

## **Mohan Bhuvaneshwaran, MDS, AAACD**

**AACD Member Since**  
2008

### **What position are you applying for?**

☒ Vice President - Board of Directors

### **Are you an Accredited Member?**

☒ Yes

### **Provide your condensed bio in one paragraph**

Mohan Bhuvaneshwaran was born in the year 1974 in the southern part of India, living in the city Chennai, state of Tamil Nadu. A state with a lot of cultural heritage. Comes from a small family of Engineers and the first Dentist in the Family. Has one sister, settled in Columbus, Ohio. Got married in the year 2002, Wife is a Home maker and blessed with two children a daughter and a son. Daughter is presently pursuing Bio Technology in Regenerative Medicine. and son is in the eighth grade. Fun loving person always extends helping hands to all. Loves to make new friends round the globe. Has travelled to many countries and made many friends. Has good baking skills and spends quite some time preparing exclusive dishes. Has good leadership qualities and organisational skills. Has a great vision to work towards the upliftment of the profession.

### **List current or previous volunteer leadership positions (committees/boards) you've held within the AACD**

2021 to 2023 - Completed two year term as Board of Director

Presently serving the second term as BOD

### **Describe any leadership experience you've had within your community or other dental organizations**

Joint Secretary - Indian Association of Conservative Dentistry and Endodontics - 9 years

Honorary General Secretary - Indian Association of Conservative Dentistry and Endodontics - 5 years

President - Academy of Cosmetic Dentistry of India - affiliate of AACD - 5 years

President - American Board of Cosmetic and Esthetic Dentistry - 1 year

Vice President - Asia Oceanic Federation of Conservative Dentistry ( Cons Asia ) - 4 years

President Elect - Asia Oceanic Federation of Conservative Dentistry ( Cons Asia ) - Present Position

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

Yes, I completed my two year term as a Board of Director and I am right now serving in the same position . I have also served as the President of ABCED and worked diligently in that capacity. In the past and in present as a BOD , I have learnt a lot of things about leadership. I have completely understood the strategic Vision of our Academy and how to diligently execute the vision. During this period it got tuned in make the right decision without any bias and thinking only of the benefit of AACD. How to move forward as team, keeping aside all the difference of opinions was a big learning for me. How to keep all the bias out of the board room and not get influenced by anything was an another learning point . I thank all of them in Board who taught and imparted of this into me. I also learnt about getting ready with new projects and getting them executed in a perfect. Always to think in the direction that will best benefit out members and our Academy

### **Why are you applying for this position?**

I have completed my two year term in the Board and now in my second term. During this period I was able to deliver what was required to the best of my abilities. I now strongly believe, that if I do get an opportunity to lead the Academy especially during these crucial times I will ,for sure will be able to continue the good work and bring positive changes in our Academy. Personally, I feel that the most meaningful way to succeed as a leader is by inspiring other members and helping them achieve their goals.

My main focus will be to work as a TEAM with other directors and staff to help move the Academy forward and also to focus on the goals of strategic plans. As an engaging communicator with a proven track record in scheduling, my focus on building strong professional relationships has been a beneficial asset throughout my career.

I have been a member of AACD for more than 15 years. Over the years, I have volunteered in many positions in the Academy, spread the information and vision of AACD all over my country (INDIA) and other Asian countries, too. I have been spreading the Mission and Vision of AACD by various University Outreach Programs that I have conducted. I am also strongly working with the Member Relations Ad Hoc committee. I have been diligently working on welcoming the new members and also helping with the retention of our old members. I believe I would be an excellent asset in carrying out the strategic plans of AACD by bringing in more members to our Academy and by increasing the visibility of AACD in my country and other Asian Countries. I am excited to contribute as a leader for take our Academy to bring more positive changes.

**What is your vision for the future of the AACD?**

I have a very clear vision that is in line with the Strategic plan of the Academy. Right now, there are certain burning issues in our Academy. My vision and energy will sure be in that direction. Developing a good culture of attraction, improving our membership status and developing new ideas for generating income would be the key elements. This is a crucial period in our Academy and I want to be there and strongly support to the big growth that our Academy needs now. Help staff members to achieve all these goals and support them in all possible ways. I will always dedicate my time and energy in that direction. In short am ready to do anything for the growth of AACD.

