OTA Forum: Exploring the OTA Leadership Development Toolkit

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OTA 50th Anniversary

This is the OTA Leadership Story!

Your Leadership Story

- Your choices shape your life
- Your life is in your hands
- Your life is not a dress rehearsal
- Your life is now

Choose to Be Active

- Know who you are
- Write a personal constitution
- Focus on what you can control
- Join the dialogue & shape the debate
- Influence the action
- Think and act like owners
- Live life to its fullest

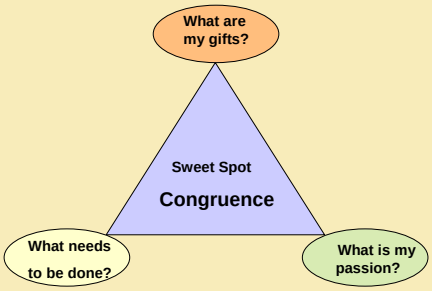
Choose Service

- Service creates a better world
- Service is the most powerful influence
- Service is action oriented
- Service is contagious
- Service focuses on responsibility
- Service is a way out of depression
- Service brings out the best in others

Choose a Forward Focus

- Forward Focus
  - How it can be done.
  - What is working.
  - What's right.
  - How am I part of the solution?
  - What do I want to achieve?
  - Make something happen.
  - Being accountable.
- Backward Focus
  - Why it can't be done.
  - What isn't working.
  - What's wrong.
  - Ruminating on the problem.
  - Who's to blame.
  - Making excuses.
  - Being a victim.

Choose to Use Your Skills



Learning Objectives

- Locate and identify resources contained in the OTA Leadership Development Toolkit on AOTA's Web site.
- Identify numerous leadership opportunities within the profession that are available to OTAs.
- Recognize common and diverse paths to leadership by current OTA leaders.

History

- OTA Leadership Development Ad Hoc Committee (2007-08)
- 3 motions made to Representative Assembly
  - Motion #1: Establishment of an ad hoc committee to create an OTA Leadership Development Toolkit for the AOTA Web site
  - Motion #2: Four articles in OT Practice that spotlight OTA leaders.
  - Motion #3: revise the Administrative SOP and job descriptions to include in the duties of a chairperson an assessment of the need for an OTA perspective for their committees, commissions, ad hoc groups, etc.

Progress

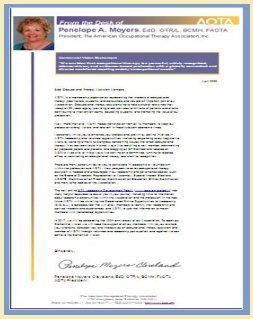
- All motions were approved by 2008 RA
  - Motion 3- BPPC revised policy 2.6 to "an individual appointing members to an Association body shall consider inclusion of occupational therapists or occupational therapy assistants".
  - Motion 2- Articles are planned and have started appearing in *OT Practice* this year (2009).
  - Motion 1-OTA Leadership Development Ad Hoc Committee members assisted with gathering Toolkit contents. Toolkit is ready for unveiling in April 2009. Additional items will be added over time.

Toolkit Committee Work

- The OTA Leadership Development Ad Hoc Committee had already brainstormed what should be included in the toolkit
- Toolkit committee began to prioritize the ideas, gather resources, and communicate with other committees

Toolkit Contents

- Letter from AOTA President Penny Moyers Cleveland encouraging OTA involvement



Toolkit Contents

- A self assessment for OTAs to determine if leadership is right for them
- Completed power point presentations on leadership

AOTA Leadership Opportunities

- Link to AOTA governance and leadership opportunities on AOTA Web site http://www.aota.org/Governance/Leadership.aspx
- Link to Coordinated On-line Opportunities for Leadership (COOL) when available
- A list of all AOTA Leadership bodies and opportunities for OTAs to serve

Leadership Resources

- Resources that help OTAs recognize and foster leadership skills and potential
- Links-
  - To websites promoting leadership
  - To articles, journals, and other resources about leadership
  - To other areas of the AOTA web site with further information about opportunities

Paths to Leadership

- Personal stories of OTA leaders and their paths to leadership
- OT Practice Articles spotlighting OTAs
- OT Practice Columns in Molly Asks or Careers that feature OTA Leaders

