



**IVF ACADEMY USA
THE LABORATORY SCHOOL**

PROGRAM GUIDE

**Executive IVF Lab Mentorship
Program**

*Developing the Next Generation of IVF Laboratory
Leaders*

**8 Weeks · 15 Contact Hours · Live Virtual Mentorship
Led by Dr. Tony Anderson, D.H.Sc., ELD (ABB)**

Executive Lab Mentorship Program Guide
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ivfacademyusa.com · (210) 988-6645 · 4515 N Loop 1604 W., Suite 201, San Antonio, TX 78249

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1. Program Overview

The Executive IVF Lab Mentorship Program is an 8-week, live virtual leadership program created for embryology and laboratory professionals ready to move into — or grow within — leadership roles. Delivered by IVF Academy USA's Laboratory School and led personally by Dr. Tony Anderson, the program is built around a simple premise: technical excellence gets you into the lab, but leadership skill is what determines how far you go once you're there.

Rather than revisiting embryology technique, the curriculum focuses squarely on the skills that define laboratory leadership — leading people, protecting quality, managing budgets, making high-stakes clinical and business decisions, and communicating with confidence to physicians and executives.

Length	8 weeks
Format	7 live virtual mentorship sessions (2 hours each) + 1 private executive coaching session (1 hour)
Hours	15 total contact hours
Instructor	Dr. Tony Anderson, D.H.Sc., ELD (ABB)
Delivery	100% Online Coursework and virtual live sessions via video conference — no travel required

Program Goal:

- Develop the knowledge, confidence, and leadership skills necessary to successfully manage an IVF laboratory while improving laboratory performance, patient outcomes, and team engagement.
- Build capability in leadership, quality systems, finance, communication, hiring, and strategic thinking — not technical embryology alone.

2. Who Should Enroll

This program is designed for:

- Senior Embryologists
- Laboratory Supervisors
- Laboratory Managers
- Laboratory Directors
- New IVF Leaders
- Individuals preparing for leadership positions

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3. Meet Your Mentor — Dr. Tony Anderson



Dr. Tony Anderson, D.H.Sc., ELD (ABB), is the Founder and CEO of IVF Academy USA and Dean of its Laboratory School. He is a nationally recognized embryology laboratory director with more than 25 years of experience building, directing, and improving IVF laboratories.

Dr. Anderson earned his Master's in Clinical Embryology from the University of Leeds, England, where he studied under mentors who pioneered the birth of Louise Brown, the world's first IVF baby. Over the course of his career, he has directed laboratory operations for leading fertility networks, published research spanning embryonic development, cryopreservation, and genomics, and regularly presents and lectures at national conferences.

He is also a founding partner of Pozitivf Fertility, where he applies Toyota Production System methodology to reduce the cost and improve the accessibility of fertility care. Through IVF Academy USA's Laboratory School, Dr. Anderson has personally trained and mentored embryologists and laboratory leaders now working at premier clinics across the country, including NYU Langone, CCRM, and Shady Grove.



In this program, that same mentorship becomes personal: in addition to seven live group sessions, every participant receives one hour of private, one-on-one executive coaching directly with Dr. Anderson

4. About IVF Academy USA & The Laboratory School

IVF Academy USA is a leading fertility education and training institution based in San Antonio, Texas, dedicated to advancing the field of in vitro fertilization and fertility care through rigorous, practical, professional education.

The Laboratory School is IVF Academy USA's hands-on embryology and laboratory leadership training program, delivered from inside an active IVF laboratory so participants train alongside real clinical practice — not in a classroom removed from it. Its graduates go on to build careers at premier fertility clinics nationwide, a track record built on the same rigor and mentorship you'll experience in this program.

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5. Learning Outcomes

By the end of this program, you will be able to:

- Lead high-performing IVF laboratory teams
- Build and sustain quality management systems
- Resolve personnel and staffing issues with confidence
- Use KPIs to drive laboratory decisions
- Evaluate and adopt new technologies responsibly
- Manage laboratory budgets and capital planning
- Communicate effectively with physicians, executives, and teams
- Develop and execute a long-term personal leadership plan

6. Week-by-Week Curriculum

Fifteen contact hours across eight weeks — seven live group mentorship sessions plus one private coaching session — each building toward a complete, personal leadership strategic plan.

