



ADEA Allied Dental Faculty
Leadership Development Program

August 2-5, 2023
ADEA Headquarters
Washington, DC

Leadership Development Through Self-reflection and Inspiration

The ADEA Allied Dental Faculty Leadership Development Program is designed for faculty and program directors in dental assisting, dental hygiene, dental laboratory technology and dental therapy programs with the potential to make significant contributions to allied dental education. The program provides participants with a unique opportunity to assess their current leadership skills and build on them while developing relationships with a small group of participants facilitated by an advisor. This empowering program provides individual coaching, mentoring and creates an outstanding network of colleagues.

Learning Objectives

Upon completion of this program, the participant will be able to:

- Develop and assess leadership competencies to prepare for leadership opportunities in allied dental education.
- Discuss vision and values in relationship to long- and short-term goals.
- Describe legal and ethical issues surrounding various topics such as social media, bullying, negotiation and conflict management.
- Analyze various individual assessment tools to develop personal leadership styles.
- Develop additional skills in work-life integration, while understanding emotional intelligence.
- Analyze leadership roles when relating to diversity and equity issues.

Wednesday, August 2

7:00 – 7:30 a.m. **Registration**

7:30 – 8:00 a.m. **Breakfast**

8:00 – 8:30 a.m. **Welcome**

Meet peer groups and advisors; introduction and orientation to the program; and overview of roles of advisors and peers.

ADEA Staff

Rebecca L. Stolberg, RDH, M.S.D.H.
ADEA Vice President, Allied Dental Education and Faculty
Development

Erin Sigmon
Program Manager

Donna Casimier
Meetings Manager

Advisors

Colleen M. Brickle, RDH, Ed.D.
Normandale Community College, MN

Harold Jennings Jr., RDH, M.A.
Plaza College, NY

Susan H. Kass, RDH, Ed.D.
Miami Dade College, FL

Joanne M. Pacheco, RDH, M.A.O.B.
Fresno City College, CA

8:30 – 9:15 a.m.

Participant Introductions

9:15 – 10:45 a.m.

Building a Strengths-based Environment

Colleen M. Brickle, RDH, Ed.D.

Using a career visioning process and a *CliftonStrengths* assessment, participants will reflect on the past, consider the present and look to the future in personal and work choices. In this session, participants will learn how to apply personal strengths and identify colleagues' strength themes to enhance team building and collaboration.

CE Credits: 1.5

10:45 – 11:00 a.m.

Break

11:00 a.m. – 12:30 p.m.

The Emotionally Intelligent and Trauma-informed Leader

Susan H. Kass, RDH, Ed.D.
Harold Jennings Jr., RDH, M.A.

Leadership styles can differ greatly from one successful individual to another and we generally expect our leaders to be "intelligent." Increasingly, however, we are coming to understand that the skills and attributes associated with emotional—rather than cognitive—intelligence are critical predictors of an individual's ability to succeed in meeting the demands of leadership in complex organizations. The trauma-informed leader recognizes and honors past trauma, with the goal of responding with strategies that resist re-traumatization.

CE Credits: 1.5

12:30 – 1:30 p.m.	Lunch
1:30 – 2:00 p.m.	Reflection in Groups CE Credits: 0.5
2:00 – 3:15 p.m.	Generational Difference, Negotiation Styles and Conflict Management Colleen M. Brickle, RDH, Ed.D. Joanne M. Pacheco, RDH, M.A.O.B. This session introduces generational differences and positive conflict management processes through negotiation, defines major types and sources of conflict, and provides steps to conflict resolution. Negotiation is an important leadership skill to resolve conflict. CE Credits: 1.25
3:15 – 3:30 p.m.	Break
3:30 – 4:30 p.m.	Generational Difference, Negotiation Styles and Conflict Management: Continuation With Case-based Situations Frequently Encountered Colleen M. Brickle, RDH, Ed.D. Joanne M. Pacheco, RDH, M.A.O.B. CE Credits: 1.0
4:30 – 5:00 p.m.	Reflection in Groups CE Credits: 0.5
5:30 – 6:30 p.m.	Networking Reception
6:30 – 8:00 p.m.	Networking Dinner

Thursday, August 3

7:30 – 8:00 a.m.

Breakfast

8:00 – 8:30 a.m.

Reflection in Groups

CE Credits: 0.5

8:30 – 10:30 a.m.

