

2022 Candidate Statement – Candidate for Nominating Committee



Jennifer Marie Ryan, PT, DPT, MS Board-Certified Cardiovascular and Pulmonary Clinical Specialist

Question: The main charge of the Nominating Committee is to slate the right people at the right time for the right leadership position in order to best serve APTA and its needs. What processes would you use to accomplish this charge?

Response:

The duty to position APTA for success lies in the Nominating Committee's task of slating strong leaders. The processes used by the nominating committee generate a strong pool of potential candidates. Are the present processes comprehensively identifying the right person at the right time for each position? As a future Nominating Committee member, I see many new opportunities to meet this expectation. I propose the following ideas to optimize the processes that position impactful leaders where the individual, the Association, and the Profession thrive from that leader's participation.

People sought out by the Nominating Committee usually fit the adage, "If you want something done, ask a busy person." They are people who can balance responsibilities, and significantly contribute to the desired outcomes. The capacity to add the duties of a Nominating Committee or Board of Director member to their present personal and professional responsibilities largely determines the right time for the individual. When people demonstrate sufficient talent but express they don't have the time, it is vital to continue to dialogue with them at meetings, or electronically, to assess their readiness and keep them aware of appropriate upcoming openings. When they do identify the right time, their professional development trajectory needs to be compared to the overall needs of the Association, to assure that they are the right person for that slate.

The Association grows when leaders are slated for roles that best match their skills and abilities. The plan for slating Board of Director candidates must consider an analysis of the strengths of the present board members and how those align with the strategic plan. How the Board functions to drive APTA forward changes as the composition of the board changes and the strategic plan is revised. It is essential that the Nominating Committee review the elements of the Board self reviews related to the roles and responsibilities that each current board member serves in the strategic plan to identify what talents will define the right people for the next slate. As early as the beginning of a board members' final term, we need to reach APTA Engage participants, component: boards, task force, and committee members; and delegates to find future leaders. This communication should offer potential candidates ample awareness of the pending vacancies and allow them time to prepare themselves to meet the responsibilities of these open positions. These processes could enhance the Nominating Committee's ability to slate people who will move the APTA's strategic plan further forward.

The Profession's long-term success requires that the slate includes people who can represent APTA effectively to external stakeholders and be relevant to internal stakeholders. The determination of who the right people are to slate should consider the array of lived experiences amongst present members of the Nominating Committee and Board of Directors to find any existing gaps. The Nominating Committee should seek candidates who can complement the present Board and Nominating Committee understanding of APTA's membership. This may require a deliberate focus on intentional mentoring to help potential candidates prepare to meet the rigors of serving on the APTA BOD or Nominating Committee. This mentoring may include

suggesting specific leadership development training, suggesting roles that they could serve in a component, or finding them a network of mentors and resources to supplement their strengths that piqued our interest. These vital steps can cultivate a pool of candidates who can adeptly champion APTA into the future.

One final strategy is to connect with new professionals and guide them towards a stepwise progression of leadership opportunities that match their present abilities, capacities, and interests. That is not an easy task, but a very necessary step to understand the members' present and future professional and personal expectations and match them to meaningful and achievable roles along the way. Generous mentors have steered me to a variety of professional development opportunities since 1990. Within APTA there are a multitude of experiences that expose future leaders to endless innovative ideas and experiences which can broaden their awareness of the expanse of the profession. In my own professional development, I have found APTA to be a place that has challenged and affirmed my skills as a leader. APTA and its components afforded me opportunities to identify and grow into positions with progressively challenging roles and responsibilities. The summation of my experiences have prepared me for service on the Nominating Committee.

Thank you for your service and considering me. Now is the right time for me and I am the right person for the Nominating Committee.

Last Updated: 04/19/2022

Contact: governancehouse@apta.org