



Alaska Oregon Washington

REGION IX The Pacific Northwest

THE AMERICAN SOCIETY FOR CLINICAL LABORATORY SCIENCE

“Come up out of the Basement”* with ASCLS Leadership Academy

Donna Reinbold
Region IX Director
DRein1542@aol.com

* Borrowed from Nov/Dec 2007 ASCLS Today
Dawn Michelson, ASCLS-ND President +

April 2008

Why?

- The ASCLS Board of Directors asks for “Concerns” or “Requests for Action” on every state board report at each BOD meeting.
- Over the years, we continued to see 2 issues of concern
 - Lack of members
 - Lack of leaders to step into state leadership positions.

Why?

- Brainstorming session was held at the Interim Board Meeting in March, 2006.
- A decision was made that we should not rely on states to ‘grow their own leaders’.
- We must mount a national effort to provide a structured program focusing on leadership skills.

ASCLS Leadership Academy

- The Leadership Academy was designed in 2006-07 to prepare ASCLS members for current and future leadership roles in the organization by providing a structured program of study of critical leadership topics.

Goals of the ASCLS Leadership Academy

- Identify members with potential to become leaders in ASCLS and invest time, energy, and resources in their growth and development.
- Provide these high-potential leaders with skills required to step into leadership positions within ASCLS.
- Energize and grow ASCLS through strong leadership at all levels of the organization.
- Increase the future leaders' knowledge of ASCLS.

Benefits to ASCLS

- Strong leaders make strong organizations.
- Shape the future of the organization and the profession at large.
- Increase passion for ASCLS locally, regionally, and nationally.
- Develop and grow members who can work on important identified initiatives for ASCLS.
- A successful program will be an attractive member benefit and increase membership in ASCLS.

Benefits to the Participants

- Develop skills that can be transferred to the work setting and life in general.
- Provide opportunities to learn from and dialogue with ASCLS leaders.
- Provide opportunities to be mentored by ASCLS leaders.
- Acquire the confidence and self-esteem to step into leadership roles.

ASCLS Leadership Academy

- A call for applications for the first ASCLS Leadership Academy was sent out in late March, 2007.
- 18 applications were received by the May 15, 2007 deadline.
 - 9 Regions and 15 states were represented
- A selection subcommittee reviewed all applications and all were informed of their acceptance/rejection on May 30.

Curriculum

- History of the Profession
 - Leadership Styles
 - Communication Styles
 - Organization Skills
 - Team Building
 - Writing Skills
 - Strategic Planning/Setting Goals
 - Public Speaking/Presentation Skills
- ASCLS 101
Networking
Time Management
Mentoring/Coaching
Motivating Others
Recruiting Leaders

Format

- 3 Meetings
 - 2007 Annual Meeting
 - 2008 Legislative Symposium
 - 2008 Annual Meeting
- 5-6 Conference Calls
- Reading/written assignments
 - 4 Leadership book reviews
- 1 Group Project
 - Project presented at 2008 Annual Meeting

2007-08 Projects

- At the San Diego Annual Meeting the group decided on 3 projects for the year
 - Leadership Academy page on the ASCLS website
 - ASCLS Stories
 - ASCLS Membership Recruitment Package – will be available at the 2008 Annual Meeting in Washington, DC and on ASCLS website

Leadership Academy Webpage

- www.ascls.org/members/Academy/index.asp
 - Benefits to the Participants/ASCLS
 - Curriculum
 - Task Force Members/Faculty
 - Bios and photos of the class of 2007-08
 - 2008-09 Application Packet
 - 2008-09 Application Instructions

Future for Leadership Academy

- Expect to ‘package’ LA curriculum/activities so that states/regions/local societies can use
- Make available to those who cannot commit to the entire program
- Can offer at state meetings

Who is a Good Candidate for the LA?

- A successful candidate
 - Has demonstrated a potential for leadership at the state or local level.
 - Has shown a commitment to the mission and vision of ASCLS.
 - Has demonstrated strengths and successes as a professional.
 - Is well-suited and agrees to the commitments necessary for participating in the ASCLS Leadership Academy.

Cost to Participants

- No fee for the Academy itself
- Travel/Lodging for 2 Annual Meetings and Legislative Symposium is required
- Reduced registration fees for above meetings
 - Participants are expected to attend meetings as well as Leadership Academy activities.
- States/Regions are encouraged to financially support their Leadership Academy participants as they are able.



Many Thanks!

- ASCLS Leadership Academy Ad Hoc Committee
 - Scott Aikey
 - Norma Bivona
 - Jeanette Etro
 - Joan Longberry
 - Deb Rodahl
 - Elissa Passiment (Ex officio)
 - Bernie Bekken
 - Linda Comeaux
 - Maribeth Flaws
 - Rick Panning

Questions for You

- Any topics you would like to see added to the curriculum?
- How can we support potential leaders so they can attend the Leadership Academy?
- Are there other ways to give potential leaders the skills they need?

Thank you

- Thanks to Lynn Ingram for the Leadership Academy slides and her leadership in this process
- Thank you to all those who have worked so hard to put this together
- Thanks for your attention!