

Cappy Sinclair

Why are you applying for this position?

Having been on the BOD for the last 4 years I have seen some great momentum in the board advancing for the future. I have also seen some trends that are negatively affecting organized dentistry on whole. I am applying for this position for several reasons that I feel are important:

One of the main reasons that I became involved with the AACD leadership from the beginning is that there are not enough younger dentists in leadership yet, and I would like to act as a liaison to show that we are needed for the growth and continuation of this academy.

I have had a great amount of help and mentorship in going through the accreditation process, and while it was not easy, it is possible. I am by no means the most talented dentist in the room, or the smartest, but I have tenacity and a strong work ethic, and I would imagine that there are multiple dentists out there either thinking about or are in process in the accreditation program that I can help as much as my mentors did for me.

Have you served on boards in the past? If so, what have you learned from this experience?

I have served both on the BOT and BOD. I have gone from a casual observer when just starting and learning the system, to an integral part of several committees. I have observed a board that took a whole year to get a few things accomplished to a board that has had to make some unpopular decisions, but for the sake of the budget. Each of these boards has had its success and challenges, and there will be similar situations in the future all which perspective and experience will help voice my advice.

We are you interested in learning about your leadership skills and organizational style. Tell us what we could expect and how you work with others. Be specific as possible.

In my office we utilize the DISC system for classification of communication behaviors with each other as well as patients. My communication and leadership behavior is the majority D trait which stand for Direct. It is this trait that I like to say allows me to voice maybe the unpopular opinion, but one that needs to be voice. I am not one for politicking just to share my opinion if someone has offered a similar view earlier. My points tend to be very direct and to the point, and in certain situations can be seen as harsh if the individual I am sharing them to is not of a D communication behavior. With that strong direct communication, one thing that I am aware of that I need to take time for is those who do need to share their opinion even if has been offered before. Taking the time to make sure that everyone has had time to share information is something that is not a natural tendency.

From a organizational style, I am more of a big picture and not as much of a detail oriented person. I am better suited for items that require potential outside the box, or creative thinking as opposed to setting up a procedural itemized flow chart or reviewing bylaws.

Serving the AACD requires people to take on projects and see them to completion, often working with others to accomplish specific goals. Tell us about your accomplishments and approach to fulfilling obligations.

One of my proudest accomplishments to this day has been starting my business. I started a dental practice from scratch 7 years ago and have grown to a 3 doctor multi location practice that has not compromised on my initial mission or vision. However, none of it would be possible on my own. I am surrounded by a team of 22 different individuals with different responsibilities and we have all been united for a common goal of growing a practice that is unique to our area. Owning a dental business is unlike any other occupation where you are focused on a technical skill, but at the same time marketing yourself and your services in a medical field. Like many dentists I came from a background with little to no business training but have surrounded myself with experts in the field to help learn from their experiences both successful and not.

As stated earlier, process mapping is not my strength...my strength is the vision and then finding those like-minded individuals that will help see it to fruition. Without a team that supports the vision or at the very least knows where they are going, then even the best leader is going to fail to succeed.

The AACD offers our members a superb opportunity to form friendships which could be brought into conflict when policy decisions or approaches must be addressed. Tell us about how you might balance those friendships when policy or ethical issues create such a conflict.

As stated earlier I have been on the board when I have sided with the minority opinion. When I am a board member I am not serving my interests, but to those members whom I represent. I think my representation of a younger demographic may have conflicting opinions from some of our other members. However, it is my duty to express those. I can say though that the other members are just doing the same as myself, representing the membership. At the end of the day we are all looking to improve the academy from one year to the next.

What do you bring to this position that is unique or distinctive? How will you make a difference?

I think I bring several items to this position that are unique

I am a dentist that is 10 years out of school (Does that still make me a “young” dentist haha) I can provide this insight for a little while longer as to what younger dentists are looking for from organized dentistry

I have been on the board for the past 2 terms. It will take me less time to get up and running with the board on specific items on the agenda

Please give us an idea of where you see your interests and expertise supporting the advancement of the AACD Strategic plan and reflecting an alignment with the Academy’s core purpose.

The past 3 years my involvement has been heavily with creating online content for the AACD. I have been a huge proponent of this for many reasons such as reducing reliance upon outside education sources, being able to provide another profit center for the academy outside membership and the scientific session, be able to curate our scientific session better towards our members, and most importantly continuing on the legacy of some of the best education out there.

Ultimately, the purpose of serving the AACD is to support our membership. Tell us how you see yourself relating to the membership and forming a bridge between the Board and our members

As I shared earlier, the accreditation process wasn’t easy, and I am not the worlds most gifted dentist. However, I am one who has solid work ethic and tenacity, and I think there are many other dentists out there either in the process for accreditation or are looking to begin and need that pep talk. I have had some phenomenal mentors during my time in the accreditation process and I know can provide hope and guidance to some of those members out there.

Please list any leadership courses or webinars taken. **Leadership training is highly recommended**

DISC behavioral leadership training

Annual leadership and Board training at the AACD in June 2014-2019

What else should we know in order to consider you as an applicant for this position?

We are expecting another baby July 2nd 2020, so there is a slight chance I wouldn’t be available for the June board meeting if Lauren delivers early.

Has any dental licensing board taken adverse action against your license or is there any action pending?
If

yes, please explain

no

l) Have you ever been convicted of a felony or are there any charges pending or under investigation? If yes,

please explain

no