An idea......
- Graduate of the Inaugural Schools Class of ASHA LDP
- Long-term MSHA committee and board member involvement – began as a student
- Concern for our challenges in interest/member face to face involvement
- Servant mode – wanting to give back to learning from former MO leaders
- 8-10 MO University programs
- Former ASHA SEAL
- CSAP Nov 2017 – Texas discussed pursuit of leadership academy

The purpose....
- Opportunity for students to further leadership skills and strengths in addition to or beyond that provided through university programs, employment settings and ASHA opportunities
- Develop potential future leaders in the profession within our state

A survey......
- Texas President – application
- MSHA Past Presidents appreciation letter & survey
  - Since 1959-1960 – 55 past presidents
  - 26 found current addresses
  - 15 returned (13 I had connection with during my involvement)
- Survey
  - Advisory statement for presidential year
  - Advisory statement for young professionals
  - Interested in future involvement
    - 6 yes, 2 maybe, 7 no
A strategic plan....
• Increase membership
• Consider university liaison board position
• Diversity member involvement to include more students and early career professionals
• Increase capacity of current MSHA Executive Board through strengthsfinder survey
  • Budget for purchase of Strengthsfinder books
  • EB do survey first – gather results
• Use past president survey as momentum for future expansion

Assembling a crew....
• Facilitator/Captain
  • Beth McKerlie, Past President
• Panelists/Additional Cruise Directors
  • Jacob Gutshall, President
  • Pat Jones, President-Elect
  • Jayanti Ray – former MSHA president, ASHA LDP graduate, ASHA AC, colleague presenting on MSHA strategic plan

Loading Passengers.....
• One role of MSHA Past President is to recruit nominees for Graduate Student Executive Board Member elected annually
  • Current Grad Student EB member
  • Nominated EB member
• Cruise Fare - waived
• Added a teaser to Universities to recommend two students for a MSHA Leadership Academy
  • One graduate
  • One undergraduate

The Embarkment
• 19 students recommended (9 universities)
  • 1 UG student never responded
  • 1 dropped out due to location of internship but was replaced
  • Allowed 1 extra recommendation of Audiology Graduate student
  • 18 total students
• Short-term
  • January – April 2019
  • 2 webinars – 1 ½ hour in length
  • 1 face to face meeting 1 ½ hour in length

The Cruise Itinerary at Sea
• January Webinar via Zoom
• February Webinar via Zoom
• April Face to Face Meeting at Annual MSHA Convention
• April Survey

Sea day #1
• Answering Q’s from passengers
• Logistic details
  • Zoom login
  • Practice Sessions with Craven Management and Panelists
• Panelists Cruise Contract/Deck Plan
Port of Call #1.....January Webinar Agenda

- Rationale for Leadership Academy/Getting to Know Panelists
- Local, State and National Organizations
- MSHA Structure
  - Mission, Vision, board structure
  - Current membership profile
  - Current student involvement opportunities
- ASHA Leadership Programs Overview & Involvement
- Barriers/Benefits to Volunteering/Leadership Roles- Group Input
- Introductions of Participants Activity
- Leadership, Talent & Strengths
- Activities for Completion for February Webinar

Sea Day #2

- Complete the ASHA Leadership Style Survey
- Complete the Strengthsfinder Survey
  - All results sent to Beth, compiled

Port of Call #2.....February Webinar Agenda

- Compass Points Activity
- MSHA Involvement
  - Waves of Involvement: Oceans of Opportunity (Volunteerism, Mentoring, Networking, Advocacy, Leadership)
- Sharing Big Ideas from Strengthsfinder Results
- Team Functioning
  - MSHA Leadership Academy Team
  - MSHA Executive Board
- Small Group work regarding Strengthsfinder
  - Reactions, Positive Perceptions and Not So Positive Perceptions
- March Final Project

