

Perspectives on Professional Leadership

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Journey to the
Peak of Clinical
Excellence



2024 SCSHA Convention



Disclosures



Knight

- Financial- full-time employee Columbia College and SCSHA registration/accommodations
- Non-financial- serve on SCSHA board and ASHA committees

Pelatti

- Financial- full-time employee at the Medical University of South Carolina and SCSHA registration
- Non-financial- serve on SCSHA board

Emory

- Financial- full-time employee at Cicero Therapies.
- Non-financial- serve on the SC LLR Board of Examiners for Speech-language pathologists and audiologists

Deal

- Financial- Aiken County Public School District employee
- Non-financial- None

Learning Outcomes



By the end of this presentation, the learner will be able to:

1. Define professional leadership.
2. Describe at least 3 types of professional leadership in the CSD field.
3. Describe at least 3 opportunities for professional leadership in the CSD field.

Outline



1. Introduction and purpose
2. AnnMarie Knight
3. Christina Pelatti
4. Sarah Emory
5. Laura Deal
6. Interactive activity, Q&A

Leaders are crucial across employment and volunteer organizations

- Lead important projects
- Solve complex organizational problems
- Think strategically to develop long-term solutions to problems
- Achieve goals
- Facilitate positive change
- Advocate for the professions of speech-language pathology and audiology
- If SLPs don't lead, then there is no future: Leadership begins with clinical education

Leadership Then and Now



**Before we discuss what leadership
IS...**

**Let's talk about what leadership is
NOT...**

Leadership Then and Now



Popularity Contest
Best Campaign Slogan
Hottest Giveaways

Leadership Then and Now



Peer Pressure

Be in Charge

Enhance your Resume

(aka- get into grad school)

Leadership Then and Now



Cure for Boredom
or Loneliness

Meet your Future
Spouse

Leadership Then and Now



My leadership

Skills

Philosophy

Mindset

Have come a **LONG** way since
1989....

Thank goodness!

Leadership Then and Now



- **Professional Leadership NOW...**
 - Clinical Education (supervise a student!)
 - Lead SLP (not an official title)
 - Chair, Interdisciplinary Dysphagia Team (acute care setting)
 - Chair, Columbia College Speech-Language Pathology
 - Chair and/or Member various committees
 - SCSHA VP of Finance and Leadership, President Elect-Elect, President Elect, Convention Chair, President
 - SIG 10 Coordinating Committee Associate Coordinator
 - ASHA Council for Clinical Certification
 - SLPA Subject Matter Expert for Certification Maintenance

Leadership Then and Now



- **Things to keep in mind...**
 - Title does not equal leadership
 - Your contribution matters
 - Leadership development is important (ASHA/SCSHA LDP)
 - You have skills, experience, expertise, and ideas
 - Don't get discouraged if you aren't selected the first time



Leadership Then and Now: Where I Have Landed...



TRADITIONAL LEADERS

Sees leadership as a rank to obtain.

Uses power & control to drive performance.

Measures success through output.

Speaks.

Believes its about them.

SERVANT LEADERS

Sees leadership as an opportunity to serve others.

Shares power & control to drive engagement.

Measures success through growth & development.

Listens.

Understands its not about them.

I'm still working on this one 😊



Servant Leadership

[sər-vənt 'lē-dər-, ship]

A leadership style and philosophy that prioritizes the growth and well-being of others.

Investopedia

Leadership Then and Now: Where I Have Landed...



Leadership Self-Assessment

<https://leadershipcircle.com/leadership-assessment-tools/leadership-circle-profile/>

