



Mohs Surgeons Leading the Future **American College of Mohs Surgery** **Foundation**

Leadership Participant Information and Application

Summary

- The American College of Mohs Surgery Foundation invites applications for a one-year leadership program: *Mohs Surgeons Leading the Future*. The duration of the program is from the 2024 to the 2025 Annual Meetings. The program will accept up to eight participants this year. Participants will learn valuable leadership skills, gain exposure to the leadership and strategic goals of ACMS, and have a seasoned Mohs surgeon leader as a mentor. This program requires a time commitment for monthly meetings as well as travel to three in-person programs. Most costs to participate will be provided by the ACMS Foundation.

Purpose

- The purpose of the leadership program is to support and grow the influence of Mohs surgeons and the ACMS in our commitment to patients with skin cancers by developing and strengthening a pipeline for leadership within the ACMS.
- An additional program goal is to increase the racial and ethnic diversity, as well as the presence of individuals from other groups that have previously been underrepresented, in the ACMS leadership pipeline. Applications are strongly encouraged from ACMS members of color and ethnic diversity and those with diverse backgrounds and identities.
- Program participants have the opportunity to strengthen their leadership skills and develop in their careers while helping to advance the strategic goals of the ACMS (e.g. working in the ACMS infrastructure and/or policy world).

Program Structure

The program will involve three components: project-based learning (comprising the bulk of the program), mentoring, and leadership training.

PROJECT-BASED LEARNING

- Cohorts of 3-4 program participants will work on year-long projects identified by the ACMS Board and Leadership Program Steering Committee as being valuable initiatives for the College. They will meet monthly by phone/video conference, and rotate leadership between them. A project liaison will participate. (Project liaisons are the individuals who will oversee and supervise the particular project.) Three face-to-face meetings will occur during the year. Project results will be presented to the ACMS Executive Committee, Board of Directors, and the ACMS membership at the Annual Meeting.



LETTERS OF SUPPORT FOR AN APPLICANT TO *MOHS SURGEONS LEADING THE FUTURE*

DUE DATE: January 1, 2024
EMAIL TO: foundation@mohscollege.org

Background

Thank you for agreeing to write a letter of support for an individual applying to the new ACMS Foundation Leadership Program Pilot entitled *Mohs Surgeons Leading the Future*. The program will last one year, being book-ended by the ACMS Annual Meeting, and involve a significant time commitment by each participant.

Program components will include (a) project-based learning in small groups, working together on a project that has been identified by the ACMS Board and Mohs Development Awards Review Committee as a valuable initiative for the College, (b) one-on-one mentoring for the year, and (c) leadership training and skill development throughout the year, including three face-to-face daylong meetings. Project results will be presented to the ACMS membership at the 2025 Annual Meeting.

Letter of Support

(Important note: there are two pieces of information requested, both a table and narrative-form recommendation.)

1. Please complete the attached table by rating this candidate's various current leadership skills compared to their peers.
2. Please write a letter that includes the duration and context of your relationship with the applicant and addresses the candidate's potential for participation in the program, including how their personal skill sets and experiences make them a strong candidate for the ACMS Foundation Leadership Program. Please mention any prior leadership experiences by this individual (if applicable) you have witnessed that support your impression.

Please note that all information sent to us will be kept completely confidential. Nothing will be shared or discussed with the applicant or anyone else outside of the Leadership Program Steering Committee. Thank you, in advance, for sharing an honest and candid assessment of this applicant.

ASSESSMENT OF APPLICANT'S CURRENT LEADERSHIP SKILLS	
Rating*	Characteristic
	Communicates: listens to others, communicates well – clearly + deliberately.
	Collaborates: shows respect for others, actively obtains input from others for initiatives, openness to ideas/diversity of thought, builds consensus and buy-in, helps lead others towards a common goal.
	Relationships: develops and maintains strong relationships, networks with others, navigates the politics of an organization, is able to resolve conflicts, negotiate, mentor, coach.
	Initiative: strong work ethic, well-organized, good time management, tactical, able to manage change.
	Intelligence: evidence-based decisions and actions, tests ideas, builds a case for initiatives, systems thinking, interested in learning.
	Emotional Intelligence: understands and manages one's emotions and understands the emotions of others, empathy, able to build trust, optimistic, resilient in the face of setbacks.
	Vision: focuses on the mission of the organization, sees the big picture as well as the details, scans the environment.
	Ethical: continual focus on equity and fairness, setting standards.
	Other: (please describe below)
	Other: (please describe below)

*Please rate characteristics using the 9-point scoring system described below. Please keep in mind that a rating of "Good (5)" should be viewed as a positive evaluation and the true average amongst this group of exceptional candidates.

