

L.E.A.D. SRS

LEADERSHIP, EDUCATION AND DEVELOPMENT

Dear L.E.A.D. SRS Participants:

We welcome you to the 2026-2027 L.E.A.D. SRS cohort. You were selected from a very impressive and large group of members who have already made significant contributions to the SRS; we are appreciative of your work so far and that you want to continue to improve and increase your leadership role within the Society. We are very proud of the program that our task force and leadership have created. Over the course of the next year, we hope to support you in your goal to become better leaders and have a better understanding of how to enhance and nurture your leadership skills. We developed the enclosed curriculum, with combined virtual and live sessions, covering topics critical to leadership and to understanding leadership within the Scoliosis Research Society.

Leadership means different things to different people but is critical in all environments whether it be in hospitals or health systems, clinics, operating rooms, research groups or organizations such as the SRS.

While certain lessons are generalizable, there are also certain qualities and specifics unique to different situations. We hope to give you an introduction to these different environments and the insight and directionality to improve your own leadership skills. We are excited to host you, an amazing group of individuals, and to participate with you in your leadership journey.

We are hopeful that your self-learning reading combined with participation in the virtual and live program will enhance your ability and growth as a leader.

Please do not hesitate to reach out to either of us if we can be helpful as you become acquainted with the program.

With warmest personal regards,



Laurel C. Blakemore, MD



Serena S. Hu, MD

L.E.A.D. SRS

LEADERSHIP, EDUCATION AND DEVELOPMENT

2026-2027 Cohort

Ahmed Shawky M. Abdelgawaad, MD, MHBA	Germany	Orthopedics, Adult
David F. Bauer, MD	USA	Neurosurgery, Pediatric
Eduardo C. Beauchamp, MD	USA	Orthopedics, Both
David B. Bumpass, MD	USA	Orthopedics, Both
Peter W. Ferlic, MD	Austria	Orthopedics, Both
Ryan C. Goodwin, MD, MBA	USA	Orthopedics, Pediatric
Grant D. Hogue, MD	USA	Orthopedics, Pediatric
Seung-Jae Hyun, MD, PhD	Korea	Neurosurgery, Both
Stephanie Ihnow, MD	USA	Orthopedics, Pediatric
Yashar Javidan, MD	USA	Orthopedics, Both
Kristen E. Jones, MD	USA	Neurosurgery, Adult
Robert Meves, MD, PhD	Brazil	Orthopedics, Pediatric
J. Naresh-Babu, MS, FNB(spine)	India	Orthopedics, Both
Jonathan N. Sembrano, MD	USA	Orthopedics, Adult
Vidyadhara Srinivasa, MS, DNB, FNB(spine)	India	Orthopedics, Both
Nan Wu, MD	People's Republic of China	Orthopedics, Both
Kwadwo Poku Yankey, MD	Ghana	Neurosurgery, Both

*Email list to be provided

Staff Contact

Program Lead – Rachel Davis – rdavis@srs.org



LEADERSHIP, EDUCATION AND DEVELOPMENT

Calendar September 2026 - September 2027

September – Sunday, September 27, 2026

Virtual Session – Leading in the SRS

November/December – Sunday, December 13

Virtual Session – Marketing & Communications Within the SRS

January – DATE TBA

Virtual Session – Leading the Research Team

March – DATE TBA

Virtual Session – Coaching

April – In-Person – Copenhagen, Denmark – IMAST

Wednesday

08:00-12:00 – TBA Group Social Outing

13:00-16:00 – Communication with Stakeholders; Owning Your Leadership; Teams; Coaching

Thursday

TBA Dinner – Hosted session by TBA

Friday

TBA Dinner – Hosted session by TBA

May/June – DATE TBA

Virtual Session – Diversity *hosted by the SRS DEI Committee*

August – DATE TBA

Virtual Session – Wellness – Part 1

August – DATE TBA

Virtual Session – Wellness – Part 2

September – In-Person – New Orleans, Louisiana, USA – SRS Annual Meeting

Thursday

06:30-08:00 – L.E.A.D. Alumni Breakfast (Past, current and future)

14:10-15:55 – Leadership Highlights Panel & Graduation

L.E.A.D. SRS

LEADERSHIP, EDUCATION AND DEVELOPMENT

Self-Guided

1. The SRS
2. Communication with Stakeholders
3. General Communication
4. Advanced Wellness
5. Finance
6. Diversity, Equity & Inclusion

Cohort Portal

All sessions will be held via Zoom and can be accessed on the SRS website:

<https://www.srs.org/Education/L.E.A.D.-2026-27> You will also be able to access the self-guided learning modules, session recordings, and supplemental documents via this weblink.

AI Policy

SRS prohibits the use of AI/AI Bots during all L.E.A.D. SRS sessions.