Benefits of Leadership

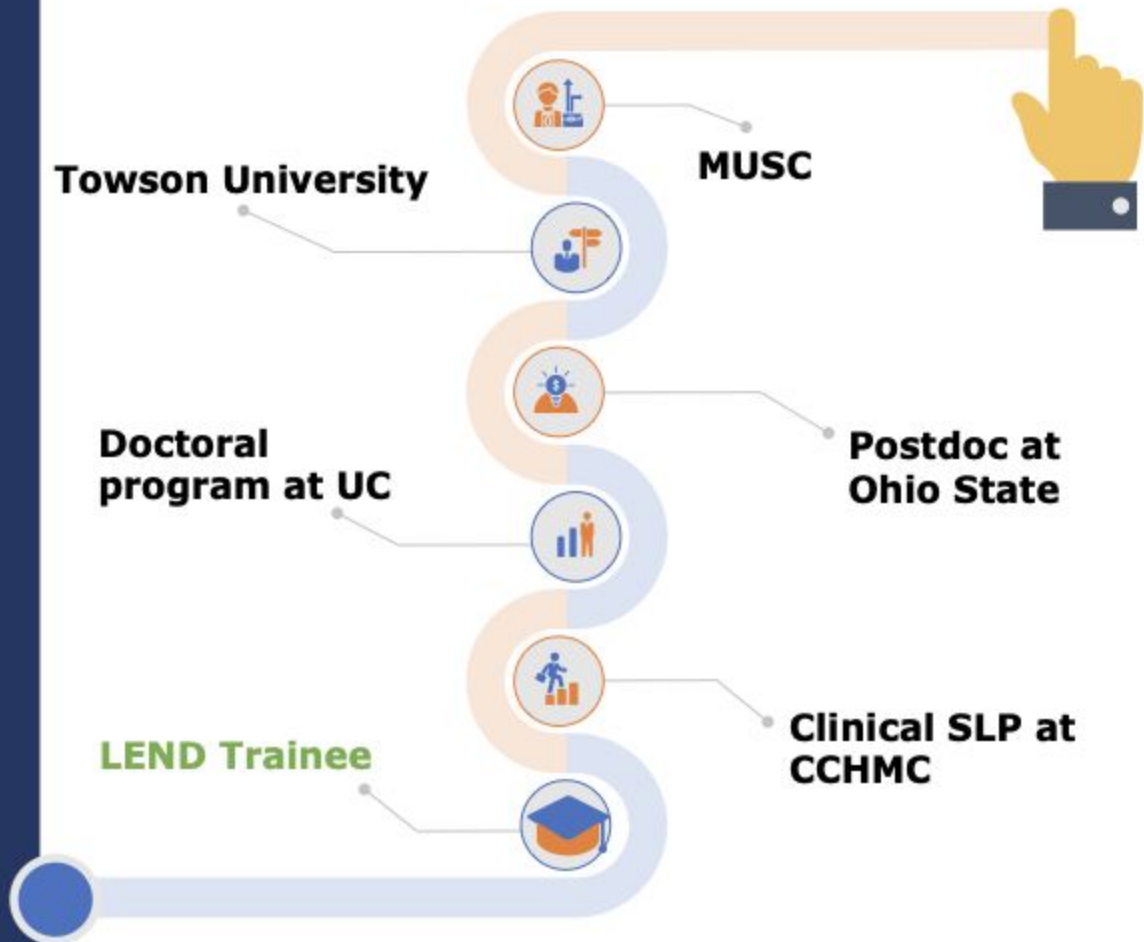
- Personal and professional growth
- Networking and mentoring
- Opportunities for impact
- Better understand and appreciate diversity
- Appreciation for the profession



My Professional Journey

Leadership across:

- ❖ Clinician/SLP
- ❖ Educator
- ❖ Clinical Researcher
- ❖ Professional entities



My Broad Leadership Approach



"You must be the change
you wish to see in the world."
-Gandhi



What you're supposed to
do when you don't like a
thing is change it. If you
can't change it, change
the way you think about
it. Don't complain.

MAYA ANGELOU

- Goal: Solution oriented
- Limit: Complaining, griping

Anyone can complain, and they should
have the right to, but if you want to see
change you must act. Actions speak
louder than words. Don't complain
about things, change things.

Bessie Coleman

scshahq.org

My First Professional Leadership Experience: SWOSHA & OSHLA

“The biggest risk is not taking any risk ... In a world that is changing really quickly, the only strategy that is guaranteed to fail is not taking risks.” -Mark Zuckerberg



Say “yes, and” to opportunities and experiences that could enhance your leadership/achieve your professional goals

Don't say “no” because you aren't comfortable, confident, etc.

Minimize “imposter syndrome” feelings

Get involved in something you're passionate about (i.e., some aspect of our field via SCSHA)!

