Specializing, sub-specializing and integrating

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Organizational human resources management (HRM) professionals are responsible for educating all levels of administration, manage- ment and individual employees regarding the principles of social justice. There are many local, state and federal laws that affect HRM, which have been created to eliminate discrimination for non-job-related reasons in the workplace (Pynes, 2004, p.72).

A strategic development plan includes many essential factors. Critical decisions for future growth, development and expansion of ins- titutions, companies and especially individuals might require much thought and consideration in order to experience future success in whatever the ultimate endeavor is.

Orthodontics is an organization in some ways similar and in other ways different from the example above. Job opportunities are present. Many orthodontists who came out of the workforce during the last decade may find employment in education.

Moving into a new career or position, however, is never without the need for change, modification, training or learning new job skills. Career changes, such as from cli- nician to educator, must include reflection and reconsideration of one’s attitude and behavior. A new job or position change is a new ball game with new rules, policies and conditions.

Orthodontists who reinvent themselves must glean understand- ing in order to assess the nee- dments and develop a plan for the future.

As the 21st century evolves, new scientific technology, indus- trial integration and new skills are essential in order for such career changes to be successful. Even with all elements and factors already in place, IT staff, administrative staff, faculty and user-orthodontists must also learn and develop new skills.

In the educational milieu of orthodontics, a strategic develop- ment plan might serve as a tool for general exploration of educa- tional goals, determining skill lev- els, which required greater faculty expertise, and discovering faculty needs. Setting direction and plan- ning are two separated activities.

The function of educational lead- ership in orthodontics is to main- tain change or set a new direction for departmental goals. One must devote time and enthusiasm to a strate- gically plan in order to (a) syn- chronize visions and aspirations, (b) provide a blueprint for a viable future to anticipate change, and (c) hold constant the reason for being the education of students and care of patients.

An assessment of one’s strengths, weaknesses, opportunities and threats is also important in order to develop a strategic development plan. It provides a valuable reflec- tion and analysis, which might also yield high priorities that will be essential and critical for future suc- cess. Such priorities will allow pro- gression to the next or higher level.

No longer can it be business as usual, but rather take the attitude of carpe diem, and take this opportu- nity to utilize the dynamics of intel- ligence. Leave emotion and fear out of the equation and consider all possible changes to think and practice within this financial Katrina and general discomfort zone. The will- ingness to learn is what is impor- tant, not preserving the moniker of what is already known.

Those of us who reach our dreams and successes always remain focused on smaller accom- plishable goals in succession; it leads us to the ultimate picture of our vision and aspirations. The start of a new year is a great time to reflect, analyze, gain clarity and recharge for the road ahead. The secret of our future is hidden in our daily practice.

References

Well, another year has come and gone, but it will not be forgotten. Our country is climbing out of a recession the likes of which has never been encoun- tered at any one moment in time, and so many fronts.

We were hit with a wake-up call, facing one new issue after another, from global warming to the down- ward spiraling economy and stock market, to the energy and gas crisis, to the decline and freezing of the housing market, and now to the rise in unemployment.

This planet indeed experienced unprecedented and uncertain events to the point where our ubiq- uitous future had been shaken up and was uncertain. The voice of America said, “Ok, we can’t con- tinue with business as usual. Take a real hard look at what changes are essential, what changes are neces- sary and be frugal to survive.”

Hard economic times are not over yet. However, out of dark- ness sometimes a glimmer of light appears; there are new and aus- tere changes to think and practice within this financial Katrina and general discomfort zone. The will- ingness to learn is what is impor-