

AAOE State Leadership Academy

Purpose:

The purpose of the AAOE State Leadership Academy is to support orthopaedic practice administrators and managers early in their career by providing access to leadership training and tools that will enhance their professional development. The Program is also designed to support State AAOE Chapters and provide early exposure to the AAOE Programs and Services to practice administrators and managers.

Program Overview:

The AAOE State Leadership Academy will combine required text reading, distance learning activities, advocacy engagement, and an organizational project designed to advance the leadership skills of the participants. At the conclusion, program participants will be able to note completion of the AAOE Leadership Academy on their resume.

Eligibility:

Participants must be recommended or sponsored by their State or Regional AAOE Chapter.

Registration Process and Fees:

Participants will apply to participate through their State or Regional AAOE Chapter utilizing a form or process approved by their local Chapter. Applications shall be submitted by April 30th. Participants will be notified of their acceptance by May 15th

Once accepted, participants will be required pay a \$250 registration fee payable to their respective State AAOE Chapter.

Required Assessment & Reading:

Participants will be required to complete an assessment tool and a book on leadership as noted below, at additional cost to the participant:

Gallup Strengths Finder Assessment (\$89 for full 34 theme report)

The Emerging Healthcare Leader (\$48)

Program Communications:

The AAOE will create a Private Group on their Collaborate platform for current participants and Alumni of the State Leadership Development Academy. The AAOE, State Chapter Staff, and Program Faculty shall use this platform to distribute articles of interest and reminders of upcoming events.

Distance Learning Modules (1-Hour Webinars)

Instructor: Laurie K. Baedke, FACHE, FACMPE

Laurie will (a) develop the content for each one hour webinar, (b) to design a curriculum for each of the four phases to include two to three corresponding pre- and post-webinar readings (articles from HBR | Gallup, etc.) or complementary TEDTalks that enhance or expand on the content delivered, and a one sheet worksheet that contains reflection questions for consideration by the participant following the session. In this way, we don't limit the content engagement to just the webinar itself, but instead allow for additional learnings or possible group interactions on the Collaborate Platform.

Module 1: Leading Self

June 26, 2019 at 7 pm est

Module 2: Leading Others

July 24, 2019 at 7 pm est

Module 3: Leadership Competencies

August 14, 2019 at 7 pm est

Module 4: Career Path Management

August 28, 2019 at 7 pm est

Advocacy Fly-In Event

Participants will be asked to participate in the AAOE Fly-In taking place in Washington DC on September 9th and 10th. During the Fly-In, the Leadership Academy participants will have their own specially created event including AAOE and AAOS DC Staff and Members of Congress and/or their staff. Registration for the fly-in will be waived, however, participants will be required to pay for their travel and hotel for this event.

AAOE State Chapter Engagement

Participants will be required to attend their State or Regional AAOE Chapter Annual Meeting to participate in a Leadership Exchange with the Board of Directors of their local Chapter. Depending on the format of the Annual Meeting, participants may be asked to make a presentation on their Class Project and what they learned or key points to share with their colleagues from the leadership program. Registration to the State Chapter Meeting will be waived, however, participants will be required to pay for their travel and hotel for this event.

Class Project

Each class should develop a class project of some sort that will be disseminated to the participating organizations. This could be a research project, presentation on leadership, report from the AAOE Fly In to be delivered at the State Meetings, articles for the state chapter publications, etc.

Participant Budget

The following details the anticipated expenditures that participants and/or their practice should be prepared to pay to complete the program:

Registration Fee: \$250
Gallup Assessment: \$84
Required Reading: \$48
Travel and hotel for Fly In: TBD
Travel and Hotel for State Meeting: TBD

State or Regional AAOE Budget

The following details the anticipated expenditures that the State or Regional AAOE Chapters should budget to participate in the program:

Sponsorship Fee Per State (2 Participants): \$1,000
Free State Meeting Registration Per Participant: TBD

AAOE Budget

The following details the anticipated expenditures that the AAOE should budget to participate in the program:

Creation and Maintenance of the Leadership Academy Collaborate Page
Free Registration for the Fly In Per Participant: TBD