

FROM THE DESK OF THE EXECUTIVE DIRECTOR

Leadership may be defined in many ways. Nonetheless, all leaders, to a certain degree, do the same thing. Whether this individual is an executive, manager, coach, or teacher, leadership is about enabling a group of people to work towards an accomplishment. Leadership is something you do, not something you are. An individual in a position of leadership may not be a good leader, and some individuals with no authority demonstrate outstanding leadership.

But what is leadership? To paraphrase former US Chief Justice Potter Stewart, I may not be able to define leadership, but I know it when I see it. I like the definition put forward by Kevin Kruse (at LEADx) who states: “Leadership is a process of social influence, which maximizes the efforts of others, toward the achievement of a goal.” Note the key elements of this definition:

Leadership relies on social influence, not authority or power.

Leadership requires others, and those others are not necessarily direct reports.

The definition includes a goal, with no mention of personality traits or a title.

Leaders demonstrate a number of qualities: honesty and integrity, inspiration, communication skills, vision, intuitiveness, perseverance, empathy, intelligence, creativity and flexibility. Leadership is not something people are born with – it is a skill you can learn. McKinsey and Company surveyed over 200,000 people around the world to get their views on leadership. They report that there are four types of behavior that account for 89% of leadership effectiveness:

1. Being supportive,
2. Operating with a strong results orientation,
3. Seeking different perspectives, and,
4. Solving problems effectively.

Effective leaders know that what works in one situation will not necessarily work every time. As a leader, you must focus on the situational approach and determine which behaviors are most relevant at the time. What does this mean for you? As a leader in dentistry, you may be in a variety of positions: leader of your dental team, head of a dental organization, board member, officer, faculty member, public health officer, etc. In all cases, you have the ability to exercise leadership and encourage the team to achieve the desired goals. You want to build relationships that will allow the team to be agile, human-centered, and constantly learning. Research has shown that the most successful approach to achieving this type of team or organization is for leaders to practice empathy, self-awareness, and self-care.

Leaders cannot achieve their vision without the contributions of others. Leaders provide appreciation and support. A place where team members collaborate, innovate, and raise issues as appropriate. It’s a leader’s ability to motivate and collaborate with people that helps them to deliver that vision. The degree to which people feel valued is a primary source of motivation. Leaders bring out a positive change in someone, rather than manage what they do. By coaching, you encourage the team members



Mr. Robert Cattoi

to feel accountable for their own work. By demonstrating self-care in the organization, you model the behavior you want from your team (e.g., healthy ways to cope with stress, increased value on personal health and well-being, setting healthy boundaries).

Key Takeaways:

Relationship building is the foundation of a high-performance team. Leaders with strong, trusting, and authentic relationships with their teams know that investing time in building these bonds makes them more effective as a leader and creates a foundation for success. A great leader draws on these relationships to work with and influence others to achieve common goals and build a shared vision.

Building and maintaining strong relationships is not always easy, and it requires effort and commitment. However, the benefits of effective leadership are clear. When leaders invest in building relationships, there is increased motivation, engagement, and productivity.

Sincerely,

—MR. ROBERT CATTOI,
*Executive Director of the
Pierre Fauchard Academy*

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PIERRE FAUCHARD ACADEMY
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From the Desk of the INTERNATIONAL PRESIDENT



Dr. Pankaj Patel

Greetings to all PFA Fellows worldwide.

This year has been very active with numerous meetings, dental camps and conferences. In addition, we are experiencing significant growth in new Fellows all over the world. As most of you know, my emphasis during my term as International President of the Academy is international growth and recognition, and I am trying to make great strides in accomplishing this.

It is hard to believe how much of this year as International President has gone by. Early in February I had the pleasure of attending the PFA Nepal Section Convocation in Kathmandu, where candidates from Nepal and India were inducted as PFA Fellows at Kantipur Dental College hall. Dr. Myrna Bañez (Trustee for Region 9 - Asia), Dr. Armyl Bañez (Past International President) and Dr. Roochi Patel-Sahi (Section Chair for Kenya) were also in attendance at this meeting. Together, we participated in a dental camp at a public school run by the Community and the Public Health

Department of the College. In association with Cynodent International (India), the Kantipur Dental College organized the 10th Oral Health and Dental Science Conference.