Session 1 – Virtual – Leading in the SRS

SEPTEMBER 27, 2026

**All times for virtual meetings are listed in ET US.*

Moderator: Todd J. Albert, MD

10:00	Program Overview, Expectations & Questions	<i>Todd J. Albert, MD</i>
10:10	Roles & Responsibilities in the SRS	<i>Ferran Pellise, MD, PhD</i>
10:20	Being a Great <i>SOCIETY</i> Leader: It's Different Than Being a Great Surgeon	<i>Ashtin Neuschaefer, CAE</i>
10:30	Finances of the SRS: Where Its Money Comes From and How Is It Spent?	<i>Gregory M. Mundis Jr., MD</i>
10:40	The Impact of Giving to the SRS: Promoting a Culture of Philanthropy and Giving Back	Kelly Rabolt
10:50	Discussion	
11:15	Adjourn	

HOMEWORK: My Path in the SRS – Write an email to yourself (send to [Rachel](#)) detailing your desires for your future in the SRS & read *Start with Why* by Simon Sinek



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Session 2 – Virtual – Marketing – Your Brand & Communication Within the SRS

DECEMBER 13, 2026

**All times for virtual meetings are listed in ET US.*

Moderator: TBD

11:00	Building Your Brand	<i>Jaysson Brooks, MD</i>
11:15	Practical Tips for Building A Social Media Presence	<i>Elaine Butterworth, RN, BSN, CPN</i>
11:20	Discussion	
11:30	Social Media of SRS	Benjamin Daniel Elder, MD, PhD
11:45	Modern Marketing & the SRS	Michele Sewart, PMP
12:00	Discussion	
12:15	End	

HOMEWORK: Follow ALL SRS Social Media and Communication Channels on platforms that you have. Interact with posts as appropriate. Review and utilize “how to” guide provided by SRS staff team.

Read *Dare to Lead* by Brene Brown.



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Session 3 – Virtual – Leading the Research Effort

JANUARY TBA

**All times for virtual meetings are listed in ET US.*

Moderator: TBD

00:00	Getting the Right Team	<i>Virginie Lafage, PhD</i>
00:05	Optimizing Research Team Performance	<i>Lindsay Andras, MD</i>
00:15	Time Management in Research	<i>A. Noelle Larson, MD</i>
00:25	Collaborating Within Your Division, Department, Institution, and Beyond	<i>Benjamin Elder, MD</i>
00:35	Bringing it to the Next Level: Philanthropic & National Funding Options	<i>Michelle Welborn, MD</i>
00:45	Discussion	
00:15	Adjourn	



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Session 4 – Virtual – Coaching

MARCH

**All times for virtual meetings are listed in ET US.*

Moderator: TBA

00:00	Leadership Through Coaching	<i>David Skaggs, MD, MMM</i>
00:10	Surgical Coaching Programs: Planning & Execution	<i>TBD</i>
00:25	Dealing with Problem Employees: Coaching Up Or Coaching Out	<i>Serena S. Hu, MD</i>
00:40	Discussion	
00:10	Wrap Up	
00:15	Adjourn	

HOMEWORK: Read: *The Medici Effect* by Frans Johansson

Session 5 – In-Person – IMAST
Wednesday, April 7, 13:00-16:00

Communication with Stakeholders & Owning Your Leadership

Moderator: Stefan Parent, MD, PhD

13:00	Basic Communication Tools (Pathos, Logos, Ethos, etc.)	<i>David L. Skaggs, MD</i>
13:15	Presentation Practice w/ Partner <i>ADVANCED PREPARATION: bring a brief presentation to practice with your partner based on the Basic Communication Tools presentation</i>	
13:35	Customers & Employees	<i>Eric Major (HR)</i>
13:50	Leadership Styles & Playing to Your Strengths	<i>Todd J. Albert, MD</i>
14:00	Round Table Discussions – Your leadership style, pro’s Con’s, how you make it work for you	<i>Faculty facilitates</i>
14:20	Executing Your Vision & Strategy as A Leader	<i>Michael Carter (MDT)</i>
14:35	Discussion	

Teams & Coaching

Moderator: Stefan Parent, MD, PhD

14:45	Building and Managing High Performing Teams	<i>Ashtin Neuschaefer, CAE</i>
15:00	Engaging a Diverse Group of Backgrounds	<i>Rebecca Whitney (HR)</i>
15:15	Coaching: Goal setting and clarity	<i>Serena S. Hu, MD</i>
15:30	Coaching: Accountability culture	<i>Jason Eckhardt (MDT)</i>
15:40	Case Study/Scenario Practice w/ Partner “Coaching a “problem child” team member	
15:55	Wrap Up	
16:00	Adjourn to Cases & Cocktails	

HOMEWORK: Read: *Good to Great* by Jim Collins.



