

Advanced Immuno-Oncology (I-O) ChangeMakers

Action Learning Projects to Improve Cancer Care

Project Title	Strengthening leadership skills to navigate I-O biomarker challenges in the lab
Problem/Challenge	I identified the need to develop my personal leadership skills so that I may better navigate the challenges pathologists often encounter around immuno-oncology testing in various practice settings.
Aim/Goal	Strengthen my personal leadership skills and apply them in my future workplace setting
Key Interventions	I am currently not working in a healthcare institution, so I created a leadership development plan for myself as I considered my future role and returned to a clinical setting. My personal leadership self-development plan included leadership topics such as navigating conflict, team dynamics, change management, and situational leadership. The online modules from the ASCP Leadership Certificate were very helpful as we discussed challenging situations in our workplaces. During the ChangeMakers meetings, I was inspired to strengthen my leadership skills as I heard others share their experiences navigating complex challenges in the lab.
Summary of Results	After working on my personal leadership journey, my conclusions were as follows: (1) Since the majority of patients with cancer are treated in the community, there is a need for standardization across laboratories (nationally and globally) for immuno-oncology biomarker assays. (2) There is a need to spread education among all kinds of practices. (3) Achieving the first two needs in the community would help to contain costs, reduce unnecessary testing, and ensure appropriate testing for patients who would benefit from testing for immuno-oncology therapeutic choices. (4) The current assays we have for immuno-oncology biomarkers are imperfect biomarkers for predicting response. Further research is needed in this area.
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