Later in February, I attended the impressive IDEX Conference in Cairo, Egypt together with Prof. Ahmed Abdelhakim (Section Chair for North Africa), Dr. Cheryl Billingsley (International President-elect), Dr. Ghabi Kaspo (International Vice President) and Dr. Amine El Zoghbi (Section Chair for Lebanon). During this event, we held a Convocation ceremony inducting new Fellows. In March it was time to attend the PFA mid-year Board Meeting which was held at the PFA Headquarters in Rockville, USA. Over the next few months, I will be attending meetings in several locations and will report on these events.

Sincerely,

—DR. PANKAJ PATEL,
*International President of the Pierre
Fauchard Academy*

From the Desk of the INTERNATIONAL PRESIDENT-ELECT



Dr. Cheryl Billingsley

A CEO of a Fortune 500 company recently stated, 'Analysis by paralysis will freeze an organization.' The Pierre Fauchard Academy, however, is sprinting ahead as a leader and we continue to increase the number of Fellows in many locations.

In addition, several new Sections have been initiated over the last few years. Another example is the Southeast Regional Meeting (Region 8), where Georgia, Florida, and Alabama held an outstanding joint meeting in January at the Ritz Carlton at Lake Oconee, Georgia.

Dentists from the region prepared a weekend of events, including continuing education, tours, skeet shooting, and a beautiful gala and induction ceremony.

A third example is our implementation of free educational programs for our Fellows, which are featured under the membership tab and are designed to enhance your leadership skills. I am also excited to announce our new Leadership Series, an exclusive benefit available to all our members. This new series will comprise several webinars, presented by

Mr. Stuart Oberman, founder and owner of Oberman Law Firm. With over 30 years of experience, Mr. Oberman is a highly-regarded healthcare lawyer. He will provide expert insights and practical advice on various topics related to healthcare law. The first webinar in the series will delve into the topic of unprofessional conduct in the dental profession. The subsequent webinars will cover topics such as improper billing, employee offer letters, and common ways employers may violate the law. We plan to release

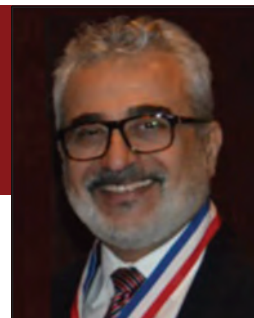
up to 10 new webinars, so keep an eye out for more exciting content.

Our ultimate event is the annual gala/graduation which will be held on Saturday, October 19th, 2024, in New Orleans. This year will prove to be just as magical as last year! Please plan to attend.

Sincerely,

—DR. CHERYL BILLINGSLEY,
*International President-elect of the
Pierre Fauchard Academy*

From the Desk of the INTERNATIONAL VICE PRESIDENT



Dr. Ghabi Kaspo

*Collaborative Leadership in Dentistry:
Strengthening Teams and Embracing
Diversity within the Pierre Fauchard
Academy*

Within the esteemed ranks of the Pierre Fauchard Academy, collaborative leadership stands as a cornerstone, driving innovation, fostering inclusivity, and propelling the dental profession forward. By embracing diverse perspectives, fostering effective communication, and resolving conflicts constructively, Pierre Fauchard Fellows can build strong, cohesive teams that thrive on collaboration and mutual respect. In this article, we delve into the value of collaborative leadership within the Pierre Fauchard Academy and explore strategies for nurturing teamwork and inclusivity within the dental community.

Collaborative leadership within the Pierre Fauchard Academy starts with building strong, cohesive teams united by a shared vision and commitment to excellence. This means emphasizing the importance of fostering trust, mutual

respect, and open communication among team members, creating an environment where everyone feels valued and empowered to contribute. Inclusivity lies at the heart of collaborative leadership, ensuring that diverse voices and perspectives from across all our Sections are heard and respected within the Pierre Fauchard Academy.

