

Early Career Genetic Professionals Workshop - Building Leadership/Management Skills

Presentations followed by learner/presenter engagement

Thursday, May 14, 2020

1:00 pm – 2:30 pm ET

www.acmgeducation.net

Genetics trainees must complete fellowship programs to acquire the specialized knowledge and sufficient hands-on experience to perform as accredited professionals. While the fellowships are rigorous in teaching genetics, other professional skill sets crucial for a successful career may receive less emphasis. This 90-minute session is aimed to provide trainees and early career faculty members with information and resources relevant to 1) business aspects of running a laboratory or clinical practice, and 2) personnel management. Three experienced leaders in genetics will provide insights from their early career development and share critical tips and resources. During the first 45 minutes of the session, the speakers will each describe their experience on one of the following topics for 15 minutes each. The speakers are encouraged to give specific examples and provide “takeaway” lessons from their experience. Audience and moderator questions will then be discussed by the panel speakers.

Three areas speakers will address:

1. Personnel Management - What qualities to look for during interview/hiring to build functional teams? How to resolve interpersonal conflicts and manage challenging employees How to change jobs while maintaining good relationships with former employers and colleagues.
2. Finance and Budgeting - Learn the important aspects of a laboratory budget and billing and reimbursement of tests.
3. Business and Marketing - For laboratory geneticists, how to select which test to develop (clinical utility, target market, establishing ability to be competitive, etc.) and market the test effectively. For clinical geneticists, how to decide among labs for individual tests and address market forces

Target Audience

Graduate, genetic counseling and medical students and trainees.

Agenda

Elaine Lyon, PhD FACMG	Personnel Management
Soma Das, PhD FACMG	Finance and Budgeting
Peter Hulick, MD FACMG	Business and Marketing
Discussion and Q&A	

Learning Objectives

At the conclusion of this session, participants should be able to:

1. Develop strategies regarding what qualities to look for during interview/hiring to build functional teams
2. Develop strategies on how to resolve interpersonal conflicts and manage challenging employees
3. Develop strategies on how to change jobs while maintaining good relationships with former employers and colleagues.
4. Review important aspects of a laboratory budget

5. Discuss facets of test billing and reimbursement
6. Review CPT coding of tests
7. Discuss how to select which test to develop (clinical utility, target market, establishing ability to be competitive, etc.) and market the test effectively.
8. Discuss how to decide among labs for individual tests and address market forces

Moderators:



Marco L. Leung, PhD
Assistant Clinical Director at Children's Hospital of Philadelphia



Joann Bodurtha, MD MPH
Professor of Genetic Medicine, Johns Hopkins Medicine

Presenters



Elaine Lyon, PhD, FACMG
Director of Clinical Service Lab, HudsonAlpha Institute for Biotechnology



Soma Das, PhD, FACMG

Director of Molecular Diagnostic Laboratory, Professor of Human Genetics, University of Chicago



Peter Hulick, MD, FACMG

Director of the Mark R. Neaman Center for Personalized Medicine, NorthShore University HealthSystem, Clinical Assistant Professor, University of Chicago Pritzker School of Medicine

Financial Disclosures

Disclosure Statement

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- Diagnostic laboratories are not considered commercial interests unless they are owned by or have a sister organization which is a commercial interest.

Elaine Lyon, PhD, FACMG

Dr. Lyon has disclosed that she is a consultant for Genoox.

Soma Das, PhD, FACMG

Has no relevant financial relationships to disclose.

Peter Hulick, MD, FACMG

Has no relevant financial relationships to disclose.

Moderator and co-moderator disclosures:

Marco L. Leung, PhD.

Has no relevant financial relationships to disclose.

Joann Bodurtha, MD MPH.

Has no relevant financial relationships to disclose.

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Content Validation

ACMG follows the ACCME policy on Content Validation for CME activities, which requires:

Content Validation and Fair Balance

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