



**ADEA Allied Dental Faculty
Leadership Development Program (Virtual)**

August 11-14, 2021

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, 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.

Wednesday, August 11 (all times are Eastern Time)

11:00 –11:15 a.m.

Welcome

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

Facilitator

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

ADEA Senior Director for Allied Dental Education and Faculty Development

Advisors

Colleen M. Brickle, RDH, Ed.D.

Normandale Community College, MN

Ann Brunick, RDH, M.S.

University of South Dakota, SD

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

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

11:15 – 11:45 a.m.

Participant Introductions

11:45 – 12:45 p.m.

Building a Strengths-based Environment

Presenter

Colleen M. Brickle, RDH, Ed.D.

Through the use of 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. Participants will learn how to apply personal strengths and identify colleagues' strength themes to enhance team building and collaboration.

12:45 – 1:15 p.m.

Lunch Break

1:15 p.m. – 2:15 p.m.

The Emotionally Intelligent and Mature Leader

Presenter

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.

2:15 – 2:45 p.m.

Reflection in Groups

2:45 – 3:00 p.m.

Break

3:00 – 4:00 p.m.

Legal, Ethical and Educational Climate Issues in Allied Dental Education

Presenter

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 and ethical principles that guide interactions with faculty and students. Decision-making, communication, policy development and implementation are guided by these principles. This session provides a foundation in

contract and tort principles, employment law and identifies current challenges in higher education, including social media, professional and student interactions and student and faculty rights and responsibilities

4:00 – 4:15 p.m.

Break

4:15 – 5:15 p.m.

Legal, Ethical and Educational Climate Issues in Allied Dental Education (*continued*)

5:30 – 6:30 p.m.

Networking Event

Thursday, August 12

11:00 – 11:30 a.m.

Reflection in Groups

11:30 – 1:00 p.m.

The Myers-Briggs Type Indicator/Leadership Circle Inventory

Presenter

Jen Lachman, 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 Practices Inventory (LPI)—which tap into key aspects of an individual’s personality and preferences, as well as proven leadership competencies in areas such as communication, problem solving, 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.

1:00 – 1:30 p.m.

Lunch Break

1:30 – 2:30 p.m.

The Myers-Briggs Type Indicator/Leadership Circle Inventory (*continued*)

2:30 – 3:00 p.m.

Reflection in Groups

3:00 – 3:15 p.m.

Break

3:15 – 4:15 p.m.

Leadership Practices Inventory Circle Group Discussions

Presenter
Jen Lachman, M.S., Principal
Lachman Consulting

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

4:15 – 4:30 p.m.

Break

4:30 – 5:30 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 that includes present and future directions, and the development of strategies to close the gaps.

Evening

Participants should prepare their mindmaps for presentation to their peer group on Friday afternoon.

Friday, August 13

11:00 – 11:15 a.m.

Reflection and “Aha!” Moments (large group)

11:15 a.m. – 12:30 p.m.

Conflict Management

Presenter
Ann Brunick, RDH, M.S.

This session introduces positive conflict management processes, defines major types and sources of conflict, and steps to conflict resolution.

12:30 – 1:30 p.m.

Negotiation

Presenter
Colleen M. Brickle, RDH, Ed.D.

Negotiation is an important leadership skill when dealing with conflict. Active listening and communication skills help prevent conflicts from escalating when negotiating. Participants will review

cases highlighting frequently encountered situations and use negotiating models to address the situations presented. The format will be small group discussions followed by report outs.

1:30 – 2:00 p.m.

Lunch Break

2:00 – 3:00 p.m.

Mindfulness in Challenging Situations

Presenters

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.

3:00 – 4:30 p.m.

Presentation of Mindmaps

5:00 – 6:00 p.m.

Networking Event

Saturday, August 14

11:00 – 11:15 a.m.

Reflection and “Aha!” Moments

11:15 a.m. – 12:15 p.m.

Work-life Integration

Presenter

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.

12:15 – 12:30 p.m.

Break

12:30 – 1:30 p.m.

Mentorship and Networking

Presenter

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.

1:30 – 2:00 p.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 2023 in Washington, DC. Please encourage fellow colleagues to plan to participate.

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