



LABORATORY MANAGEMENT

Seasonal School 2024

JUNE 04 – 05, 2024

From Good To Great: Achieving Success Through Effective Team Management

2-DAY LIVE VIRTUAL EVENT PROSPECTUS

LabVine™



Welcome to LMSS 2024

Welcome to the Laboratory Management Seasonal School, a two-day event dedicated to enhancing your skills and knowledge as laboratory managers, taking place June 04-05, 2024. This year, the theme, "**From Good to Great – Achieving Success Through Effective Team Management,**" aims to elevate your laboratory's performance through improved team management and laboratory performance. It is paramount for laboratory managers to recognize that the laboratory team is the backbone of the organization's success and that proper team management isn't just about being good at getting results – it's about striving for greatness.

In today's world, successful laboratory management goes beyond scientific expertise. It requires effective leadership and team management skills. As a laboratory manager, you are not just responsible for the quality and efficiency of experiments. You are also responsible to nurture a collaborative, motivated, and efficient team. It's not only about what you know but also how well you can work with your team to achieve common goals.

Our Seasonal School is designed to provide you with the tools and insights to lead your team from good to great. Our goal is to empower you with the knowledge and skills to not only be a good laboratory manager but to become a great one. Your journey to greatness starts here at the Laboratory Management Seasonal School.



Daily sessions start at **13:00 UTC** and end at **16:00 UTC**.



Daily sessions will consist of **two 50 minute speaker slots**, each covering a different topic based on the day's theme.



A **keynote speaker** will address each day, leading with a 30 minute slot, kicking off the day's proceedings.



Knowledge sharing and transfer will happen through **interactive, facilitated sessions** delivered **virtually**.



This is an **international sponsored event** and is **free of charge**.

We have included an overview of the course content and provisional program. Delegates can look forward to the below educational benefits and outcomes:

- ✓ 6 Contact Hours Accredited by PACE
- ✓ Free LabVine Membership
- ✓ Valuable Insights
- ✓ Accredited Certificate of Attendance

Good luck and enjoy the program.



ASCLS P.A.C.E.®
11107 Sunset Hills Road, Suite 100
Reston, VA 20190
CA Accrediting Agency No: 0001

Wilhelm Boshoff
*Founder & Managing Director
at LabVine Learning*



LABORATORY MANAGEMENT
Seasonal School 2024

Event Speakers' Topics and Abstracts

DAY 1:

Team Management

🏠 KEYNOTE ADDRESS



Navigating Laboratory Leadership: What I've learned at the intersection of academia and the medical laboratory workplace.

By Dr. Rodney E. Rohde

Texas State University, College of Health Professions, Medical Laboratory Science Program

With an extensive career spanning over three decades in public healthcare and academia, I have evolved into what I term a hybrid professional, embodying a wealth of experience and insights at the intersection of these diverse domains. Throughout this tenure, I have had the privilege of observing the dynamic nature of leadership, gaining valuable perspectives that I am eager to impart in this presentation.

Understanding how to maximize workflows, maintain quality, and achieve favorable outcomes in the medical laboratory setting is crucial for ensuring efficient and effective operations, ultimately leading to improved patient care and outcomes. In this presentation, I will explore integrating emotional intelligence and soft skills into the technical education of laboratory professionals, underscoring the importance of holistic development in this field. Moreover, I will elucidate the transformative potential of industry-academic partnerships and continuing professional development initiatives exemplified by endeavors like the LabVine Laboratory Management Seasonal School. I will further discuss the increasing emphasis on mental health support and creating a culture of empathy within healthcare and academic institutions for the betterment of students and professionals.

Key Presentation Impact Points:

- ✓ *Laboratory Leadership*
- ✓ *Generational Differences*
- ✓ *Resources and Processes*
- ✓ *Workforce Shortages*
- ✓ *Soft Skills*
- ✓ *Partnership*
- ✓ *Emotional Intelligence*
- ✓ *Awareness and Visibility of our Profession*



LABORATORY MANAGEMENT

Seasonal School 2024

Event Speakers' Topics and Abstracts

DAY 1:

Team Management

SPEAKER 01



High-Performance Teams: Do you have what it takes?

By Cedrick LaFleur

LaFleur Leadership Institute

In the realm of organizational dynamics, the term "high-performance teams" often echoes as a catchphrase. Yet, the true essence of these teams remains elusive to many. This talk delves into unraveling the mysteries behind high-performance teams, exploring their formation, leadership requisites, and the myriad benefits they offer. By dissecting the three foundational levels of high performance, attendees will gain insights into the pivotal role of leadership in fostering such teams. Through the lens of modeling, connecting, and involving, the talk unveils the essence of authentic leadership, which is indispensable for nurturing high-performance environments. Furthermore, it outlines the benefits and challenges associated with high-performance teams, providing a roadmap for building, leading, and retaining such teams. Attendees will depart equipped with a comprehensive understanding of the characteristics that distinguish high-performance teams and actionable strategies for cultivating and sustaining them within their respective contexts.