Effective communication is essential for successful collaboration. This means using ways that foster clear, open, and transparent communication, including active listening, regular feedback, and utilizing various communication channels to reach a diverse audience. In any collaborative endeavor, conflict can occur and how it's managed can either strengthen or undermine team dynamics and relationships. This underscores the importance of addressing conflicts proactively should they occur, and using constructive dialogue, mediation techniques, and conflict resolution strategies to find mutually acceptable and beneficial solutions.

Diversity of thought is a powerful asset within the Pierre Fauchard Academy, enabling Fellows to tackle complex

challenges and drive innovation from multiple angles. We encourage Fellows to actively seek out diverse perspectives, engage in cross-disciplinary collaborations, and cultivate an environment where differing viewpoints are welcomed and respected.

As Fellows, we have a unique opportunity and responsibility to lead by example, fostering a culture of collaborative leadership, inclusivity, and teamwork within the dental profession. By building strong, cohesive teams, embracing diversity, communicating effectively, and resolving conflicts constructively, we can create a vibrant community of dental professionals dedicated to advancing the highest standards of excellence and patient care. Together, let us continue to champion the values of collaborative leadership within the Pierre Fauchard Academy and beyond, shaping a brighter future for dentistry worldwide.

Sincerely,

—DR. GHABI KASPO, DDS
*International Vice President of the
Pierre Fauchard Academy*

REPORT ON THE IDEX CONFERENCE

The impressive International Dental Equipment and Materials Expo (IDEX) Conference was held this year in Cairo, Egypt from February 21st to 25th, 2024. This conference attracted more than 7000 dentists from around the world. In conjunction with the meeting, the Pierre Fauchard Academy held a Convocation Ceremony for new Fellows. The meeting was hosted by Prof. Ahmed Adel Mohamed Abdelhakim (Dean of the Alexandria School of Dentistry and Section Chair for North Africa), together with Dr. Amine El Zoghbi (Section Chair for Lebanon). In addition, Dr. Pankaj Patel (International President), Dr. Cheryl Billingsley (International President-elect) and Dr. Ghabi Kaspo (International Vice President) participated in the meeting. During the meeting, Dr. Pankaj Patel delivered a speech and an informative presentation on the Pierre Fauchard Academy was provided by Dr. Cheryl Billingsley. After participating in the meeting, a visit was arranged to the site of the new Alexandria School of Dentistry which has almost been completed and includes state-of-the-art facilities that



L to R: Front row - Dr Khaled Saleh together with Prof. Ahmed Adel Mohamed Abdelhakim. Back row - Dr. Ghabi Kaspo, Dr. Pankaj Patel, and Dr. Cheryl Billingsley.

will accommodate more than 1,000 students in the first class.

The final IDEX dinner was attended by approximately 1000 people. This event was made all the more memorable due to the signing of an agreement

on future collaboration between IDEX and the Pierre Fauchard Academy by Dr Khaled Saleh (Executive President of IDEX) and Prof. Ahmed Adel Mohamed Abdelhakim (Section Chair for North Africa).

SECTION NEWS

Canada

The British Columbia Section held its annual meeting at the Pan Pacific Hotel in Vancouver on March 8, 2024. This world-class event was organized by Drs. Trista Felty and Kristy Chu (Co-chairs of the British Columbia Section). Inductees and award recipients were piped in to the grand ballroom, where attendees enjoyed a full service lunch, wine and a panoramic view of Stanley Park and the beautiful port. During the induction ceremony, sixteen new Fellows were inducted.

The Distinguished Dentist Citation was presented to Dr. David Lim, and Ms. Alison Hall and Ms. Lane Shupe were presented Honorary Fellowships in recognition of their amazing contributions to dentistry through the Thompson Okanagan Dental Society. In addition,

Awards of Merit were received by Mr. Frank Bevilacqua (CEO of the Ontario Dental Association), Ms. Jocelyn Johnston (Executive Director of the British Columbia Dental Association), Mr. Rafi Mohammed (Executive Director of the Manitoba Dental Association), Ms. Sandi Kossey (Executive Director of the Alberta Dental Association) and Mr. Steve Jenex (Executive Director of the Nova Scotia Dental Association). These Awards of Merit were given to each individual for their collaborative work in submitting technical papers to the Federal Government and assisting in the creation of a National Dental Plan.