Be open-minded to possibilities

Approach all situations with a “servant's heart”

Self-reflect on your leadership experiences

Supervision/ Mentorship

“One child, one teacher, one book, one pen can change the world.” -Malala Yousafzai



- Goal: helping others achieve a goal/results
- Focus on relationship building
 - Trust
 - Empathy
 - Openness
 - Focus
 - Compassion/empathy
 - Communication
- Other critical behaviors
 - Wisdom/experience
 - Goal-oriented
 - Autonomy
 - Feedback
 - Reframing/consider new perspectives

Strategies



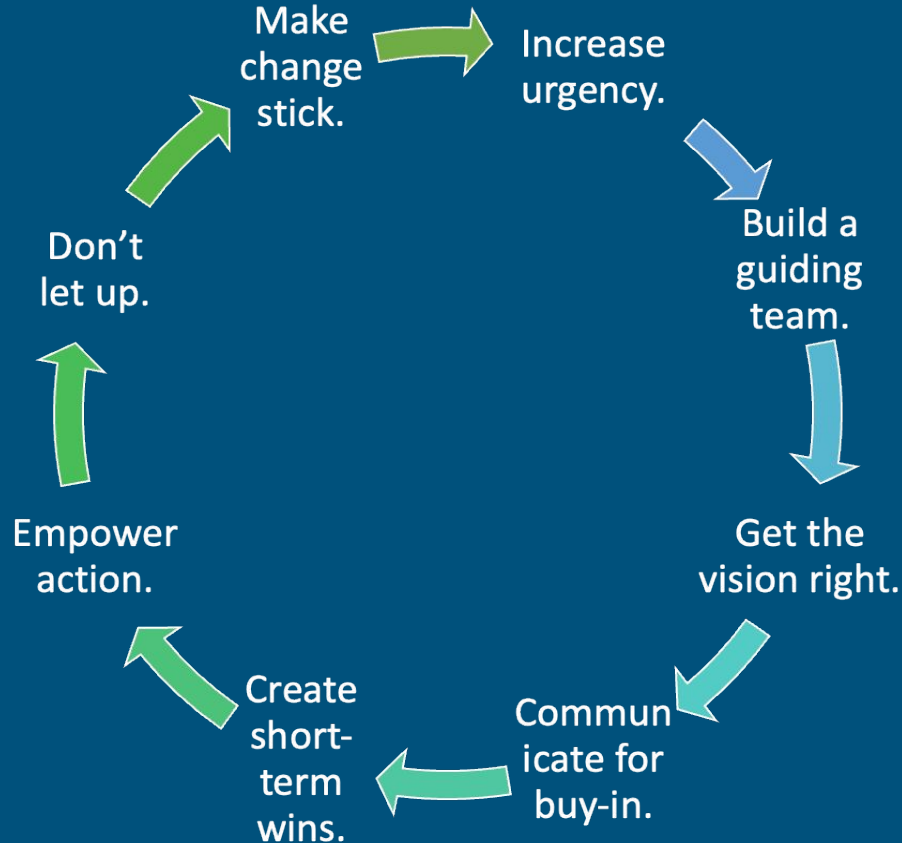
- Supervise students!
- Mentor CYFs and new professionals!
 - ASHA LMP (2018-19; 2022, 2023)
- Find a mentor (informal, formal; across different areas)
- Participate in leadership trainings (employer, state, national)
 - MUSC Emerging Leaders Program
 - CAPCSD (2021)
 - ASHA LDP (2011) and LMP (2018-19)

Change Leadership: Leading during COVID

"The people who are crazy enough to think they can change the world are the ones who do." -Steve Jobs