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

Leadership is the art of moderating & inspiring people to achieve their goals. Just as life, leadership is a journey. I feel one must continue to learn in order to lead.

My journey started as early as 2006 when I took over as the Joint Secretary of the Indian Association of Conservative Dentistry and Endodontics which is my specialty as a Post Graduate . I closely worked with the Secretary in formulating many projects and in the upbringing of the Association. In the year 2015, I got elected as the Secretary of the Association and served for 5 years. During this time, there was a phenomenal growth of the Association with lot of new innovative activities and ideas to attract new members. Many of us worked together as a team to achieve this success. As a result, the membership and the financial status improved a great deal.

I also wanted to start the AACD affiliate in INDIA for the reasons mentioned earlier. My dream came true in the year 2016. We again worked as a team and we have beautifully grown the affiliate and attracted many dentists. I won the best affiliate leader award of AACD in the year 2017. We have organized 7 successful conferences. We are right now planning our 8 th annual session next year in a big way We as a team are working towards a very clear vision of promoting AACD. Since 2015, a large group from India has come to the AACD annual conference. I have also motivated many to take up the accreditation journey.

I was one of the key person in the formation of AOFCD - Asia Oceanic Federation of Conservative Dentistry - Cons Asia. I have been working closely with the group and we formed this new Association and successfully conducted the 1st Cons Asia in Seoul, in November 2019.

I got elected for the post of BOD in the year 2021 and served the Board in the best possible way and trying to bring positive changes. Together as a team we have made a lot of decisions in these crucial times to uplift our Academy. I have always put the growth of our Academy in the front and moved in that direction.

I lead by taking action, demonstrating what needs to be done, and keeping my team organized to make sure we're all on the same page and contributing equally. I try to develop myself physically, personally and professionally every day. Some of the characteristics that I have, that qualify me for this position is a strong desire to excel, determination to accomplish the given

work. I am an extremely good fiscal manager as demonstrated by managing my office and home efficiently, thus allowing me to reach financial freedom in the face of many challenges.

I think my strength as a leader is effective delegation and communication. I am always trying to delegate tasks to whoever is best equipped to perform well in the task, and I try to communicate clearly what needs to be done and why.

**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.**

When I am a committee member or a leader at my office, I always begin with the end in mind. My objective is to energize my team, gain their commitment and provide directions in getting themselves involved in the process. The vision then becomes “our vision” or “the team’s vision”.

As a BOD, I have also been a member of the Member Relations Ad Hoc Committee. We have developed an outreach strategy for building and continuing relationship with our new members. We want to share with them AACD’s vision so that those members with similar values and beliefs can relate. I have been quite successful in this role and was able to bring quite a few new members to our Academy. In our last scientific session there was a huge number delegates from India, will sure strive hard in the future to bring more numbers and get them involved in the accreditation process.

When working for the association I always make sure that there will be no personal agenda and always think what would be the best for the Association without any vested interest. I always think and work for the future since I believe, only Politicians work for the next election and Visionaries work for the next Generation. I want to be a visionary of this Academy.

I have been acknowledged for my work at AACD by being the recipient of an EVY AWARD for Outstanding service in 2020.

**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.**

In terms of making unbiased decision in situations where friendships and policy/ethical decision clash, I know I will put the core values of AACD first and forward. I have been successfully doing this during my tenure. Everyone in the ABCD and BOD are my good friends but I made sure that never affected in my decision making in any way. I can manage boundaries appropriately so as not to appear to be leveraging relationships unfairly or creating environment of favoritism. I also believe in leaving any conflicts at door when the board makes a decision, I will speak as one voice with my fellow Board Members.

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

As an accredited member I feel responsible in spreading AACD’s vision and information to my fellow colleagues in my country and round the globe. I am driven in terms of wanting to give members an exceptional “impression” of the ideas of AACD and inspire them. Many new members from India have got inspired and joined the academy. I developed many projects and conducted conferences to provide members the opportunities for engagement and to learn from lectures made by like-minded individuals who could inspire them to achieve more than they ever could have imagined. I have worked closely with the dentists round the globe and made a personal connection with them and then talk about our Academy and bring them in. An EMOTIONAL ATTACHMENT is that which brought me so far, almost from another corner of the world. Today, what is missing is the personal connection as we are so ruled by machines. I will work in breaking that and bringing up human relationships which are the key factor in our growth. We need to remember “Friends bring Friends”, human values and relationship never die,

Posts and Positions are temporary. Let’s build a joyful Academy with lot of Love and Affection among us and for AACD too. I have been successfully been doing the same during my tenure as a BOD. The uniqueness here is also the person living so far, is ready to give all his time and energy to the growth of the Academy.