Sincerely,

—DR. LISA BENTLEY,
Trustee for Region 6 – Canada

SECTION NEWS

Canada continued



Dr. Lisa Bentley together with new Fellows following their induction at the British Columbia Section's annual meeting.

The Nepal Section of the Pierre Fauchard Academy held its Convocation in Kathmandu, Nepal at the Kantipur Dental College. During the meeting, fifteen new Fellows from Nepal and India were inducted. Congratulations to our new Fellows. Dr. Myrna Bañez (Trustee for Region 9 - Asia), Dr. Armyl Bañez (Past International President) and Dr. Roochi Patel-Sahi (Section Chair for

Kenya) were also in attendance at this meeting. Together, we participated in a dental camp at a public school run by the Community and the Public Health Department of the College. In association with Cynodont International (India), the Kantipur Dental College organized the 10th Oral Health and Dental Science Conference where Dr. Pankaj Patel addressed the opening of the Conference.



New Fellows at the convocation ceremony in Kathmandu, Nepal together with Drs. Pankaj Patel, Myrna Bañez, Armyl Bañez and Roochi Patel-Sahi.

Nepal



Dr. Pankaj Patel addressing the opening of 10th Oral Health & Dental Science Conference at Kantipur Dental College in Kathmandu, Nepal.



Dr. Myrna Bañez (Trustee for Region 9 - Asia) reading the pledge to the new Fellows.

SECTION NEWS

Peru

The Peru Section held its meeting on December 5, 2023, in Lima, Peru. During the meeting, three new Fellows were inducted. Congratulations to Drs. Hisroshi Concha, Rossana Melgar and Carlos Mendiola. In addition, a tribute

was given to Dr. Wilson Delgado, founder of the Cayetano Heredia University.

Sincerely,

—DR. DAVID VERA,
Section Chair for Peru



L to R: Dr. Cesar Adrianzen (Secretary of the Peru Section), Dr. Ursula Albite (President of the Academia de Estomatología del Perú), Drs. Hisroshi Concha, Rossana Melgar and Carlos Mendiola (new Fellows), and Dr. David Vera (Section Chair, Peru).



L to R: Dr. David Vera (Chair of the Peru Section) together with Dr. Carlos Mendiola (new Fellow).



Dr. Wilson Delgado (oral pathologist and founder of the prestigious Cayetano Heredia University) receiving his tribute.

USA

Region 8 - Alabama, Florida and Georgia

The Southeast Regional Meeting hosted by Georgia, Florida and Alabama was held on January 26 to 28, 2024 at the Ritz Carlton in Lake Oconee, Georgia. The event included our induction ceremony, Continuing Education sessions, social events, and a Gala. In addition, a special session was added for the Saturday morning for senior dental students attending the Dental College

of Georgia. During the meeting, twelve new Fellows were inducted. Congratulations to Drs. Doug Beckham (AL), Kim Capehart (GA), Tony Carroccia (TN), Jennifer Cornell (TN), Noell Craig (GA), Bruce Cunningham (AL), Jacqueline Delash (GA), Travis Garnto (GA), Rebekah Hancock (GA), Gail McDonald-Chang (FL), Samira Meymand (FL) and Bobby Shirley (GA).

SECTION NEWS

Region 8 - Alabama, Florida and Georgia continued



L to R (front row): Dr. Annette Rainge (Section Chair for Georgia), Drs. Tony Carroccia, Samira Meymand and Kim Capehart (new Fellows), Dr. Cheryl Billingsley (International President-elect), and Dr. Gerry Botko (Section Chair for Florida. L to R (back row): Drs. Jacqueline Delash, Noell Craig, Travis Garnto and Jennifer Cornell (new Fellows), Dr. Paul Obrock (Trustee for Region 3), Dr. Steve Filler (Section Chair for Alabama), and Drs. Rebekah Hancock, Gail McDonald-Chang, Bobby Shirley and Doug Beckham (new Fellows).

