

AAOS Leadership Institute (ALI)

The AAOS Leadership Institute (ALI – pronounced “AL-EYE”) is a new, exclusive program for AAOS members that provides training, mentoring, and networking opportunities to help you acquire and enhance the key skills needed to succeed as a volunteer leader at AAOS.

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How ALI Works

ALI is built in four tiers – each level progressively developing your skills, knowledge, and experiences to prepare you for higher levels of leadership at AAOS.

Completing the foundational Levels 1 and 2 provides an introduction or refresher to AAOS – its organization, benefits, and leadership – and prepares you for AAOS committee service. Levels 3 and 4 will be available in spring 2021 through an application process for members who aspire to serve at higher levels of service, such as a committee or council chair or on the AAOS Board of Directors.

An essential goal of the ALI Program is to extend AAOS leadership opportunities to all interested AAOS members. Because Levels 1 and 2 will in time become prerequisites for volunteer committee service, ALI provides a clear pathway for reaching higher levels of leadership.

Much of the content in ALI online learning modules and webinars has been developed by AAOS volunteer leaders and staff. External experts provide more in-depth overviews of such topics as diversity, financial acumen, communication skills, transformational leadership, and leadership.

ALI also offers invaluable learning through networking and mentoring opportunities with current and former AAOS volunteer leaders.

Getting Started with ALI

Levels 1 and 2 are available now. All AAOS members are eligible to participate in Level 1 and can access it through the Level 1 webpage or by logging in through the AAOS Online Learning portal (learn.aaos.org).

The first cycles of ALI Levels 3 and 4 will begin in spring of 2021. We will soon be sharing more information about how to apply to these more exclusive leadership levels.

Members who are serving or have recently served in governance positions may be exempt from some ALI program levels. Exemption eligibility is determined by specific guidelines (see the ALI Exemption Eligibility Guidelines web page).

The ALI Program features information and experiences that longstanding AAOS volunteer leaders have identified as important for success in AAOS governance roles. Because Levels 1 and 2 are comprised largely of online learning and are self-paced, all members are strongly encouraged to explore this targeted leadership content as preparation for greater governance roles.

Level 1

Level 1 provides you with a solid understanding of AAOS, your member benefits, and how to easily access them. You'll also learn about advocacy efforts at AAOS, as well as the many ways to get involved with the Academy and strengthen your peer network.

A series of short online learning modules provides you with the base of knowledge to move forward in your leadership program. Once you've completed these online learning modules, you'll be ready to progress to ALI Level 2 and then apply for the AAOS committee positions that interest you.

Online Learning Modules

- Navigating AAOS
- Membership Engagement
- Introduction to Advocacy

Benefits of ALI Level 1

Even if you are not interested in serving in AAOS governance, completing Level 1 provides an in-depth overview of the Academy, including its history, strategy, products, and ways to engage outside of volunteering on a committee. You'll learn about ways to get involved in advocacy, AAOS products, events, continuing education, and how to become a faculty member.

Level 2

Level 2 offers more access, learning, and knowledge of AAOS governance and provides an excellent foundation in personal leadership skills. A blend of online learning modules and webinars cover a range of topics including AAOS strategic planning, commitment to diversity, excellent communication, and creative and visionary thinking.

Level 2 also offers you opportunities to connect and learn through informal mentoring. Connect with experienced AAOS volunteers via email to learn more about committee involvement, other ways to engage with the Academy, and career paths.

Online Learning Modules

- Governance 101
- Strategic Thinking
- Creative & Visionary Thinking
- Excellent Communication
- Diversity
- Getting Involved in Advocacy

Learn by Experience

- Informal mentoring: Access to a panel of experienced AAOS volunteer leaders for in-depth knowledge and information
- Annual Meeting attendance and networking opportunities

Prerequisites for ALI Level 2 Participation

To be eligible for Level 2 you must complete ALI Level 1.

Completion Requirements

- Complete all online learning modules
- Attend three of six live webinars
- Attend AAOS Annual Meeting once every two years

As ALI evolves over the next few years, completing Level 2 will become a prerequisite for applying for AAOS committee service. Note that if you have served on an AAOS committee in 2018-19, 2019-20 and/or 2020-21 or will be serving in 2021-22, you are eligible for exemption from both Levels 1 and 2.

Because Levels 1 and 2 are comprised largely of online learning that can be completed at any pace, all members are strongly encouraged to explore this targeted leadership content as preparation for greater governance roles.

