



LABORATORY MANAGEMENT
Seasonal School 2025

———— JUNE 04 – 05, 2025 ————

FutureLab:
**The Laboratory as a
Strategic Business Engine**

2-DAY LIVE VIRTUAL EVENT PROSPECTUS

LabVine™

Welcome to LMSS 2025

Welcome to the Laboratory Management Seasonal School (LMSS) 2025, an exciting two-day virtual event taking place June 4-5, 2025.

In an era of constant change and increasing complexity, laboratories have emerged as far more than technical support units—they are dynamic, strategic business engines that drive innovation, deliver value, and shape the competitive edge of organizations. The LMSS 2025 embraces this evolution with its forward-thinking theme: "FutureLab: The Laboratory as a Strategic Business Engine."

Over two immersive days, LMSS 2025 brings together laboratory professionals, emerging leaders, and business innovators for a transformative virtual experience. Participants will explore the expanding role of laboratories in modern enterprises through expert-led sessions, interactive discussions, and practical examples. From leadership and workforce planning to emotional intelligence and strategic process improvement, this event delivers practical, actionable tools to help labs thrive in a results-driven world.

As you explore this prospectus, you'll find a rich lineup of speakers, topics, and engaging opportunities. Whether you're looking to strengthen your leadership skills, future-proof your lab operations, or gain insight into the latest management trends and technologies, LMSS 2025 is your gateway to next-level laboratory excellence.

Join us as we reimagine what laboratories can achieve—together.



Daily sessions
**start at 13:00
UTC and end at
16:00 UTC.**



Daily sessions will
**consist of two 40
minute speaker
slots**, each covering
a different topic
based on the day's
theme.



A **keynote speaker**
will address each
day, leading with a
30 minute slot,
kicking off the day's
proceedings.



Knowledge sharing
and transfer will
happen through
interactive,
facilitated sessions
delivered **virtually.**



This is an
international
sponsored
event and is
free of charge.

We have included an overview of the course content and provisional program. Delegates can look forward to the below educational benefits and outcomes:

- ✓ 6 Contact Hours - American Society for Clinical Laboratory Science (PACE)
- ✓ 6 CEUs - Society of Medical Laboratory Technology of South Africa (SMLTSA)
- ✓ Free LabVine Membership
- ✓ Valuable Insights
- ✓ Accredited Certificate of Attendance

Good luck and enjoy the program.

Wilhelm Boshoff
Founder & Managing Director
at LabVine Learning



ASCLS P.A.C.E.®
11107 Sunset Hills Road, Suite 100
Reston, VA 20190
CA Accrediting Agency No: 0001



Thank You to Our Sponsors

Platinum Sponsor

ThermoFisher
S C I E N T I F I C

Silver Sponsors



TRANSFORMING LABS
EMPOWERING FUTURES





EVENT SPEAKERS' TOPICS AND ABSTRACTS

DAY 1:

The Laboratory as a Value-Generating Engine

📌 KEYNOTE ADDRESS



How Labs Can Ensure Testing Access

By Chris Wolski

Clinical Lab Products

Limited access to clinical testing affects up to 40% of the global population, leading to delays in care and rising healthcare costs. Laboratories face significant barriers to expanding access, including limited technological investment, staffing shortages, and reimbursement constraints.

This presentation explores practical, real-world strategies that laboratories can adopt to address these challenges. Short-term solutions include repurposing COVID-era equipment, investing in automation, bringing testing in-house to cut costs and turnaround times, and creating para-professional roles to support clinical staff.

Long-term efforts must focus on workforce development through targeted recruitment and education, as well as rethinking delivery models to optimize lab capacity for complex testing.

By creatively addressing technological, personnel, and economic pressures, laboratories can play a crucial role in expanding access to diagnostic services, thereby enhancing both patient outcomes and their sustainability.

SPEAKER 01



From Purpose to Performance: Building High-Functioning Lab Teams

By Colin Bullen

Virtuositeam

Words and actions shape laboratory culture. This presentation explores how aligning around a clear, shared purpose creates the foundation for high performance. By fostering active listening, providing meaningful feedback, and managing conflicts effectively, labs can become psychologically safe, inclusive, and high-functioning.