Session 6 – Virtual – Diversity
****Agenda subject to change – Hosted by SRS DEI Committee***
MAY/JUNE

**All times for virtual meetings are listed in ET US.*

Moderator TBD

- | | | |
|-------|--|---|
| 00:00 | How do leaders create an equitable environment? | <i>Laurel Blakemore, MD</i> |
| 00:10 | Discussion | |
| 00:15 | What is health access and how leaders can decisively shape it? | <i>Aurthur O. Sackeyfio, MBChb, FWACS, FCGS</i> |
| 00:25 | Discussion | |
| 00:30 | Global Aspects of Deformity Care | |
| | - Panorama Health Access | |
| | - Main Barriers & Main Drivers of Change – Success Histories | |
| | o Latin America | <i>André Andújar, MD</i> |
| | o Europe | <i>Christina Sacramento, MD, PhD</i> |
| 00:55 | Discussion | |
| 00:15 | Adjourn | |



Session 7 – Virtual – Wellness – Part 1
AUGUST TBA

**All times for virtual meetings are listed in ET US.*

Moderator:

00:00	Allostatic Load Management and the Keys to High Performance	<i>Steve Forti</i>
00:45	Discussion	
00:15	Adjourn	

Session 8 – Virtual – Wellness – Part 2
AUGUST TBA

**All times for virtual meetings are listed in ET US.*

Moderator:

00:00	Sleep Insufficiency & the Cultural Cost of Ignoring It	<i>Steve Forti</i>
00:15	Resiliency & Coping Strategies	<i>Lindsay Andras, MD</i>
00:25	Gratitude & Forgiveness as A Leadership Tool	<i>Steve Forti</i>
00:35	Meditation	<i>David L Skaggs, MD, MMM</i>
00:45	Discussion	
00:15	Adjourn	



Session 9 – In-Person – Annual Meeting
Thursday, September 16, 2027
New Orleans, Louisiana, USA

PREWORK: Review your “My Path in the SRS” email to be provided by Rachel for updating.

L.E.A.D. Alumni Breakfast

06:30-08:00 Networking Breakfast

Leadership Highlights Panel & Graduation

14:10	Welcome & Introductions
14:20	Leadership Highlights Panel
15:40	Graduation
15:55	Adjourn

Self-Paced Learning Modules

These modules will be made available throughout the program. You will be notified via SpineLearning when they are available or there are updates.

Pre-Reading

- 8 Essential Qualities of Successful Leaders

Module 1 – The SRS

- EDI & What a Management Company Is and Does for SRS
- Organizational Structure with guided overview
- Introduction to the Staff Team
- *Spine Deformity Journal*
- SRS Data Collection App – What is it and why submitting is important – Coming Late-2024
- Current SRS Strategic Plan & Initiatives – Coming Mid-2025
- Overview of SRS Programs & Activities
- History of the SRS
- Organizations we partner with

Module 2 – Communication with Stakeholders

- Focus in Five podcast – Difficult Challenges with Non-difficult People
- Crisis Communication Principles

Module 3 – General Communication

- Social Media “how to” guide

Module 4 – Advanced Wellness

- Focus in Five podcast – Burnout in the Corner Office
- Focus in Five podcast – The Counterintuitive Solution for Overwork and Burnout
- How to Make Stress Your Friend – TEDTalk – Kelly McGonigal

Module 5 – Finance

- How to Look at a Budget & Analyze a Balance Sheet
- Keeping an Organization Solvent
- Hospital Cost Savings Opportunities & Contribution Margins – Recommended Reading

Module 6 – Diversity, Equity & Inclusion

- Research: The Most Common DEI Practices Actually Undermine Diversity

Required Reading

- *Good to Great* by Jim Collins
- *The Medici Effect* by Frans Johansson
- *Dare to Lead* by Brene Brown
- *Start with Why* by Simon Sinek



SRS Provided Assessment

- StrengthFinders Assessment & Results

Mentorship

All participants have been assigned a mentor. It is the expectation that you will meet (in-person, virtually, phone call) monthly. Participants are highly encouraged to explore face to face meetings with their mentors when attendance at various conferences, including IMAST and the SRS Annual Meeting, align.

Recommended Additional Reading

- *Overachiever's Dilemma: How to Break the Achievement Obsession Before It Breaks You* by CJ McClanahan
- *Thrive - Seize Your Extraordinary Life with 5 Simple Strategies* by CJ McClanahan
- *The Contrarian's Guide to Leadership* by Steven B. Sample
- *The Moral Peril of Meritocracy*, NYT Opinion by David Brooks
- *The Five Dysfunctions of a Team* – Patrick Lencioni
- *What Google Learned from its Quest to Build the Perfect Team*, NYT by Charles Duhigg
- *Multipliers* by Liz Wiseman
- *The Successful Health Care Professional's Guide* by Philip Louie, Michael McCarthy, Todd Albert, Additional Contributors
- *The Wisdom of the Bullfrog* by William McRaven
- *Sea Stories* by William McRaven
- *The Obstacle is the Way* by Ryan Holiday
- *Lean In for Greatness* by Sheryl Sandberg
- *The Talent Code* by Daniel Coyle
- *Leaders Eat Last* by Simon Sinek
- *Getting to Yes* by Roger Fisher
- *Drive* by Daniel Pink
- *How Full is Your Bucket* by Tom Rath
- *Multipliers: How the Best Leaders Make Everyone Smarter* by Greg McKeown and Liz Wiseman
- *Turn the Ship Around* by L. David Marquet