Level 3

The curriculum for Level 3 focuses on providing you with the knowledge and skills that are critical to becoming a strong committee chair. In addition to online learning modules and webinars, participants benefit from formal one-to-one mentoring with a longstanding AAOS volunteer leader.

The more formal mentoring program provides mentors and mentees with guided learning opportunities on a range of topics, such as how to reach your individual goals for AAOS volunteer service, current committee activities and challenges, and balancing volunteer service with day-to-day practice responsibilities.

As ALI evolves over the next few years, completing Level 3 will become a prerequisite for applying for an AAOS committee chair position.

ALI Level 3 is open to 20 top-performing AAOS volunteers each year. Participants must apply through the Committee Appointment Program (CAP) to be considered for Level 3.

The first cycle of Level 3 will begin in spring of 2021. We will soon be sharing more information about how to apply.

Online Learning Modules

- Effective Meetings
- Difficult Conversations
- Transformational Leadership
- Financial Acumen
- Diversity
- Innovation

Learn by Experience

- Formal one-to-one mentoring program
- Annual Meeting attendance and networking
- Serve on an AAOS volunteer committee

Prerequisites for ALI Level 3 Participation

To be eligible to apply for Level 3 you must:

- Complete ALI Level 2 or be eligible for exemption
- Complete two years of committee service

Completion Requirements

- Complete all online modules
- Attend five of six live webinars
- Attend AAOS Annual Meeting two of the last three years
- Currently serve on an AAOS volunteer committee
- Be listed as a CAP application reference
- Be available as an ALI Level 2 informal mentor

Level 4

Level 4 is designed for innovative AAOS leaders who aspire to the highest levels of AAOS governance. Highlights of Level 4 include advanced coaching and mentoring along with a personalized program tailored to the development areas most important to your personal growth.

Learning opportunities include a workshop with a career consultant that targets specific leadership skills. You will also benefit from a deep dive into diversity and implicit bias training through a focused workshop.

One-to-one mentoring with a current or former Board of Directors member provides invaluable experience. Formal mentoring will bring to life much of the leadership content shared throughout the ALI Program, and will provide you with a clearer understanding of the responsibilities and dynamics of working at the AAOS Board level.

Each year, 10 AAOS members will have the opportunity to participate in Level 4. This level is by application-only for members who have completed all components in ALI Level 3, including the prerequisite experience and service. Candidates will apply and be selected through the Committee Appointment Program (CAP) process.

The first cycle of Level 4 will begin in spring of 2021. We will soon be sharing more information about how to apply to our first year of ALI.

Online Learning Modules

- Choose from select online modules targeted to your needs

Workshops

- Leadership Consultant
- Diversity and Implicit Bias

Learn by Experience

- Advanced mentoring with current or former Board of Directors member
- Serve as an AAOS volunteer committee chair

Prerequisites for ALI Level 4 Participation

To be eligible to apply for Level 4 you must:

- Complete ALI Level 3 or be eligible for exemption
- Complete two years of committee chair service

Completion Requirements

- Attend in-person and virtual workshops
- Serve as a mentor for ALI Levels 2 and 3
- Sponsor a Level 3 participant who is applying for Level 4
- Serve as a committee chair

ALI FAQs

How do I get started with ALI?

Levels 1 and 2 are available now. All members are eligible to participate in Level 1 and can access it through the Level 1 webpage or by logging in through the AAOS Online Learning portal at learn.aaos.org.

Is ALI a prerequisite to serving on an AAOS committee or council?

As ALI evolves, completing Levels 1 and 2 will become prerequisites for committee and council service.

Members who are serving or have recently served in governance positions may be exempt from some ALI program levels. Exemption eligibility is determined by specific guidelines (see Exemption Eligibility Guidelines web page).

Members will be informed through email whether they are exempt from any portion of the ALI program. For specific information regarding your exemption eligibility, please contact governance@aaos.org.

Can resident and candidate members participate in ALI?

Yes! There are several AAOS committee positions for resident and candidate members. Completing ALI Level 2 will soon be a prerequisite for committee service, so we encourage you to begin ALI as soon as you can.

Are there any costs to participate?

No, this leadership program is a benefit of your AAOS membership. Some ALI levels require attendance at our Annual Meeting and these costs are not covered by the Academy.

Who teaches the ALI Program?

Much of the content in online learning modules and webinars has been developed by AAOS volunteer leaders and staff. External experts provide more in-depth reviews of such topics as diversity, communication skills, financial acumen, transformational leadership, and leadership assessment consulting.

ALI also offers invaluable learning through networking and mentoring opportunities with current and former AAOS volunteer leaders.