When teams are collectively aligned with their mission, they become energized and self-motivated, setting goals that support their purpose. Success is shared, driven by a mindset of "if they succeed, so do I." High-performing labs identify and uphold behaviors that drive success, while rejecting those that undermine it. Fairness, inclusivity, and a sense of shared fate reinforce team cohesion. Above all, team members feel free to be themselves, are valued, heard, and feel safe expressing their ideas.

Through clear direction, authentic communication, and consistent appreciation, lab leaders can transform their teams into thriving, purpose-driven powerhouses. Join us to discover how purpose-led leadership translates into high-impact, resilient laboratory teams.



EVENT SPEAKERS' TOPICS AND ABSTRACTS

DAY 1:

The Laboratory as a Value-Generating Engine

SPEAKER 02



The Shift from Public to Private Operational Models in Genetic Testing Laboratories: Focus on Efficiency and Cost Management

By Yogesh Prasad

Biosecure ID Limited

This presentation addresses the growing shift toward private and hybrid operational models, focusing on how public laboratories can adopt business-oriented practices to improve performance without sacrificing quality or compliance. The session is designed for laboratory directors, operations managers, and quality officers seeking to:

- ✓ Improve throughput and reduce turnaround time without significant capital expenditure
- ✓ Minimize waste and enhance resource utilization
- ✓ Design unit-process-based workflows that scale with fluctuating demand
- ✓ Decentralize operations while maintaining chain-of-custody and quality standards
- ✓ Sustain positive cash flow and operational resilience under constrained funding
- ✓ Tackle staff turnover by implementing robust, standardized, and simplified processes

We will explore the core question: How can labs do more with less without compromising accuracy, quality, or accreditation? And propose practical strategies, performance metrics, and implementation roadmaps to help operational leaders transition toward cleaner, more sustainable lab models.



EVENT SPEAKERS' TOPICS AND ABSTRACTS

DAY 2:

Leadership, Workforce Planning, and Future Trends

KEYNOTE ADDRESS



Leading with Emotional Intelligence

By Taranjeet Singh

Rayat Bahra University

Emotional Intelligence (EI) is a critical component of effective leadership, enabling leaders to manage their own emotions while understanding and influencing the emotions of others. Leaders with high emotional intelligence (EI) foster trust, motivation, and collaboration, ultimately cultivating a productive and positive work environment.

Key elements include self-awareness—recognizing one's emotions and their impact; self-regulation—managing reactions under stress; empathy—understanding and connecting with others; social skills—communicating effectively and resolving conflicts; and motivation—driving purpose and resilience. These competencies not only enhance individual leadership effectiveness but also align personal and organizational goals, resulting in improved team performance and overall well-being.

In today's dynamic work environments, leading with emotional intelligence empowers leaders to build stronger relationships, inspire others, and achieve sustainable success.

SPEAKER 01



Holistic Leadership Approaches: Transforming and Positioning Laboratories Optimal Human Factor Impact and Unleashing Their Full Potential.

By Natasha Lerato Sebata

The Avenues Clinic Laboratory

In today's evolving landscape, laboratories are transforming from operational hubs into strategic business engines. As a transformational leader, I believe a holistic leadership approach is key to unlocking a laboratory's full potential.

This session will focus on the critical human factor in optimizing performance, from self-awareness to cultivating high-performing, engaged teams. Drawing on real-life experiences and insights from thought leaders, we will explore the value of emotional intelligence, effective communication, work-life harmony, and competitive advantage. Practical strategies will be discussed for enhancing laboratory performance, optimizing resources, and driving business success. By the end of the Lab Management Seasonal School 2025, participants will recognize their leadership capabilities, understand leading without a title, and acquire practical tools to improve workplace morale, foster a positive work environment, and ensure their labs become strategic business engines.



EVENT SPEAKERS' TOPICS AND ABSTRACTS

DAY 2:

Leadership, Workforce Planning, and Future Trends

SPEAKER 02



Code Switching

By Melissa T. Duong

Penn Medicine

Code switching involves alternation between languages, dialects, behaviors, and appearance, often observed in workplace interactions to navigate organizational complexities. It applies to different audience types, such as executive leadership, lateral coworkers, and direct and indirect reports, optimizing understanding and stakeholder buy-in. Leaders prioritize strategic planning, favoring projects aligned with organizational goals. Organizational culture, influenced by cost leadership or differentiation strategies, also shapes communication styles.