The Myers-Briggs Type Indicator (MBTI) and Leadership Circle Profile (LCP)

Jen Lachman, B.A., M.S.
Principal, Lachman Consulting

In this session, participants will gain a greater understanding of their own leadership styles, preferences and behaviors and explore how they can use this heightened self-awareness to strengthen their leadership effectiveness and relationships with others. Participants will complete two assessments prior to the program—Myers-Briggs Type Indicator (MBTI) and Leadership Circle Profile (LCP)—which tap into key aspects of an individual's personality and preferences, as well as proven leadership competencies in areas such as strategy, communication, decision-making and interpersonal relations. During the session, participants will come together as a supportive learning community to interpret their results and begin to take action on their discoveries.

CE Credits: 2.0

10:30 – 10:45 a.m.

Break

10:45 – noon

Leadership Circle Profile (LCP) (continued)

CE Credits: 1.25

Noon – 1:00 p.m.

Lunch

1:00 – 2:30 p.m.

Leadership Circle Profile Group Discussions and Integration

Jen Lachman, B.A., M.S.

During this session, participants will have an opportunity to discuss with their peers, if they choose, key aspects of their LCP results and gain insight into how they can move forward with personal and professional growth.

CE Credits: 1.5

2:30 – 2:45 p.m.

Break

2:45 – 3:30 p.m.

Reflection in Groups

CE Credits: 0.75

3:30 – 4:30 p.m.

Mindmapping Goals and Vision

Susan H. Kass, RDH, Ed.D.

During this session, participants will begin planning their mindmaps. Discussion will include the outcomes of the various assessment tools and mapping out future professional development plans. Outcomes of this session will include the clarification of a vision statement, the development of a plan including present and future directions, and the development of strategies to close the gaps.

CE Credits: 1.0

Evening

Participants should plan and prepare their “mindmaps” for **presentation** to their peer group on Friday afternoon.

Friday, August 4

7:30 – 8:00 a.m.

Breakfast

8:00 – 9:00 a.m.

Mindfulness and Resiliency in Challenging Situations

Colleen M. Brickle, RDH, Ed.D.

Joanne M. Pacheco, RDH, M.A.O.B.

Our thought-mood connection or mindset underlies how we think and feel. No matter how hard we try to ignore emotions, they do not go away. Identifying and using practices that keep you calm can help with challenging relationships and conversations. Situations and conditions can improve by generating purposeful positive emotions and mindfulness-based states of awareness.

CE Credits: 1.0

9:00 – 9:30 a.m.

Diversity, Equity, Inclusion and Belonging Workshop

Harold Jennings Jr., RDH, M.A.

This workshop will provide leaders with the vocabulary to communicate in a culturally competent manner.

CE Credits: 0.5

9:30 – 9:45 a.m.	Break
9:45 – 11:45 a.m.	The Educational and Employment Climate in Allied Dental Education Pamela Zarkowski, B.S.D.H., M.P.H., J.D. University of Detroit Mercy, MI This program will highlight legal and ethical issues in the educational and employment setting. Topics covered include recruiting, hiring, terminating and evaluating staff and faculty. Student-focused topics include student rights and protections, recommended policies and current challenges in the educational environment. CE Credits: 2.0
11:45 a.m. – 12:30 p.m.	Reflection in Groups CE Credits: 0.75
12:30 – 1:30 p.m.	Lunch
1:30 – 4:30 p.m.	Presentation of Mindmaps CE Credits: 3.0
5:00 – 6:00 p.m.	Reception
6:00 – 8:00 p.m.	Fun Evening Event
Saturday, August 5	
7:30 – 8:00 a.m.	Breakfast
8:00 – 8:30 a.m.	Write Letter to Self CE Credits: 0.5
8:30 – 9:45 a.m.	Work-Life Integration Susan H. Kass, RDH, Ed.D. Finding work-life balance in today's frenetically paced world is no simple task. When your work life and personal lives feel out of balance, stress—along with its harmful effects—can result. This session will address ways to recognize and address stress and balance. Communication strategies will be explored. CE Credits: 1.25

9:45 – 10:00 a.m.

Break

10:00 – 11:00 a.m.

Mentorship and Networking

Joanne M. Pacheco, RDH, M.A.O.B.

This interactive session will focus on mentoring and its importance in the academic setting. Facilitated discussion will include traits of a good mentor, becoming a mentor and developing professional networks.

CE Credits: 1.0

11:00 – 11:30 a.m.

Closing and Graduation

NOTE: Immediately following the program, participants will receive an online program evaluation. This feedback will help planning staff continue to improve the program. Your participation is greatly appreciated.

The next ADEA Allied Dental Faculty Leadership Development Program will take place in August 2025 in Washington, DC. Please encourage fellow colleagues to plan to participate.

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