The 2024 new Fellow Induction Ceremony of the Pierre Fauchard Academy conducted during the during the Chicago Dental Society's 159th Midwinter Meeting was held at Maggiano's Little Italy in Chicago on Thursday, February 22nd. This year's induction class included Dr. Michael Gordon (Schererville, IN; current Trustee of the Academy of General Dentistry and past president of the Indiana AGD), Dr. Mary Joyce Gomez (Peoria, IL; Program director of OSF St. Francis Hospital's General Practice Residency in Peoria, IL), Dr. Marcia Hardy (Decatur, IL; Trustee and Treasurer/Secretary for the Decatur District Dental Society of

the Illinois State Dental Society), Dr. Lex MacNeil (Forest Park, IL; Founding dean and professor of Midwestern University's College of Dental Medicine Illinois in Downers Grove), Dr. George Mandelaris (Oakbrook, IL; Board-certified periodontist with over 41 scientific peer-reviewed journal publications and the District 4 Trustee for the American Academy of Periodontology), and Dr. Kirk Noraian (Bloomington, IL; Past President of the Illinois Society of Periodontists and Communications Committee chair for the Illinois State Dental Society).

Dr. Paul Obrock (Trustee for Region 3) and Mr. Robert Cattoi (Executive

Illinois



L to R: Dr. Gordon Barkley III (Section Chair for Illinois); new Fellows Dr. Lex MacNeil (Founding dean and professor of Midwestern University's College of Dental Medicine Illinois in Downers Grove), Dr. Marcia Hardy (Trustee and Treasurer/Secretary for the Decatur District Dental Society of the Illinois State Dental Society), Dr. Michael Gordon (current Trustee of the Academy of General Dentistry and past president of the Indiana AGD); and Mr. Robert Cattoi (Executive Director of the Pierre Fauchard Academy).

SECTION NEWS

Illinois Continued

Director of the Pierre Fauchard Academy) were also in attendance. Many thanks to both Mr. Robert Cattoi and Dr. Paul Obrock for making this meeting a huge success. If you would like to nominate a qualified individual for Fellowship, please reach out to me at gordonbarkleyiii@gmail and/or by phone

at (309) 645-1121. We hope to see all current Fellows at our 2025 Induction Ceremony at Maggiano's Little Italy on Thursday, February 20th, 2025.

Sincerely,

—DR. GORDON L. BARKLEY III,
Section Chair for Illinois

Massachusetts

The Massachusetts Section recently held its breakfast meeting in Boston on Friday, January 26th, 2024. During the meeting, five new Fellows were inducted. Congratulations to Drs.

Michael Mayr, Maritza Morell, Sathish Palayam, Chaitanya Patwardhan and Frank Schiano. The Distinguished Dentist award was presented to Dr. Athena Papas.



L to R: Dr. Athena Papas, recipient of the Distinguished Dentist Award, together with Dr. Andrea Richman (Section Chair for Massachusetts).



Dr. Andrea Richman (Section Chair for Massachusetts) together with new Fellows.

Washington State

Washington State Dental Association's 2023 Citizens of the Year

Dr. C.R. Anderegg, PFA Fellow and Board of Trustees member, and Dr. Neil Hansen, PFA Fellow, have been chosen as the Washington State Dental Association's 2023 Citizens of the Year. From the Pacific Northwest to developing countries around the globe, Drs. Anderegg and Hansen have made humanitarian care a priority throughout their careers. Their professional dedication has brought much-needed care to underserved people and communities, sharing their time and talents with those most in need. The 2023 Citizen of the Year award celebrates their contributions and honors their years of service to the profession of dentistry.



Congratulations to Dr. C.R. Anderegg and Dr. Neil Hansen!

