



THE EMERGING LEADER PROGRAM

WHERE COULD IT TAKE YOU?

Each year APHL's Emerging Leader Program (ELP) selects approximately a dozen laboratory scientists from state, local, environmental and agricultural laboratories to participate in a year-long leadership development program.

Through skill development workshops, networking opportunities, leadership exercises and project development, the ELP shapes laboratory scientists into future leaders within the laboratory system.

WHAT IS AN EMERGING LEADER?

Being an "emerging leader" has nothing to do with age or job grade. If you identify with one or more of these characteristics, then you should strongly consider applying to the ELP:

1. You are a high performer in your organization.

Solo performance matters less and the ability to lead others matters more.

2. You show high potential in your current role.

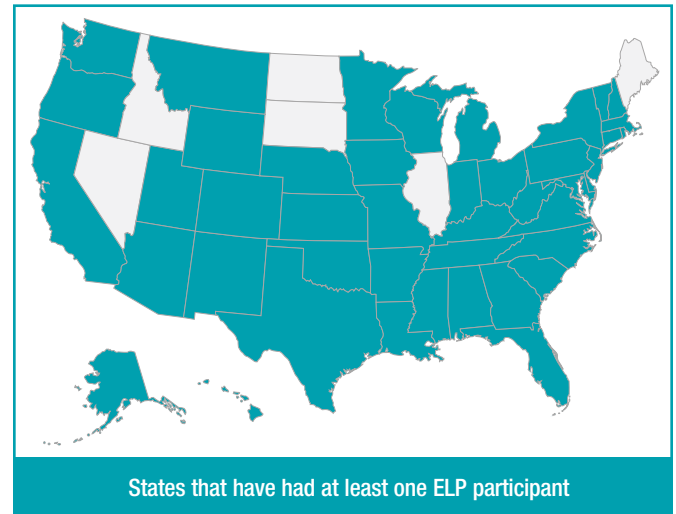
Being stretch-able signifies that an individual may be a strong asset and, possibly, a future leader

3. You informally influence others.

In our social circles and workplaces, there are always people who rally or inspire us.

4. You supervise others.

Management titles are often confused with leadership skills. Those are two entirely separate things. Anyone who is a supervisor or manager should seriously consider becoming a leader, too.



5. You are open to learning, failing and growing.

Leaders experiment, take risks, fail forward and try again. They seek opportunities to be challenged and to challenge others.

6. You have strong people-building skills.

Leaders build other leaders. Hoarding talents, tasks or knowledge creates an unsustainable workload and deprives others of development.

7. You are centered by your core values.

Leaders know who they are and what they stand for. They make decisions based on their core values and are clear and consistent in aligning their actions with those values.

8. You see possibilities for a better future.

Leaders are not satisfied with the status quo. Managers may be, but leaders are interested in taking people somewhere new.

9. You unite others and help them see new possibilities.

Leaders have followers. When an individual (regardless of title or position) brings others together, inspiring and encouraging them, that's a sure sign of leadership.

10. You want to become a leader.

Your desire to become a leader is essential if you are to do the work of emerging. It requires learning about leadership, developing the behaviors of a leader, and staying committed to your own continual development.





Cohort 9 celebrates completion of a team building exercise.

JOIN A DIVERSE NETWORK OF LABORATORY SCIENTISTS

To date, over 165 public health laboratory scientists from 54 federal, state, local, agricultural or environmental laboratories have completed the ELP.

- 45% of ELP graduates have received promotions including many to laboratory director or assistant laboratory director positions.
- 60% of ELP graduates are current or former participants on APHL Committees or Subcommittees.
- In 2014, APHL launched a global Emerging Leader Program. To date, 26 laboratorians have completed the program in Lesotho and Uganda.
- Graduates are inducted into the Emerging Leader Alumni Network, where they have access to even more opportunities for professional networking and training.



Emerging Leader Alumni gather at APHL's 2018 Annual Meeting

LEARN MORE AND APPLY: aphl.org/EmergingLeader

Please contact Kajari Shah, manager, Leadership, at kajari.shah@aphl.org with questions.

"I am fortunate to have recently hired another graduate from the ELP and now have three ELP graduates among the laboratory's senior staff. Being a graduate of the ELP was an important factor in my decision to hire this person."

*Dan Rice, acting associate director, US FDA
Former director, New York State Food Laboratory*

"I am absolutely certain that future laboratory leaders are among our current employees. It is our duty to encourage their professional development and nominating them for this program is one excellent way to do this."

*Christine Bean, director
New Hampshire Public Health Laboratory
Former APHL President*

"The ELP provided me with not only a series of tools to enhance my management skills that were invaluable for my career advancement but also with a network to allow for enhancements and improvements within my laboratory."

*Laura Naught, CLIA director
Missouri State Public Health Laboratory*

"The biggest benefit of the ELP was the networking. Not only do you network with your fellow cohort members, but you become part of a larger community and you're provided training that builds your leadership abilities."

*Kathryn Wangsness, chief,
Office of Laboratory Services,
Arizona State Public Health Laboratory*

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