**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.**

I feel it is imperative to create an environment at AACD where our members feel safe to share their

every-day challenges and experiences in their practice without being judged. Many new members join with aspirations of wanting to learn and provide comprehensive cosmetic dentistry to their patients, but they don't know what path to take. I would like to create pathways to help them achieve their goals, which is one of the most important goal of our Academy. The growth of AACD depends on our ability to attract members, as mentioned earlier I would like to work in that direction. Sometimes new members believe that they can't become accredited to reach a particular level and also lately, there is an impression that this academy focuses only on accredited members. I personally feel that the organization should work on this to guide them, and help them sharpen their skills and thought processes necessary to deliver the high-quality dentistry they aspire to do.

During the first year of membership, half of all new members don't experience the value of membership and choose not to renew. For that reason, I believe we should re-evaluate and rework the Affiliate network to achieve a win-win arrangement. Working for the members relationship committee, I feel I have been successful in this regard.

At the Scientific Session, we must find other ways to nurture them in person via Continuums and Affiliates and networking opportunities via welcome calls, discussion forum and becoming involved with the New Member Adviser program.

The next aspect is to improve the financial status of our academy. Membership fee and the profit from the Scientific Session are our biggest source of revenue. We need to work on newer ideas in cost reduction and at the same time make sure it's not obviously seen. We need to explore a different model than we're currently using. Especially during this prevailing situation of financial break down, we will lose some of our sponsors. We need to work on some equation wherein we can find a path that would benefit both of us such as increasing the hands-on workshop in the annual session and giving more table space for the sponsors close to the room since many don't go to the exhibit hall. Also, the design of the exhibit hall can be changed so that no one misses out on anything. Also, we need to look into online Continuing Education programs with sponsors and conduct workshops on regular basis.

**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.**

For years I have had a tremendous love and passion for what the academy has done for me. Without being on the board, I used to share my passion on how being an accredited member of AACD community, helped me grow as a restorative dentist and as a person. I have connected with general members over the years and helped them in their progress in reaching the accreditation goal. Now me being in this position has motivated a lot to get involved in AACD. I have always inspired and motivated fellow members and accreditation candidates by sharing my passion and journey to them. I want to make a difference and inspire more members to reach the highest level of cosmetic excellence that they desire to achieve. I will give 100% to make sure that there is connection with the general members and give them the confidence that the Board is working for them.

**What unique ideas do you have to build and grow our membership?**

I feel the personal touch to the membership will make a huge difference. The formula with which we work in the Member Relations Ad Hoc committee has been very successful. As mentioned earlier, a stronger link with the members will be the key to success. Conducting online lectures for non-members and attracting them by giving quality education will surely attract these non-members to become members. The other missing part is the quality dental education and people teaching from heart. We are in excess in this and need to make it visible. Promoting ourselves more in social media will be a good tool for attracting members.

Once people get to know that this academy is not, yet another association, but dedicated to quality dental education with personal touches, we will definitely grow. I think this will be the key to success.

We need to focus on two key factors, one is improve membership and the other is increase our income. Our main source of income is from the membership and the annual scientific session. We need to figure out other ways to increase the same. I have already proposed out conducting additional hands on

programs not in US but outside US too. I am sure that will not only increase the educational value of AACD, but also generate income.

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

I have read books based on leadership development by Adam Grant, Robin Sharma, John C. Maxwell and others. I have also attended lectures based on development of effective leadership skills. During my tenure always attended all the leadership program and improved my leadership skills.

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

For those of you who may not know me personally, I am very committed in following through with projects—not just in the short term of development of a new program, but brainstorming ways of how goals can be improved, re-evaluated and kept going for the long term. I am dedicated and sincere to the work given to me. Nothing distracts me during this journey. Duties given to me will be perfectly executed. Dedication and Sincerity are the two words that define me and brought me all this far. I can proudly tell that consistently in whatever I do has been my key for success