Growing Your Leaders

Arlene A. Pietranton, PhD CAE
Chief Executive Officer
American Speech-Language-Hearing Association

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
- Career Portal (coming soon!)

Minority Student Leadership Program (MSLP)
ASHA / Leadership Development Opportunities

Introduction to 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

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.
• 2018 MSLP application period was March 12 – May 7

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

Results of 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
Student to Empowered Professional Mentoring Program (STEP)

About S.T.E.P.

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

S.T.E.P. Mentoring

- Connect
- Learn
- Empower

2018 Program Dates:
Enrollment: Jan 8 – Feb 12
Program: March 1 – November 15
Leadership Development Program (LDP)

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

Leadership Development Program

- Graduate approximately 60 members per year.
- Two cohorts each year.
- Competitive Application Process
- Individual Leadership Project
- Eligible members
Elements of the Leadership Development Program

- Full Day Kick-off In-Person Workshop
- 8 webinars on leadership topics
- Develop and make progress or complete leadership project
- Participate on a learning team

Who can participate?

ASHA’s Leadership Academy

https://community.asha.org/leadershipacademy
Goals of the Leadership Academy are:

- All members can assess and develop their skills
- Skills can be used for both the profession or ASHA Volunteer leadership
- Build a strong pipeline of future leaders
- Appropriate for all leader categories: entry, emerging, experienced
- Budget-Friendly
- Ability to earn CEU’s

Leadership Academy includes:

- 11 On-demand webinars
- 2 leadership assessments
- Leadership Online Community
- Links to current ASHA Leadership Programs
- Leadership Resource Center

11 webinars for all categories of leaders.

Introduction to Leadership
Emotional Intelligence
Leadership Styles
Influencing Others
Conflict Management
Coaching Others
High-Performing Teams
Virtual Meetings
Strategic Thinking
Change Leadership
Generative Thinking
ASHA / Leadership Development Opportunities

Webinars are:
- Free to register and view
- Available to earn ASHA CEUs by taking a low-cost assessment.
- All other Academy offerings are free

ASHA / Leadership Development Opportunities

Leadership Academy

Launching in the second half of 2018
- Leadership Mentoring Program
- Leadership Development Program Toolkit

ASHA / Volunteering

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

NSSLHA Hill Day 2011
Types of Volunteer Leaders at ASHA

- Entry Leader
- Emerging Leader
- Experienced Leader

Types of Volunteering at ASHA

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

Ad Hoc (Micro) Volunteering

- Task oriented
- Short term assignment
- Often virtual
- Based on interest
- Available time commitment
- Great for members with time constraints
Coming Soon!
ASHA Career Portal

Member research showed that members wanted more information about:

- How to transition from graduate school into the profession
- How to get the right job including tips and tools for how you get into specific organizations, like the VA
- How to advance in their careers (promotions, additional certifications, taking on new responsibilities, etc.)
- How to manage difficult work situations and improve their communication with their employers, colleagues, and patients

The Goal of the ASHA Career Portal

- Provide valuable content and help members identify and develop the skills they need beyond their clinical knowledge,
- Help them build resilience and thrive throughout their careers,
- From leadership to supervision to how to manage transitions and avoid burnout, the content featured will help members manage their career journey.
ASHA’s Career Portal

• Launching in the 3rd quarter, the Career Portal will offer the opportunity to learn and/or enhance the skills and abilities our members need to excel.

“Career content created for you. Tailored to your career stage and your profession.”

Generational Changes in Leadership

My Journey To & With the ASHA LDP

Kelly A. Kleinhaps, Ph.D. CCC-SLP
President-Elect, Kentucky Speech-Language-Hearing Association
Gen Xer 1965-1981
Baby Boomers 1946-1964
Traditionalists 1925-1945

80's Girl

It's all about the people!

Kentucky Speech-Language-Hearing Association

Thanks Janice!!
Empowered to Lead

SIG 11: Administration and Supervision
Election Slate for Coordinating Committee Member... Includes...

Trish Mayro
Kelly Kleinhans
Christina Hansen

Actively seeking advancement into leadership
Mentoring and Leadership
Lezlie Pearce-Hopper

The Before & After

• What brought you to this place?
• How do you share your vision?
• List at least three things you will accomplish this year
• Which computer component is most like you?
• Encouraging the Heart
• Modeling the Way
• Enabling Others to Act
• Characteristics of Groups That Work
• The Challenge of Leading Leaders

Student to Empowered Professional Mentoring Program

Per ASHA:
• ASHA’s award-winning S.T.E.P. mentoring program has been successfully matching students since 2004.
• Connects self-motivated students with experienced mentors in meaningful, one-to-one mentoring relationships
• Supports mentoring relationships through guided learning experiences
• Provides online resources for all students and mentors seeking tools, information, and inspiration
• Facilitates the continued recruitment and retention of racial/ethnic minority students

https://www.asha.org/students/gatheringplace/step/
Why I love mentoring through STEP

- Paying it forward
- Different experiences each time
- Supporting the recruitment of diverse clinicians
- Gaining and maintaining mentoring and coaching skills
- Ongoing awareness of current training, programs, curricula, trends
- Strong support system, networking
- Casual mentoring, low cost commitment
  - Time (~1 hr/wk), energy
  - Ease of communication

Questions? Please feel free to reach out anytime: weatherford.samantha@gmail.com