

WEBVTT

1

00:00:03.120 --> 00:00:07.580

Deb Boehm-Davis: Welcome to pathways to becoming a leader within hfes.

2

00:00:07.790 --> 00:00:17.049

Deb Boehm-Davis: I'm Deb Boehm-Davis, and this presentation provides an overview of possible pathways to becoming a leader within HFES.

3

00:00:19.110 --> 00:00:23.130

Deb Boehm-Davis: and it starts with volunteering to do something in the society.

4

00:00:23.420 --> 00:00:27.770

Deb Boehm-Davis: This might be serving as a reviewer for a journal or a conference.

5

00:00:27.880 --> 00:00:32.329

Deb Boehm-Davis: or it can mean volunteering to serve on one of the many committees within the society.

6

00:00:32.520 --> 00:00:36.140

Deb Boehm-Davis: and the pathway to leadership is simple at its core.

7

00:00:36.350 --> 00:00:37.909

Deb Boehm-Davis: When you volunteer,

8

00:00:38.010 --> 00:00:43.659

Deb Boehm-Davis: If you do good work, someone is likely to notice and ask you to step up.

9

00:00:43.820 --> 00:00:49.619

Deb Boehm-Davis: So you might, for example, get promoted from being a reviewer for a Technical Group

10

00:00:49.740 --> 00:00:52.680

Deb Boehm-Davis: to being the program chair for that Technical Group.

11

00:00:53.200 --> 00:00:59.619

Deb Boehm-Davis: Or you might be an active member of a committee who gets asked to take over as chair when the current chair steps down

12

00:01:00.260 --> 00:01:09.010

Deb Boehm-Davis: Again, if you do work in that new role, you might be promoted again. Being asked, for example, to run for society-wide office.

13

00:01:09.930 --> 00:01:13.600

Deb Boehm-Davis: So you might ask, How do I do good work?

14

00:01:15.020 --> 00:01:19.740

Deb Boehm-Davis: Well, when you sign up as a volunteer there are some expectations of what you will do

15

00:01:20.000 --> 00:01:28.070

Deb Boehm-Davis: First, you should recognize that when you volunteer, you're making a commitment to doing some work in support of the activity for which you've signed up.

16

00:01:28.540 --> 00:01:35.749

Deb Boehm-Davis: Thus you need to carve out time for the work that you are asked to take on and do that work in a timely fashion.

17

00:01:36.310 --> 00:01:43.410

Deb Boehm-Davis: Now, in order to be sure that you can do the work you should investigate what volunteering for a particular role involves.

18

00:01:43.610 --> 00:01:52.009

Deb Boehm-Davis: For example, you might ask how often the committee meets, and for how long, how much time are you expected to put in between meetings,

19

00:01:52.260 --> 00:01:56.060

Deb Boehm-Davis: or are there reports that need to be written in a particular time frame.

20

00:01:57.490 --> 00:02:04.329

Deb Boehm-Davis: But having time that you're willing to contribute shouldn't be your only consideration as you think about volunteering.

21

00:02:05.780 --> 00:02:09.329

Deb Boehm-Davis: we would offer a few ideas about things you might consider

22

00:02:09.630 --> 00:02:13.060

Deb Boehm-Davis: So number one, and probably the most important,

23

00:02:13.320 --> 00:02:15.819

Deb Boehm-Davis: is this work meaningful to you?

24

00:02:15.980 --> 00:02:20.949

Deb Boehm-Davis: Is the group working on something that you're excited about, or that you think is important.

25

00:02:21.740 --> 00:02:30.659

Deb Boehm-Davis: Second, what is the committee doing? Sometimes the description of the committee doesn't provide much insight into what they are actually doing on a day-to-day basis.

26

00:02:30.890 --> 00:02:36.490

Deb Boehm-Davis: So talk with someone on the committee, perhaps the chair, and learn about what they are doing

27

00:02:36.600 --> 00:02:39.120

Deb Boehm-Davis: and what expectations they have for members

28

00:02:39.600 --> 00:02:43.010

Deb Boehm-Davis: then feel free to take your time deciding

29

00:02:43.210 --> 00:02:45.059

Deb Boehm-Davis: you want this to be a good fit.

30

00:02:45.250 --> 00:02:50.329

Deb Boehm-Davis: and if you still aren't sure, ask if you can attend a meeting to see what they're all about.

