



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

Elizabeth (Beth) McKertlie, M.S., CCC-SLP
Beth.mckertlie@nkcschools.org
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 (15 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
- Diversify 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 ?s from passengers
- Logistical 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

Direction	Key Word	Description
North	Acting	Likes to act. - plunge in, let's do it
South	Caring	Likes to know what everyone is thinking, feeling, voicing and take all into consideration before acting
East	Speculating	Looks at big picture and possibilities before acting
West	Paying Attention to Detail	Likes to know who, what, where, when, why before acting

Leadership Academy Panelist Team

Panelist	#1	#2	#3	#4	#5
Beth	Includer - RB	Woo - I	Positivity - RB	Arranger - E	Maximizer - I
Joyanti	Strategic ST	Learner ST	Analytical ST	Includer RB	Ideation ST
Jacob	Learner ST	Achiever E	Relator RB	Responsibility - E	Ideation ST
Pat	Connectedness - RB	Learner ST	Achiever E	Input ST	Discipline E
4 domains High performing	ST - Strategic	RB - Relationship Building	E - Executing	I - Influencing	

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

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

- 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 NSSHLA level
 - Sharing experience (convention, at university, etc.)

The Ship's Wake

Waves of Involvement: Oceans of Opportunity
(Volunteerism, Mentoring, Networking, Advocacy, Leadership)

- 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
- Rath, Tom. *Strengthsfinder 2.0*, 2007, Gallup Press, New York.
- Rath, T. and B. Conchie, *Strengths Based Leadership*, 2008, Gallup Press, New York.