Other:

Score	Descriptor
1	Exceptional
2	Outstanding
3	Excellent
4	Very Good
5	Good
6	Satisfactory
7	Fair
8	Marginal
9	Poor



2023-2024 MSLF Calendar

March 2023 through May 2024

- Monthly Mentor-Mentee meetings
 - Project Teams meet together and with project sponsors throughout the year
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FEBRUARY: Welcome Zoom

MARCH

Mentor Match; introductory mentor-mentee virtual meetings

APRIL

April 18, 8:00-9:30 pm EDT: 23-24 cohort + mentors + David/Trish

- Virtual training and debrief of DISC/Motivators Assessment for new Participants and New mentors-Trish Moore

Attending: 2023-24 Participants and new mentors; David Carr and Trish Moore

MAY

May 3 5:00pm-7:00pm PDT

Official MSLF Program Kick-off Event at ACMS Annual Meeting (for new participants)

- 5p-6:30: Build Your Leadership EQ -Trish
- 6:30-7: Committee discussion with past MSLF Participants on ways to maximize involvement with MSLF and get the most out of the program

Attending: Committee Members, 23-24 Participants and Mentors, previous MSLF class members (optional) for the 6:30-7 session)

May 4 6:30 am -8:00 am PDT

- Project Teams meet; Team Dynamics/Team Agreement - David

Attending: 23-24 Participants and Trish/David/Nat

May 4 7:00 pm - 8:00 pm PDT

- MSLF reception for all 3 classes plus mentors, project sponsors; committee

JUNE

June 13 7:30-9:00 pm EDT

- Stakeholder analysis exercise: Laurie Pascal, Harvard Chan School of Public Health (Virtual)
Attending: MSLF Participants, Project Sponsors, and Mentors; Committee Members (not required)

JULY

July 11, 8:00 pm EDT

- Team Building Activity: Cocktails and Mocktails with Professional Mixologist (virtual)

Attending: Participants and Mentors; Committee Members (not required)

AUGUST

August 15, 8:00 pm EDT

- Committee check-in with project teams; (30m discussion per group)
 - Written outline of the project required for the meeting

Attending: Committee Members and Participants

SEPTEMBER

September 12, 8:00 pm EDT

- Defining Leadership and your Leadership Philosophy and “Brand”
 - Articles and Discussion with Breakout Rooms

Attending: Committee Members, Participants, Mentors

OCTOBER

October 10, 8:00 pm EDT

- Advocacy: Current legislative and regulatory issues with Dr. Brett Moody and Hart Health Strategies

Attending: Committee Members and Participants; mentors optional

NOVEMBER

November 2-3: ASDS in Chicago

- November 2, 5 pm CST: Dinner
- November 3, 7:00 am - 3:00 pm Meeting

Attending: Committee Members, Participants, Mentors

DECEMBER

December 11 8:00 pm EST (note: Monday evening)

- Leadership on your home court: Leading teams and large organizations
 - John Albertini, MD

Attending: Participants and Committee Members

JANUARY

January 9, 8:00 pm EST

- Leadership Paths In Your Career and within ACMS
 - Invited speakers: Tri Nguyen, Mariah Brown, Matt Fox, Mollie MacCormack

Attending: Participants and Committee Members

FEBRUARY

February 13, 8:00 pm EST

- Tips for giving a good talk: Preparing for Project Presentations to Executive Committee and ACMS Board

Attending: Participants and Committee Members

MARCH

March 12, 8:00 pm EDT

- Project Presentations: Teams make project presentations/run-throughs for EC, Board and ACMS Business Meeting

Attending: Participants and Committee Members

APRIL

April 11, 8:00 pm EDT

- Project Presentations, cont'd

Attending: Participants, Committee Members, Mentors, Project Sponsors

MAY

May 2-5, 2024: Phoenix, AZ, ACMS Annual Meeting

- Board Presentation and Plenary presentation
- MSLF Program and Date—TBD

Attending: Participants, Committee Members, Mentors