Key Presentation Impact Points:

- ✓ *Understanding the Essence*
- ✓ *Leadership Imperatives*
- ✓ *Practical Strategies for Building and Sustaining High-Performance Teams*

SPEAKER 02



Enhancing Efficiency and Collaboration in the Lab Sector

By Dr. Branko Perunovic

Black Country Pathology Service

In response to challenges like professional shortages, the lab sector is evolving to streamline operations and foster collaboration. Consolidation efforts aim to optimize resources and service delivery while forming new teams faces hurdles due to skill shortages. The Black County Pathology Service merger project exemplifies this evolution, aiming to enhance efficiency and cooperation among hospitals through integration and standardization. Expected outcomes include streamlined workflows, reduced duplication of efforts, and a more positive laboratory culture characterized by teamwork and innovation. Advice for managers navigating these changes emphasizes transparent communication, prioritizing employee well-being, and embracing continuous improvement. Encouragement is provided to motivate managers amidst restructuring challenges, emphasizing the potential for positive transformation and their pivotal role in driving change.



LABORATORY MANAGEMENT

Seasonal School 2024

Event Speakers' Topics and Abstracts

DAY 2: Managing Laboratory Performance

📍 KEYNOTE ADDRESS



Opportunities for the Clinical Lab as Healthcare Evolves

By Jon Harol

Lighthouse Lab Services

Clinical laboratories are at the forefront of transformative opportunities in an evolving healthcare landscape. Explore the opportunities created when the laboratory establishes direct patient relationships. Have you ever wondered how the laboratory's role will change in an AI-powered world? Staffing challenges persist in a talent-scarce market. Tune in for some data analysis to win the staffing game.

SPEAKER 01



Inclusive Management 101: Growing your managerial toolbox for team success.

By Dr. Joanne Kamens

Culture Consultant and STEM Career Coaching

In today's competitive job market, it's evident that employees seek more value to feel fulfilled and committed to an organization. The key to attracting and retaining top talent lies in fostering an environment where each team member feels valued, included, and empowered to excel in their role. This necessitates a concerted effort from every manager to prioritize engagement and inclusion initiatives. A strong focus on management excellence not only enhances operational efficiency, it impacts employee satisfaction, retention, and overall organizational success.

With this in mind, this presentation aims to equip participants with carefully selected, practical tactics aimed at fostering a culture of inclusion within their teams. By implementing these strategies, managers can cultivate an environment where individuals feel heard, respected, and motivated to contribute their best work, thus driving sustained organizational performance and growth.

SPEAKER 02



The Impact of a Strong Team on Laboratory Operations

By Matthys Greeff

LTS Health Solutions

By implementing effective management practices, laboratory managers can build and maintain a motivated and strong team. This talk explores the impact of a motivated team across various aspects of laboratory operations, clinical services, and financial performance, using "The Figure of 8" LTS laboratory performance framework as a structure. The talk covers strategies for effective management and highlights the crucial role of inspired staff in driving continuous improvement. Ultimately, this talk aims to provide practical insights into the real-world impact of a strong and motivated laboratory team, which can only be achieved through effective team management.

Your Organizer and Host



LabVine™

SUPPORTING LABS TO MOVE THE WORLD!

Learn. Develop. Discover. Connect




Hanine van Deventer

Chief Executive Officer at LabVine

Hanine brings over 16 years of experience as a professional engineer, managing large-scale infrastructure projects. Renowned for her adept management of multidisciplinary projects, Hanine champions excellence through performance-driven initiatives.

Her proactive approach to change has positioned her as a leader in implementing innovative systems. Since 2020, she has steered LabVine towards unprecedented success, offering unparalleled support to laboratories globally. Under her leadership, LabVine has become synonymous with innovation and collaboration, providing comprehensive training programs and fostering dynamic partnerships.

