

ADEA Allied Dental Faculty Leadership Development Program

May 31–June 3, 2017
Hyatt Regency Baltimore Inner Harbor
Baltimore, MD

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 upon them while building 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:

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

Wednesday, May 31

7:00 – 8:00 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, peers, coaches and mentors.

Facilitator:

Tami J. Grzesikowski, RDH, M.Ed.
ADEA Consultant

ADEA Allied Dental Faculty Leadership Development Program
Agenda

Advisors:

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

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

Joanne M. Pacheco, RDH, MAOB
Fresno City College, CA

Rebecca Stolberg, RDH, M.S.D.H.
Eastern Washington University, WA

8:30 – 10:00 a.m.

Building a Strengths-Based Environment

Colleen M. Brickle, RDH, Ed.D.

Through the use of a career visioning process and a *StrengthsQuest* Assessment, participants will have the opportunity to 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 strength themes of colleagues to enhance team building and collaboration.

10:00 – 10:15 a.m.

Break

10:15 a.m. – noon

The Emotionally Intelligent Leader

Susan H. Kass, RDH, Ed.D.

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.

Noon – 1:00 p.m.

Lunch

1:00 – 3:00 p.m.

Conflict Management

Rebecca Stolberg, RDH, M.S.D.H.

Conflict is part of everyday life. It is as common as laughter, anger and love, and is no less important. Conflict is neither good nor bad in and of itself. This session introduces positive conflict management processes, including active listening and

ADEA Allied Dental Faculty Leadership Development Program
Agenda

communication skills. Activities will help you both prevent conflict and develop your own conflict management skills.

3:00 – 4:00 p.m.

Team Building

Tami J. Grzesikowski, RDH, M.Ed.

Effective team building and your role in creating an empowered team will be discussed.

Please complete the Negotiating Styles Inventory.

6:00 – 8:00 p.m.

Networking Reception and Dinner

Thursday, June 1

7:30 – 8:00 a.m.

Breakfast

8:00 – 8:15 a.m.

Reflection and “Aha!” Moments

8:15 – 8:30 a.m.

Team-Building Activity

Tami J. Grzesikowski, RDH, M.Ed.

8:30 – 9:30 a.m.

**Leadership and Gender: Are There Differences? and
Introduction to Assessment and Feedback**

Marc T. Frankel, Ph.D.
Senior Consultant, Triangle Associates

Do women lead differently from men? Are there challenges that are unique to gender? Participants will explore contemporary views on how gender affects leadership and leadership development.

9:30 a.m. – 12:00 p.m.

The Myers-Briggs Type Indicator (MBTI)

Marc T. Frankel, Ph.D.

Participants will explore and expand their understanding of the leadership styles they use and how others might perceive and react to them. Reports are based on the MBTI assessments completed prior to the program. Both assessments tap into key aspects of personality and behavior in areas such as communication, problem solving, decision-making and interpersonal relations. The assessments are also distinct, each providing a view through a different window of the individual’s leadership personality.

ADEA Allied Dental Faculty Leadership Development Program
Agenda

Noon – 1:00 p.m.

Lunch

1:00 – 2:15 p.m.

Leadership Practices Inventory (LPI)

Marc T. Frankel, Ph.D.

This session will focus on a multi-rater (360 degree) assessment that can be used for evaluation, to institute change, and for professional development, peer coaching and mentoring. Reports are based on LPI instruments completed prior to the program.

2:15 – 2:30 p.m.

Break

2:30 – 4:30 p.m.

Mindmapping Goals and Vision

Susan H. Kass, RDH, Ed.D.
Rebecca Stolberg, RDH, M.S.D.H.

During this session, participants will begin planning for their mindmaps. Reflection on assessment outcomes of various tools discussed as well as mapping out future professional development plans will be discussed. Outcomes 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.

Evening

Participants should complete their “mindmaps” for **presentation** to their peer group on Friday.

Friday, June 2

7:15 – 7:45 a.m.

Breakfast

7:45 – 8:00 a.m.

Reflection and “Aha!” Moments

8:00 – 11:00 a.m.

Legal, Ethical and Educational Climate Issues in Allied Dental Education

Pamela Zarkowski, B.S.D.H., M.P.H., J.D.
University of Detroit Mercy, MI

Leaders in the academic setting must be aware of legal principles that guide interactions with faculty, staff and students. This session will review common challenges in educational settings and strategies to address them. Climate issues in the employment setting will be highlighted, including workplace culture and climate.

ADEA Allied Dental Faculty Leadership Development Program
Agenda

11:00 – noon

Getting What You Ask For!

Pamela Zarkowski, B.S.D.H., M.P.H., J.D.

Success in interpersonal and professional relationships relies on a core set of communication and negotiation skills. The ability to productively negotiate with colleagues, students and other stakeholders in an educational environment is an important leadership skill. The presentation will highlight strategies to address frequently encountered situations required for successful outcomes.

Noon – 1:00 p.m.

Lunch

1:00 – 2:00 p.m.

Continuation of Negotiating Models and Peer Group Discussion of Case Study

Pamela Zarkowski, B.S.D.H., M.P.H., J.D.

Participants will review cases highlighting frequently encountered situations utilize negotiating models to address the situations presented.

2:30 – 4:30 p.m.

Presentation of “Mindmaps”

6:30 – 8:00 p.m.

Dinner and Presentation by Ann Battrell, M.S.D.H., Chief Executive Officer, American Dental Hygienists’ Association

The presenter will discuss the roles leaders play in allied dental education and shaping the future of the allied professions.

Saturday, June 3

7:15 – 7:45 a.m.

Breakfast

7:45 – 8:00 a.m.

Reflection and “Aha!” Moments

8:00 – 9:30 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 life 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.

*ADEA Allied Dental Faculty Leadership Development Program
Agenda*

9:30 – 10:30 a.m.

Mentorship and Networking

Joanne M. Pacheco, RDH, MAOB

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.

10:45 – 11:00 a.m.

Closing and Graduation

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

The next ADEA Allied Dental Faculty Leadership Development Program will take place in June 2019 at a location to be determined. Please encourage fellow colleagues to plan to participate.

The American Dental Education Association is an ADA CERP Recognized Provider.

ADA CERP is a service of the American Dental Association to assist dental professionals in identifying quality providers of continuing dental education. ADA CERP does not approve or endorse individual courses or instructors, nor does it imply acceptance of credit hours by boards of dentistry.

The American Dental Education Association designates this activity for a maximum of 21 continuing education credits

ADA C·E·R·P® | Continuing Education
Recognition Program

All speakers agree that neither they nor members of their immediate family have any financial relationships with commercial entities that may be relevant to their presentation.