WEEK 1 Thinking Like a Leader

- Transitioning from performer to leader
- Leadership styles
- Emotional intelligence
- Decision-making
- Leading during uncertainty

Assignment: *Personal leadership vision*

WEEK 2 Building High-Performing Teams

- Hiring and interviewing
- Coaching and accountability
- Conflict resolution
- Retention
- Case studies on staffing challenges

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6. Week-by-Week Curriculum, continued

WEEK 3 Quality Systems and Risk Management

- Quality culture and KPIs
- CAPA (Corrective and Preventive Action)
- Root Cause Analysis
- Audits and human factors
- **Exercise:** *Root Cause Analysis case study*

WEEK 4 Clinical Decision Making

- Evidence-based decisions
- Technology adoption and validation studies
- Managing physicians
- Troubleshooting
- Innovation vs. safety

Exercise: *Clinical case studies*

WEEK 5 Laboratory Business and Financial Intelligence

- Budgets and capital equipment
- Return on investment (ROI)
- Staffing models and inventory
- Vendor negotiations

Exercise: *Build a business case*

WEEK 6 Communication and Influence

- Executive communication
- Physician relationships
- Presenting KPIs, meetings, and reports
- Public speaking

Exercise: *Present your data*

6. Week-by-Week Curriculum, continued

WEEK 7 Building Your Own Leadership Brand

- Career planning and networking
- Research and publishing
- Mentorship and personal branding
- Final leadership strategic plan

Exercise: Write your personal mission statement

WEEK 8 One-on-One Executive Mentorship

- A private, one-hour coaching session tailored to your goals — career planning, laboratory challenges, leadership development, budgeting, inspections, research, and action planning.

7. What's Included

Every participant receives a full toolkit designed to be used on the job immediately, including:

- Presentation templates
- Leadership workbook
- Case studies
- Weekly exercises
- KPI dashboard examples
- Root Cause Analysis (RCA) template
- Interview guide
- Performance review template
- Budget worksheet
- Vendor evaluation scorecard
- Presentation templates

8. Program Format & Schedule

The program runs live over video conference so you can participate from your own laboratory or home office — no travel required.

- 7 live virtual mentorship sessions, 2 hours each, held weekly
- 1 private, one-on-one executive coaching session, 1 hour, scheduled individually
- Total of 15 contact hours over 8 weeks

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8. Program Format & Schedule continued

Upcoming cohort:

- Start date: [Cohort Start Date]
- Weekly session day/time: [Session Day & Time]
- Cohort size: [Seats Available] — enrollment is limited to preserve small-group mentorship

9. Tuition & Enrollment

- Tuition: [Tuition Investment]
- Payment plans: [Payment Plan Details]
- Application deadline: [Application Deadline]



Contact our admissions team at admissions@ivfacademyusa.com for current tuition, payment options, and available start dates.

10. How to Apply

- Call or submit an inquiry to speak with an Admissions Advisor: (210) 988-6645
- Complete your application: [Application/Enrollment Link]
- Secure your seat with your deposit/tuition payment
- Receive your welcome packet and pre-work ahead of Week 1

11. Frequently Asked Questions

- **Do I need to be in a management role already to enroll?**
No. This program is designed for both current leaders and high-performing embryologists preparing to step into a leadership role for the first time.
- **Is this a technical embryology course?**
No. The curriculum focuses on leadership, quality systems, finance, communication, hiring, and strategic thinking — the skills that determine success once you're already technically proficient.

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11. Frequently Asked Questions, continued

- **What does the private coaching session cover?**

Your Week 8 session is a private hour with Dr. Anderson, tailored to your specific goals — career planning, laboratory challenges, leadership development, budgeting, inspections, research, or action planning.

- **What if I miss a live session?**

Contact your Admissions Advisor about make-up options and recordings for your cohort:

[\[Attendance/Recording Policy\]](#).

12. Contact Us

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