

Missouri State™

Leadership that Gets Results!

The Missouri Dental Association (MDA) tapped Dr. Guy Deyton, Kansas City area dentist to research and guide the development of a leadership program for the association membership. Working together with Vicki Wilbers, MDA Assistant Executive Director, they looked at similar programs at Duke, Case Western, the Kellogg School of Management, and exclusive and expensive corporate mentoring programs. In 2005 the Missouri Dental Association announced the selection the Management Development Institute, College of Business Administration, Missouri State University, to develop the MDA Leadership Development Continuum.

“The program is unique because it gives dentists the chance to learn skills to not only be better leaders in their practices, but as well in their personal lives and communities, says Vicki Wilbers. “This is the first program of its kind among state dental associations,” she says. “Through it, we hope to create leaders for our Association, but more so, for the communities they live and work in.”

A key component of the Continuum is to recognize leaders have diverse profiles and incorporate an inclusive approach for appreciating differences, leveraging strengths and improving areas of deficiency. The year long program includes self assessments, executive coaching and professional development workshops. MDI partnered with CDR Assessments Inc, Tulsa, OK to utilize their unique CDR 3-Dimensional Assessment Suite. The 3-D Suite provides specific and unique insights into a leader’s key strengths and development needs in the areas of: character and leader acumen; inherent risk factors that can sabotage effectiveness and lead to derailment; personal drivers, motivation, and values. Executive coaches assigned to each participant follow up to develop individualized actions plans to enhance their leadership skills. In addition six customized leadership workshops are offered with content developed based on the needs uncovered from the assessments. The MDA Continuum focuses on the needs of the individual dentists to enhance their leadership and management competencies.

Dr. Jackie Demko, leadership participant said this after the first session, “I could not be more thrilled or excited about my first experience (session) with the Leadership Continuum. The thing that surprised and excited me most were the people. Never have I seen a better group of professionals with such a sincere desire to better their lives, their practice and their patients. It was truly the most open learning environment I have ever been exposed. Everyone had a very unique story and came ready to share and learn. I can’t wait for the next one.”

For information about bringing his program to your state contact:
Vicki Wilbers, MDA Assistant Executive Director, 573-634-3436