31

00:02:51.700 --> 00:02:55.470

Deb Boehm-Davis: And 3rd, you might be interested in who's on the team?

32

00:02:55.640 --> 00:02:59.309

Deb Boehm-Davis: Are there people that you know, and like working with on the team.

33

00:02:59.670 --> 00:03:04.080

Deb Boehm-Davis: Or perhaps, is there someone on the team that you'd actually like to get to know a little bit better?

34

00:03:04.780 --> 00:03:14.490

Deb Boehm-Davis: There may be other things that you would consider, but we would encourage you to consider at least these 3 things before before saying yes, this is something I want to do.

35

00:03:15.550 --> 00:03:24.119

Deb Boehm-Davis: but I also want to look at the other side of things. What if someone approaches you and asks you to do something that you're not sure you do want to do.

36

00:03:25.550 --> 00:03:39.089

Deb Boehm-Davis: If you've done a good job at each stage of volunteering you will find people reaching out asking you to take on additional things. In fact, there's a saying that if you want to get something done, ask someone who's already busy.

37

00:03:39.670 --> 00:03:44.100

Deb Boehm-Davis: and from personal experience I can tell you that you can't do everything.

38

00:03:44.300 --> 00:03:51.620

Deb Boehm-Davis: There will be times when you either won't have the time or the interest in taking on a task that someone would like you to take on.

39

00:03:52.180 --> 00:03:58.910

Deb Boehm-Davis: Now in these situations it's definitely better to say no than to take it on and do a poor job of it.

40

00:03:59.270 --> 00:04:01.600

Deb Boehm-Davis: So it's important to know how to say no.

41

00:04:02.680 --> 00:04:10.989

Deb Boehm-Davis: Now, one thing that I found useful is to say that you'd be happy to give people suggestions of others who might be interested in this role.

42

00:04:11.240 --> 00:04:19.469

Deb Boehm-Davis: When I've done this, people have often confessed that they had kind of run out of ideas, and they were happy to follow up with some of the people that I suggested.

43

00:04:20.320 --> 00:04:27.529

Deb Boehm-Davis: Second, when you say no, you want to say something that makes it clear that you are really firm about not taking this on.

44

00:04:27.930 --> 00:04:34.480

Deb Boehm-Davis: And here I might suggest one of the few stock off answers that I've come up with over the years such as

45

00:04:34.750 --> 00:04:37.720

Deb Boehm-Davis: I just can't fit this into my schedule right now.

46

00:04:37.960 --> 00:04:46.850

Deb Boehm-Davis: or you know I won't take anything on unless I feel I can do a good job for you, and I don't think I can do that at this time.

47

00:04:47.250 --> 00:04:54.000

Deb Boehm-Davis: With these answers. They can't argue with you or offer help, which, of course, never materializes.

48

00:04:55.130 --> 00:05:03.070

Deb Boehm-Davis: But what if someone asks you to do something that you actually are interested in, but which just doesn't fit into your schedule at the moment.

49

00:05:03.320 --> 00:05:10.249

Deb Boehm-Davis: In those cases I've said something like "This is something I'd like to take on but I can't do it right now."

50

00:05:10.390 --> 00:05:13.820

Deb Boehm-Davis: Please think of me should the opportunity arise again.

51

00:05:14.820 --> 00:05:22.079

Deb Boehm-Davis: So now that you've only taken on volunteer work that is of interest to you, and for which you have the time to do it well.

52

00:05:22.380 --> 00:05:27.390

Deb Boehm-Davis: how do you leverage this to move into positions of leadership within the society.

53

00:05:27.980 --> 00:05:35.999

Deb Boehm-Davis: What I'm going to do now is describe 3 possible pathways, starting with one that we call the Technical or Affinity Group path.

54

00:05:37.750 --> 00:05:44.800

Deb Boehm-Davis: Here we have someone who volunteers to review for the annual meeting or support a Technical Group, Affinity Group, or Committee

55

00:05:45.190 --> 00:05:51.790

Deb Boehm-Davis: and having done good work. They are asked to serve as the program chair or the chair of the committee that they've been serving on

56

00:05:52.410 --> 00:06:01.129

Deb Boehm-Davis: Again, having done good work in that role they might be asked to serve as the chair of the Technical Group or Affinity group that they've been volunteering for

57

00:06:01.730 --> 00:06:12.649

Deb Boehm-Davis: From there, they could get elected as the Chair of the Council of Technical Groups or the Council of Affinity Groups which are composed of the chairs of each TG or AG, respectively.