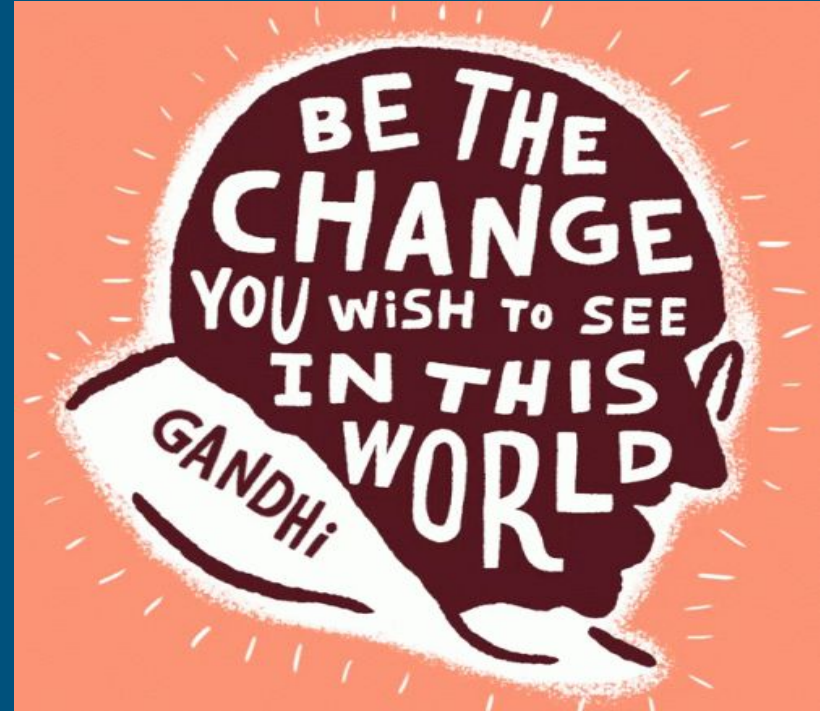
Kotter's 8-step change model



Change Leadership: Strategies



1. Listen.
2. Communicate & be transparent.
3. Be flexible.
4. Be resilient.
5. Show empathy.
6. Be creative.
7. Ask questions.
8. Ask for help!
9. Model.
10. Self-reflect.



Summary: Commitment to Leadership

“Leaders aren’t born, they are made. And they are made just like anything else – through hard work.” -Vince Lombardi



Observe “strong” leaders and “weak” leaders.

Talk to leaders with different experiences and backgrounds.

Read books on leadership.

Participate in leadership trainings (employer, state, national).

Mentor others (employer, students, other professionals).

Be open-minded to possibilities.

Just say “yes, and”...



Who am I?

- Wife, mom of three, friend, leader, volunteer, mentor
- Founder of MTSKids
- LLR Board Member
- VP of Recruiting for Cicero Therapies, a Family of Practices



Professional and Personal Growth



- My Leadership journey began because others chose to invest in me.
- Power of Mentorship
- My Story
 - Athletics
 - Early career
 - Growing MTSKids
 - Growing professionally
 - Growing personally

Tips and Tricks



- When things don't go "your" way, what can you learn?
- Don't operate out of fear
- Learn how to have hard conversations
- Be comfortable being uncomfortable
- Know that 90% of the work you put in is invisible to others, and that's okay
- The Power of the Pause
- Hungry, Humble and Smart
- Work together, row together
- Maintain focus on the "Order of your loves."

Vision Casting



- Eat the elephant one bite at a time
- Work, Life, Joy!
- Comparison is the thief of joy
- How do you lead when you are not in charge?
- Get involved!
- Bring a buddy! You do not have to do this alone.

Book recommendations:

Mindset by Carol Dweck

Anything by Malcolm Gladwell (currently reading Talking to Strangers)

Brene Brown

Patrick Lencioni

Traction (*Goal Setting)

The Infinite Game by Simon Sinek

Who Am I



- BS in Math/Computer Science from USC-A
- Programmer/systems analyst for 24 years prior (21 years at Savannah River Site)
- Wife, Mother of 3, Middle Child – Alex, age 8, suffered a TBI in a car accident
- Attended graduate school at USC in 2005 at the age of 40
 - Distance Ed Program – First Cohort without a background
- Employed by Aiken County Public Schools in 2009 as a SLP!!!
- Worked in one school until 2017 when **asked** if I would consider applying to be a Speech Program Specialist. YIKES!

Leadership Roles



- Served on a variety of committees in my lifetime
 - PTO, Non Profit Daycare, Church
 - Homegroup Leader (“If you can read, you can lead”)
 - Clinical Supervisor (USC, ACPSD)
- Am I a leader? NO Can I lead? If needed
- Did I want the job? NO but I am willing
- Been providing support to school SLPs since
- Been growing and developing ever since as a Speech Program Specialist
- Now supporting OT and PT as well as training Coordinator of Related Services

Coaching Role



- Coming along beside the person
- Build Trust – This takes time
- Not just giving answers
- Help them come to their answers
- Help problem solve
- You don't have to have all the answers
 - “I’ll get back to you”
 - “That’s interesting – I’ll see what I can find out”
- You can’t fix everyone or help them but you can listen

Barriers



- People are messy
- They all have a story
- They just want answers
- You look more like a counselor

The How and the Why of Leading



- It takes perseverance – don't give up on yourself or the people you support
- Just show up – keep going
- Support those the way you want to be supported
- You may not always see the change you want
- Growth in yourself
- Opportunities to learn from others
- Opportunities like this!! Really but the chance to meet others in your field

Just say YES to your next opportunity!

Interactive Activity



Questions?





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