



## **Lotoya Beard**

### **2022 Candidate for Advisory Board Region 4 Representative**

#### **Bio**

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Starting my career in Program Management after earning my engineering degrees, I did not realize my career would shift into healthcare. From the start of my career in healthcare facilities management, to now 10 years in and growing, I have developed professional and personal experiences to gain insight and knowledge to support my facility and team. I have worked hard from starting as an Engineer I to Executive Director by serving in many roles that allowed me to support my facility in providing an excellent environment of care.

I am currently active in the Alabama Society for Engineering as the chairman for the Resolution Committee and the State of Alabama Elevator Safety Review Board. Recently obtaining the CHFM designation, I have so far to go and look forward to this journey in healthcare.

#### **Candidate Questionnaire**

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**1. As the health care landscape continues to change, what are some of the common challenges facing the entire ASHE membership?**

A common challenge facing the entire ASHE membership is the decline in skilled tradespeople. From retirements and outside competitive salaries, the industry is significantly losing more people than gaining. We share this struggle while supporting an industry that is in constant demand. Tradespeople are disappearing from the industry due to the lack of technical schooling being offered and stigmas that plague the different industries. We must work together to create a plan to address this shortage. Many skilled trade industries are creating strategic plans to recruit and train to fill roles that industries like construction and healthcare are struggling to fill, but this is not for a single organization to address single handily. These struggles span from the skilled trade of Electricians to Nurses. The struggles of filling vacancies with the shortage of workers are not new but have been exasperated by the pandemic and will not end soon without true strategic efforts to address it.

**2. What can ASHE do to ensure that the needs of all members are being met?**

ASHE currently does a great job of meeting members' needs by offering education, certification, collaborative spaces, and resources. An additional resource has already been implemented, which was stated at the recent Annual Conference, mentorship. The mentorship program initiative could be expanded to all local ASHE chapters by providing direct guidance on how to create a local mentorship program. Mentorship programs will help with recruitment, succession planning, networking, and the longevity of the industry.

The mentorship will allow local members to share more direct knowledge and ideas and encourages less experienced members in gaining expertise and building a professional network. Mentors can be matched with mentees by physical locations, subject matter expertise, healthcare-specific industry, interests, and other items. The program may entail rapport-building exercises, training opportunities, and collaborative goals that build the confidence and

experience of the mentee while simultaneously creating an effort to pass what was learned along to others.

**3. The Advisory Board sets the vision and strategic direction for the organization. What specific initiatives would you like to accomplish to help advance the ASHE strategic plan?**

I would like to assist ASHE with a strategic plan to address Mental Wellness. Mental Wellness is incorporating initiatives that address the “soft” side of members by creating numerous pathways to resources and education like physical health efforts to practice mindfulness initiatives. In most of our lives, we focus on the “hard” skills daily. Those skills are what allow our organizations to trust us in the management of our facilities. Addressing the “soft” skills strengthens our mental, emotional, social, physical, and psychological aspects. Our industry demands resiliency, and it is what we do day to day as we address issues that arise and move on to the next issues to resolve. With the mental wellness initiative, it allows for shared coping skills, insight, compassion, and the direct acknowledgment of the shared struggles and dedication we all work to have. This creates a space for members to connect with one another and directly share the sentiments of one another’s experiences and endeavors.

**4. What professional or personal experiences have helped prepare you to serve as an ASHE leader?**

The combination of my professional and personal experiences has prepared me to serve as an ASHE Leader. In my multifaceted life, from being a Band Booster to a leader in my organization’s operations and maintenance department, I have gained the skills and experience to earn respect and support to accomplish goals and complete tasks. This entails building trust and camaraderie amongst my teams and displaying my consistent dedication to all the roles I fill.

My experiences span from leading initiatives, being a team member executing directions and being the direct right hand. In all those roles I share the same passion for fully pursuing all my endeavors and successfully completing tasks.

All of these experiences share the sentiment of teamwork and that regardless of my role, the collaboration efforts contributed to me gaining relationships and experiences to potentially serve as an ASHE leader. And my experience is constantly growing because I am dedicated to learning.