LEADERSHIP SERIES UPDATE: NEW WEBINAR

During his insightful webinar, Mr. Stuart Oberman provides a comprehensive overview of the critical importance of maintaining professional boundaries in the dental profession. He emphasizes that professional boundaries are the cornerstone for ensuring the integrity of the profession and patient trust. Mr. Oberman goes on to discuss the various forms of unprofessional behavior, including boundary violations and ethical breaches, and their possible consequences. These consequences can range from legal repercussions to the loss of patient trust and faith in the profession.

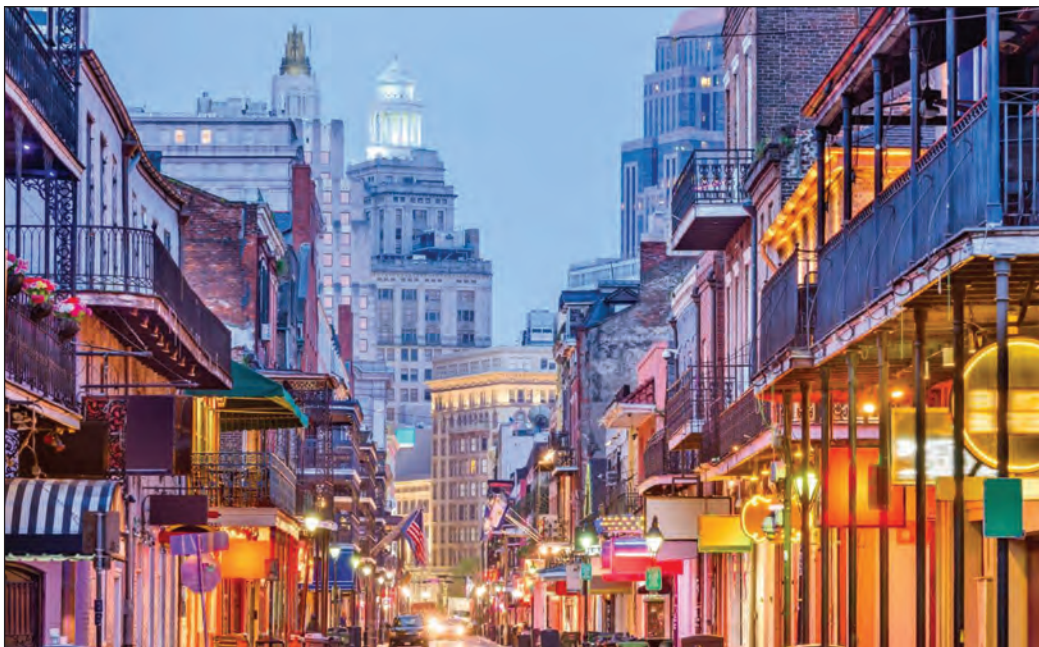
To prevent unprofessional conduct, Mr. Oberman highlights several effective strategies for maintaining professionalism in dental practice. He emphasizes the importance of implementing clear policies, providing ethical training, and fostering open communication among dental professionals. By following these strategies, dental professionals can maintain the highest standards of professionalism in their practice.

Looking ahead, Mr. Oberman acknowledges that evolving ethical standards and technological advances in dentistry will continue to shape the landscape of professional conduct. Therefore, it is imperative for dental professionals to stay informed and adapt to these changes. By doing so, they can uphold the highest standards of professionalism in their practice. Ultimately, maintaining professional boundaries is not only a regulatory requirement, but also a critical cornerstone of patient care and trust in the dental profession.

—DR. CHERYL BRADFORD BILLINGSLEY,
International President-elect of the Pierre Fauchard Academy

SAVE THE DATE

The Annual Meeting of the Pierre Fauchard Academy will be held in conjunction with the SmileCon, the Annual Meeting of the American Dental Association in New Orleans, Louisiana, USA. Our Gala and induction ceremony will be held on Saturday, October 19th, 2024. We look forward to welcoming our Fellows, new Fellows and their guests.



MISSION

Our mission as Fellows in the Pierre Fauchard Academy is to recognize and develop outstanding leadership in our profession, internationally.

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