What is the time commitment of the program?

Each level has different completion requirements which affect the time it takes to complete the level. There are online learning modules, webinars, and workshops that are scheduled on a yearly cycle. If you are interested in Levels 3 and 4, you must complete the required years of committee service requirements which can be completed at your own pace.

How will I know if I have completed an ALI level?

You will receive a congratulatory email each time you complete all the requirements of an ALI level. Graduates of ALI Levels 2-4 will be recognized on the AAOS website.

Participants must apply and be accepted for ALI Levels 3 and 4. Graduates of these levels will be recognized in the Academy's monthly magazine, *AAOS Now*, as well as during Annual Meeting events.

What happened to the Leadership Fellows Program?

The ALI Program is not a replacement of the Leadership Fellows Program, but rather a new leadership experience.

The Leadership Fellows Program provided an excellent general leadership curriculum, but was available to only a small number of AAOS members each year. The ALI Program is intended to provide leadership training to a greater number of AAOS members across diverse backgrounds in an effort to better prepare future leaders with the tools, skills, and competencies to thrive in future AAOS leadership roles.

In addition, ALI Levels 3 and 4 are selective programs that require application and acceptance to participate. These higher levels also offer education that is tailored to participants' individual goals and provide a pathway to greater leadership opportunities and roles within the Academy.

Become an ALI Mentor

A great way for experienced AAOS volunteers to quickly get involved with the ALI Program is to serve as a mentor. There are two different types of mentoring in ALI. Each type aligns with an ALI Level.

Informal Mentoring

In ALI Level 2, participants connect with experienced AAOS volunteers via email to learn more about committee involvement, other ways to engage with the Academy, and career paths.

All Academy members who have served in governance in 2019-20 and/or 2020-21 are eligible to serve as informal mentors.

Formal Mentoring

In ALI Levels 3 and 4, participants will be matched with AAOS volunteer leaders as part of a formal, one-on-one mentoring program. Level 3 participants will be matched with current or former committee or

council chairs as mentors, and mentors for Level 4 participants will be current or former members of the AAOS Board of Directors.

Becoming a Mentor

Prior to the launch of Levels 1 and 2, AAOS will contact current volunteer members to assess their interest in serving as an informal mentor for Level 2. Because Levels 3 and 4 begin in 2021, AAOS will reach out to volunteer leaders later this year to provide more information on the formal mentoring program.

ALI Exemption Eligibility

As ALI evolves over the coming year, each level of the program will become a prerequisite to serve in a greater role in AAOS governance.

To be eligible for exemption from individual ALI program levels, AAOS volunteer leaders must have served in governance either in 2018-19, 2019-20 or 2020-21 or will be serving in 2021-22. Your governance role – either as committee member, chair, or member of the Board of Directors – determines the ALI program level(s) from which you are exempt.

All AAOS volunteer leaders who are exempt from the ALI Program are strongly encouraged to explore the online leadership content of Levels 1 and 2 to ensure a mutual understanding and knowledge foundation among all AAOS volunteer members.

Exemption from ALI Levels 1 and 2

If you have served on an AAOS committee in 2018-19, 2019-20 and/or 2020-21 or will be serving in 2021-22, you are eligible for exemption from both Levels 1 and 2. In addition, all members who have completed the Leadership Fellows Program (LFP) are exempt from Levels 1 and 2.

The ALI Program features information and experiences that longstanding AAOS volunteer leaders have identified as important for success in AAOS governance roles. Because Levels 1 and 2 are self-paced and can be completed over time, all members are strongly encouraged to explore this targeted leadership content as preparation for greater governance roles.

Note that even if you are exempt from Levels 1 and 2, you may not yet meet the [prerequisites](#) for applying to Level 3.

Exemption from ALI Level 3

If you have served as an AAOS committee or council chair in 2018-19, 2019-20 and/or 2020-21 or will be serving in 2021-22, you are eligible for exemption from Level 3. In addition, some members who have

completed the LFP are exempt from Level 3. Exemption for LFP members is tied to current governance service and other completion requirements for Level 3.

Members who have served as an AAOS committee or council chair prior to 2019-20 are not exempt from ALI Level 3.

Note that even if you are exempt from ALI Level 3, you may not yet meet the prerequisites for applying to ALI Level 4 – which include serving as an AAOS council or committee chair for two years.

Exemption from ALI Level 4

If you have served on the AAOS Board of Directors from 2018 to the present, you are eligible for exemption from all levels of the ALI Program.