Her dedication to driving continuous improvement sets the standard for laboratory management, ensuring a brighter and more innovative future for the industry.

e : hanine@labvinelearning.com

m: +27 82 565 4671

w: www.labvinelearning.com



<https://www.linkedin.com/in/hanine-van-deventer-944a0b84/>

Experience



Chief Executive Officer

LabVine
Mar 2020 - Present · 2 yrs 5 mos



Business Developer

Power of Process
Mar 2020 - Present · 2 yrs 5 mos



Professional Engineer

AECOM
Mar 2008 - Mar 2020 · 12 yrs 1 mo

Your Organizer and Host



Sinalo Lilitha France

Customer Success | Digital Marketing | Administration

Dedicated and results-driven professional with a proven track record in Customer Success, Digital Marketing, and Administration. Passionate about creating exceptional customer experiences and driving business growth through strategic digital marketing initiatives. Adept at managing administrative tasks with efficiency and precision.

e : admin@labvinelearning.com

m: +27 79 370 5414

w: www.labvinelearning.com



<https://www.linkedin.com/in/sinalolilithafrance/>

Experience



Administrator

LabVine
Sep 2023 - Present · 8 mos



Marketing Product Development

Qwili
Sep 2022 - Jul 2023 · 11 mos



Content Marketer

The Delta
Aug 2020 - Jun 2022 · 1 yr 11 mos



Speaker Bios

DAY 1



Dr. Rodney E. Rohde

Texas State University, College of Health Professions, Medical Laboratory Science Program



Rodney E. Rohde, PhD, SM(ASCP)CM, SVCM, MBCM, is Regent's and University Distinguished Professor and Chair of the Medical Laboratory Science Program, College of Health Professions, and Associate Director, Translational Health Research Center at Texas State University in San Marcos and an associate adjunct professor of biology at Austin Community College in Texas and is a board-certified specialist in virology, microbiology, and molecular biology with the American Society for Clinical Pathology.

During the #SARSCoV2 / #COVID19 pandemic and Mpox National Emergency, Doc R is the #1 quoted Texas State subject matter expert and has conducted over 200 interviews for podcasts, TV, newspapers, and internet sites, as well as delivered dozens of webinars and workshops at the international, national, state, and local levels. He has received numerous awards and honors during his career, and most recently, added to The Pathologist's PowerList 2020, 2022 and 2023 (global award), 2022 Cardinal Health Laboratory Excellence [global Advocacy], 2023 ASCP International Member Educator, and ASCP Career Ambassador.

Date: June 04, 2024

Time: 13:20-13:50 UTC

Address: Navigating Laboratory Leadership: What I've learned at the intersection of academia and the medical laboratory workplace

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/rodneyerohde/>



Cedrick LaFleur

LaFleur Leadership Institute

Cedrick LaFleur is a motivational and empowering Senior Executive with over 35 years of success across the healthcare sales, leadership, and sports industries. Cedrick has been married to Tammie for 37 years; they have two children, TreKessa (36 yrs old) and Patrick (30 yrs old).

Cedrick is the Visionary Author of The Blueprint to Manager Success and Million Dollar Beach House: My Journey to an EXTRAordinary Life.

Cedrick recently retired as Regional Sales Manager from Abbott Laboratories after serving 22 years. He served as a Clinical Lab Manager for 10 years with the US Air Force and civilian laboratories and is a certified Medical Laboratory Scientist (MLS) by American Medical Technologists.

Date: June 04, 2024

Time: 14:00-14:50 UTC

Address: High-Performance Teams: Do you have what it takes?

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/cedrick-lafleur-8991541/>



Speaker Bios



Dr. Branko Perunovic

Black Country Pathology Service

Branko is the Chief Medical Officer at Black Country Pathology Service, driving the consolidation and advancement of pathology services within the Black Country Integrated Care System. With over three decades of experience in histopathology and clinical leadership, he is dedicated to fostering safer, more effective, and sustainable healthcare practices. Branko's expertise lies in transforming pathology services, consolidating labs, and integrating digital innovations to improve patient care.

Passionate about collaborative teamwork, Dr. Perunovic believes that exceptional patient outcomes stem from seamless cooperation across organizational boundaries. His ultimate goal is to lead the pathology service to become the foremost provider, employer, and investment choice in healthcare, creating a patient-centric landscape where excellence is paramount.

Date: June 04, 2024

Time: 15:00-15:50 UTC

Address: Enhancing Efficiency and Collaboration in the Lab Sector

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/branko-perunovic-758129b/>



Speaker Bios

DAY 2



Jon Harol

Lighthouse Lab Services



Jon Harol is the President of Lighthouse Lab Services, which he founded in 2003. He has expanded the company's services to its current portfolio of clinical laboratory offerings. Lighthouse Lab Services comprises 150+ lab consultants servicing CLIA laboratories nationwide with its LIS software, Medical Lab Director Program, Clinical Validation Services, Recruiting/Staffing services, new lab startup program, and more. Jon is an Entrepreneur by nature; he completed the Scaling Ventures program at Harvard Business School and has founded several successful companies in the clinical laboratory space and beyond.