58

00:06:13.390 --> 00:06:22.469

Deb Boehm-Davis: From there they might decide to serve as a division chair, for example, of the Internal Affairs Division, which houses the Tgs and Ags.

59

00:06:22.990 --> 00:06:29.069

Deb Boehm-Davis: and finally, they might run for a seat on Executive Council running for office in our annual elections.

60

00:06:29.480 --> 00:06:31.669

Deb Boehm-Davis: So that's 1 possible path.

61

00:06:32.360 --> 00:06:33.419

Deb Boehm-Davis: Here's another.

62

00:06:33.950 --> 00:06:40.530

Deb Boehm-Davis: This might be through publications. Perhaps you start as a reviewer for one of our journals, or for our magazine.

63

00:06:40.670 --> 00:06:44.610

Deb Boehm-Davis: Having done good work, you might be asked to serve on the editorial board

64

00:06:45.240 --> 00:06:51.050

Deb Boehm-Davis: Again, having done good work, you might then be asked to serve as an associate editor.

65

00:06:51.300 --> 00:06:55.050

Deb Boehm-Davis: after which you might throw your hat into the ring to serve as the next editor.

66

00:06:55.770 --> 00:07:04.899

Deb Boehm-Davis: and from there you might be asked to serve as the Division Chair for the Scientific Publications Division, and from there, perhaps run for a seat on Executive Council.

67

00:07:05.910 --> 00:07:10.770

Deb Boehm-Davis: And then one more. The 3rd path starts with volunteering for a committee.

68

00:07:10.900 --> 00:07:15.999

Deb Boehm-Davis: becoming the committee chair, and then moving on to become a division chair

69

00:07:16.210 --> 00:07:19.480

Deb Boehm-Davis: and then moving on to a role on the Executive Council.

70

00:07:21.710 --> 00:07:28.779

Deb Boehm-Davis: But this begs the question, Do I have to follow a specific path? And the answer is absolutely not.

71

00:07:29.010 --> 00:07:33.699

Deb Boehm-Davis: Starting on a particular path doesn't mean that you have to stay on it.

72

00:07:33.820 --> 00:07:37.910

Deb Boehm-Davis: and it doesn't mean that you couldn't be on multiple paths at the same time.

73

00:07:38.320 --> 00:07:41.140

Deb Boehm-Davis: In the end, it's all a forest.

74

00:07:41.290 --> 00:07:46.420

Deb Boehm-Davis: If you want to get to the other side, there are many pathways that will allow you to get there.

75

00:07:47.090 --> 00:07:54.840

Deb Boehm-Davis: and I haven't mentioned all the ways of getting involved, such as being involved in a student or a local chapter, or many other options.

76

00:07:55.600 --> 00:08:00.369

Deb Boehm-Davis: I would note, though, that there are some requirements for holding certain positions.

77

00:08:01.070 --> 00:08:08.570

Deb Boehm-Davis: For example, for student chapters, the president and the treasurer typically need to be student affiliate members of the society.

78

00:08:09.200 --> 00:08:17.749

Deb Boehm-Davis: and as you get into some leadership positions, they may require that you be a full member of the society; that is, not a student or affiliate member.

79

00:08:18.060 --> 00:08:25.459

Deb Boehm-Davis: and some committees have very specific requirements, such as being on the Fellow Selection Committee where you need to be a fellow

80

00:08:28.060 --> 00:08:34.469

Deb Boehm-Davis: So to summarize, becoming a leader starts with volunteering and then doing a good job

81

00:08:34.830 --> 00:08:41.489

Deb Boehm-Davis: To ensure that you do that, be sure that you value the activity, ensure that you have the time to participate fully.

82

00:08:42.039 --> 00:08:48.659

Deb Boehm-Davis: There's no right path to becoming a leader, so feel free to participate in the activities that are closest to your heart.

83

00:08:49.000 --> 00:08:59.380

Deb Boehm-Davis: This will lead to you being able to contribute to HFES, your professional home, making it stronger and more comfortable for your fellow members.