Compass Points Activity

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<thead>
<tr>
<th>Direction</th>
<th>Key Word</th>
<th>Description</th>
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<tbody>
<tr>
<td>North</td>
<td>Acting</td>
<td>Likes to act - plunge in, let’s do it</td>
</tr>
<tr>
<td>South</td>
<td>Caring</td>
<td>Likes to know what everyone is thinking, feeling, voicing and take all into consideration before acting</td>
</tr>
<tr>
<td>East</td>
<td>Speculating</td>
<td>Looks at big picture and possibilities before acting</td>
</tr>
<tr>
<td>West</td>
<td>Paying Attention to Detail</td>
<td>Likes to know who, what, where, when, why before acting</td>
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Leadership Academy Panelist Team

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<thead>
<tr>
<th>Name</th>
<th>#1 - STR</th>
<th>#2 - LB</th>
<th>#3 - ST</th>
<th>#4 - ST</th>
<th>#5 - STR</th>
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<tr>
<td>Beth</td>
<td>Includer - RB</td>
<td>Woo - RB</td>
<td>Positivity - RB</td>
<td>Achiever - RB</td>
<td>Maximizer - RB</td>
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<td>Jayanti</td>
<td>Strategic - ST</td>
<td>Learner - ST</td>
<td>Analytical - ST</td>
<td>Include - ST</td>
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<td>Jacob</td>
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<td>Achiever - RB</td>
<td>Relation - RB</td>
<td>Responsibility - ST</td>
<td>Ideation - ST</td>
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<tr>
<td>Pat</td>
<td>Connected - RB</td>
<td>Learner - ST</td>
<td>Achiever - ST</td>
<td>Input - ST</td>
<td>Discipline - ST</td>
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<tr>
<td>Kamri</td>
<td>High Achiever - ST</td>
<td>Strategic - ST</td>
<td>Relationship - RB</td>
<td>Executing - RB</td>
<td>Influencing - RB</td>
</tr>
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Sea Day #3

- Each participant will do a brief 2-3 minute presentation describe how they will use strengths to help them develop leadership skills in the future workplace, involvement with MSHA or other plan to maximize strengths
Port of Call #3.....April Face to Face

- Face to Face Meeting at MSHA 2019 Convention (April)
  - Student presentations
  - Feedback
  - Follow Up Survey

Port of Call #4 - Survey Results – 10 responses

- Did the Leadership Academy help increase understanding of leadership opportunities in the field?
  - 8 indicated “yes”; 2 indicated “somewhat”

- Now that you better understand MSHA structure, if you wanted to pursue involvement, how do you envision beginning that journey (i.e., committee, CPT, EB)?
  - All indicated committee member, CPT or EB

Port of Call #4 - Survey Results – 10 responses - Continued

- What is your preference type for volunteer work (face to face, social media, special events, committees, other, etc.)?
  - 9 out of 10 indicated face to face
  - 1 face to face only
  - 8 other responses indicated special events and/or committees as well
  - 1 committee (only answer)

- What if anything would you change about the timeline?
  - Fall semester, longer sessions, more frequent shorter sessions, more face to face

- Would you have been agreeable to sharing your contact info prior to the first meeting to encourage and increase collaboration?
  - All 10 responded yes

- If so, in what format (google doc, email, social media, etc.)
  - All responses indicated google doc or email is best

Port of Call #4 - Survey Results – 10 responses - Continued

- What ideas do you have for bringing awareness to and connecting your participation in the MSHA Leadership Academy to the universities, EB and MSHA membership?
  - Have ambassadors go around to universities
  - Presentation to the university about what was learned
  - Involvement at the MSHA level
  - Sharing experience (convention, at university, etc.)

- Generated interest in MSHA
- Identified strengths of future leaders
- Identified ways to involve students in MSHA
- Identified ways to connect with Universities for future academies
- New colleagues, relationships
- Leadership growth and potential
Disembarking…….Strengths

“Figure out what you really love doing and use your strengths on a daily basis” Tom Rath

“Success is achieved by developing our strengths not by eliminating our weaknesses.”
Marilyn Vos Savant

References

• ASHA Leadership Style Survey www.asha.org