Date: June 05, 2024

Time: 13:20-13:50 UTC

Address: Opportunities for the Clinical Lab as Healthcare Evolves

VIEW ON LINKEDIN

<https://www.linkedin.com/in/labrecruiter/>



Dr. Joanne Kamens

Culture Consultant and STEM Career Coaching

Dr. Kamens received her PhD in genetics from Harvard Medical School and has had a varied career in academia, pharma, biotech and nonprofit. She founded the Boston chapter of the Association for Women in Science (MASS AWIS) after an entire week went by when she had no meetings with any other women. As Executive Director/CEO of the international biotechnology nonprofit, Addgene, Joanne implemented practical ways to create a diverse and inclusive workplace where every employee is able to thrive. She realized single digit employee turnover for a decade at Addgene - a Best Place to Work in Boston for 6 years running (#1 Best Place in 2016). She currently brings this unique scientist perspective and background to her current work as an equity & inclusion consultant. Joanne provides career coaching for STEM workers and advises on mentoring programs. She has been nominated for the Presidential Medal of Honor in STEM Mentoring.

Date: June 05, 2024

Time: 14:00-14:50 UTC

Address: Inclusive Management 101: Growing your managerial toolbox for team success

VIEW ON LINKEDIN

<https://www.linkedin.com/in/joannekamens/>



Speaker Bios

**Matthys Greeff***LTS Health Solutions*

With more than 15 years of experience consulting in the medical laboratory field, I have concentrated mostly on providing custom software solutions that can add significant value to my clients' business and services or reduce administrative overhead with easy-to-use and client-needs-directed applications.

An engagement will start with a good understanding of my client's business processes, process improvement or realignment, critical needs assessment, and then only the design and development of a targeted custom solution.

Proven and implemented solutions include decision support and reporting platforms, process capacity analysis simulators, information and document storage applications, and resource requirement calculators.

Date: June 05, 2024

Time: 15:00-15:50 UTC

Address: The Impact of a Strong Team on Laboratory Operations

VIEW ON LINKEDIN

<https://www.linkedin.com/in/matthys-greeff-42723a8/>



Preliminary Program Outline

June 04 - 05, 2024

TEAM MANAGEMENT

MANAGING LABORATORY PERFORMANCE

TIME (UTC)	TUESDAY	WEDNESDAY
13:00- 13:10	OPENING SHOW	OPENING SHOW
13:10- 13:20	WELCOMING BY LABVINE	WELCOMING BY LABVINE
13:20 - 13:50	<p>Navigating Laboratory Leadership: What I've learned at the intersection of academia and the medical laboratory workplace</p> <p>Keynote Speaker: Dr. Rodney E. Rohde from Texas State University, College of Health Professions, Medical Laboratory Science Program</p>	<p>Opportunities for the Clinical Lab as Healthcare Evolves</p> <p>Keynote Speaker: Jon Harol from Lighthouse Lab Services</p>
13:50 - 14:00	BREAK	BREAK
14:00 - 14:50	<p>High-Performance Teams: Do you have what it takes?</p> <p>Speaker: Cedrick LaFleur from LaFleur Leadership Institute</p>	<p>Inclusive Management 101: Growing your managerial toolbox for team success</p> <p>Speaker: Dr. Joanne Kamens from Culture Consultant and STEM Career Coaching</p>
14:50 - 15:00	BREAK	BREAK
15:00 - 15:50	<p>Enhancing Efficiency and Collaboration in the Lab Sector</p> <p>Speaker: Dr. Branko Perunovic from Black Country Pathology Service</p>	<p>The Impact of a Strong Team on Laboratory Operations</p> <p>Speaker: Matthys Greeff from LTS Health Solutions</p>
15:50 - 16:00	REFLECTION AND CLOSURE	REFLECTION AND CLOSURE

** This program is subject to change without prior notice.*

LMSS 2024 is an international, sponsored event, and attendance is free of charge. Delegates attending the entire event will receive a Certificate of Attendance. Contact us for more information.

LabVine™

POWER of PROCESS

RSA +27 82 565 4671
US +12 242 08 1300
UK +44 740 222 1955
E : info@labvinelearning.com
W : www.labvinelearning.com

Date: June 04-05, 2024
Time: 13:00 – 16:00 UTC Daily
Duration: 2 Days
Hosted By: [LabVine](#)
Location: Virtual Zoom Event

Attend, Present or become a Sponsor at the LMSS 2024.

FREE Registration



LABORATORY MANAGEMENT

Seasonal School 2024

REGISTER NOW

GET IN TOUCH

RSA: +27 82 565 4671

US: +12 242 08 1300

UK: +44 740 222 1955

E: info@labvinelearning.com

W: www.labvinelearning.com

LabVine™