CE Credit for Volunteerism

- **NBCOT certification renewal requirements**
  - Volunteering for an organization, population, or individual that adds to the overall development of one's practice roles. Also mentoring, FW supervision, presenting
- **State licensure renewal requirements**
  - **Idaho:** Holding state or national office in professional organizations
  - **Kentucky:** Participation in volunteer services performed for organizations, populations, or individuals if the services maintain or enhance the licensee's competence in professional skills in the practice of occupational therapy
  - **Vermont:** Mentorship, which includes participation as a mentor or mentee in a formalized mentorship agreement

Learning Activities for Educators

- Encouraging professional behaviors and leadership development in students
  - Course example
    - Students will become acquainted with OT practitioners' responsibilities in professional activities and in promoting OT to consumers, payers, other professionals
  - Activity examples
    - Legislative activities, legislative analysis
    - "Pay it Forward "program with state association
    - Leading high school tours

Community Opportunities

- Examples of opportunities for OTAs to present OT related information in the community
  - Host Backpack Awareness events
  - Present to seniors on fall prevention, home modification, adaptive equipment
  - Participate in CarFit, DriveWell, Rebuilding Together events
  - Host OT Month events in the community

Connecting with OTAs/OTA Leaders

- Links to rosters for the Representative Assembly, AOTA BOD
- Links to NBCOT volunteer opportunities
- State Association links on AOTA Web site
- OT Connections
  - OTA listserv is now OTA forum

Encouraging Employer Support

- Resources for OTAs to use with employers to encourage support for volunteerism
  - Talking Points for OTAs to use with employers
  - Sample volunteer thank you letter
  - COOL (after launch) will have descriptions and time commitments for volunteer opportunities

AOTA Leadership Opportunities

- Board of Directors Positions (elected)
  - President, Vice President, Secretary, Treasurer, 6 Directors (1 must be OTA)
- Commission Chairpersons (elected)
  - Commission on Practice (OT or OTA)
  - Commission on Education (OT or OTA)
  - Commission on Continuing Competence and Professional Development (OT)
  - Ethics Commission (OT or OTA)

AOTA Leadership Opportunities

- Representative Assembly
  - Speaker, Vice-Speaker, Recorder, Agenda Chair, BPPC Chair, CRAC Chair (OT or OTA)
  - Representative from each state for the Representative Assembly (OT or OTA)
  - OTA Representative and OTA Alternative Representative to the RA (OTA)
  - Nominating Committee (at least 1 OTA)
  - Recognitions Committee (at least 1 OTA)

AOTA Leadership Opportunities

- Assembly of Student Delegates Steering Committee (OT or OTA student)
- American Occupational Therapy Political Action Committee (OT or OTA)
- Commission Members (appointed)
  - COP (at least 1 OTA)
  - COE (1 educator member who is an OTA)
  - CCCPD (OT or OTA)
  - EC (1 OTA member)

AOTA Leadership Opportunities

- Special Interest Section Council (OT or OTA)
- SISs (Special Interest Sections) Standing Committee Chairpersons or members
  - Administration & Management, Developmental, Education, Early Intervention & School, Gerontology, Home and Community Health, Mental Health, Physical Disabilities, Sensory Integration, Technology, Work and Industry

AOTA Leadership Opportunities

- Accreditation Council on Occupational Therapy Education Chair (OT)
- ACOTE Members, Roster of Accreditation Evaluators (OT or OTA)
- Specialty Certification
- Topic/Event Specific Appointments
- Potential Ad Hoc Groups/Task/Projects
- Conference Related Activities

Leadership Opportunities

- NBCOT
- State OT Associations & Districts
- State Licensure Boards
- Community Consumer Groups

Paths to Leaderships

- Examples of OTA Paths to Leadership
  - Teri Black
  - Janet Neely
  - Other OTA Leaders

2009 RA Motions

- **MOTION 1**
  Definition of OT/OTA Roles Within the Model Practice Act and All Other Relevant Documents
- **MOTION 2**
  Specialized Knowledge and Skills Paper for Occupational Therapists in Oncology
- **MOTION 3**
  Title Change for Occupational Therapy Assistants

2009 RA Motions

- **MOTION 4**
  Develop Model Requirements for Re-Entry/Re-Licensure
- **MOTION 5**
  Ensure Broad Practice Area Representation Within the AOTA Board of Directors
- **MOTION 6**
  Building Diversity in Occupational Therapy Now To Meet the Centennial Vision

Your Feedback About the Toolkit

- Are there items in the Toolkit that you think will be particularly helpful?
- Are there other resources you would like included in the Toolkit?
- What methods would you suggest to publicize the Toolkit?

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