This presentation explores five categories of questions—investigative, speculative, productive, interpretive, and subjective—illustrating how to frame them effectively. It also explores the role of leadership in change management through Kotter's 8-Step Change Model and the Kubler-Ross Change Curve, which guide leaders in managing organizational change. Finally, optimal communication strategies for leading projects and conveying information to various audiences are examined, offering tools for effective communication in presentations.

This knowledge empowers leaders to communicate clearly across different stakeholder groups.

Your Organizer and Hosts



Hanine van Deventer

Chief Executive Officer at LabVine

Hanine brings over 16 years of experience as a professional engineer, managing large-scale infrastructure projects. Renowned for her adept management of multidisciplinary projects, Hanine champions excellence through performance-driven initiatives.

Her proactive approach to change has positioned her as a leader in implementing innovative systems. Since 2020, she has steered LabVine towards unprecedented success, offering unparalleled support to laboratories globally. Under her leadership, LabVine has become synonymous with innovation and collaboration, providing comprehensive training programs and fostering dynamic partnerships.

Her dedication to driving continuous improvement sets the standard for laboratory management, ensuring a brighter and more innovative future for the industry.

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/hanine-van-deventer-944a0b84/>



Joy-Mari Buys

Digital Account Manager and Laboratory Professional

Joy-Mari is a dedicated laboratory professional and holds a master's degree in Medical Cell Biology from the University of Cape Town. Her extensive experience in laboratory science has provided her with a deep understanding of the field. In 2020, she joined the LabVine team and transitioned into the role of Digital Account Manager, where she plays a key role in curating and disseminating valuable insights from global experts in laboratory science, making advanced laboratory knowledge accessible to an international audience. As part of a dynamic team, she has contributed to reaching over 17,000 members, delivering unique and valuable content focused on the professional development of laboratory professionals.

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/joy-mari-buys-00a223a4/>



Louise Beretta-Venter

LabVine Facilitator

Louise brings over 30 years of HR and training experience, with a strong passion for people development. She has worked with the Power of Process team since 2017 and played a key role in achieving their accreditations. Louise holds multiple qualifications in HR, Training, Business, and Franchise Management, and is an accredited SDF, Facilitator, Assessor, and Moderator. She is a registered HR Practitioner with SABPP and has delivered over 80 accredited programmes across various industries. Louise has also contributed to coaching initiatives for LTS Health Learning, Pathcare, and USB, and completed multiple LabVine transformation programmes.

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/louise-beretta/>

Speaker Bios

DAY 1



Chris Wolski

Clinical Lab Products



Chris Wolski is the Chief Editor of *Clinical Lab Products (CLP)*, a leading publication that provides comprehensive reviews and analyses of the latest products and technologies in the clinical laboratory sector. In his role, Wolski delivers critical insights into diagnostic advancements, product innovations, and industry trends, assisting laboratory professionals in optimizing performance and maintaining compliance with evolving regulations.

Date: June 04, 2025

Time: 13:15 - 13:45 UTC

Address: How Labs Can Ensure Testing Access

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/chris-wolski-9384434/>



Colin Bullen

Virtuositeam

Colin is the Founder and Director of Virtuositeam, and perhaps the world's only behaviour change actuary. Virtuositeam is a business established with partner Hanlie van Wyk to help teams, and the organizations they form part of, become exceptional by learning high performance skills delivered through the lens of a proprietary behaviour change framework.

Colin has been leading teams in a variety of executive roles since 1993. A true road-less-travelled devotee, he qualified as an actuary in 1992 in the UK before spending 13 years in South Africa.

Colin has a deep passion for helping companies find their human touch, whilst accelerating their performance and focusing their vision. He was one of the creators of the BRATLAB behavioural research database. His past lives include founding Habits at Work in Chicago, heading Global Health and Wellbeing at Aon and various leadership roles in the UK and South Africa.

Date: June 04, 2025

Time: 13:55 - 14:35 UTC

Address: From Purpose to Performance: Building High-Functioning Lab Teams

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/colinbullen/>



Speaker Bios

DAY 1



Yogesh Prasad

Biosecure ID Limited

Yogesh holds a Master of Science in Biotechnology from Jawaharlal Nehru University (India), a PhD from Drexel University (USA), and an MBA from the University of Manchester (UK). With a strong foundation in science, business, and innovation, he has built a distinguished global career spanning technical, commercial, and strategic leadership roles.

Currently, Yogesh is the Founder of Biosecure ID Limited and Science for Social Good CIC, both headquartered in the UK. Previously, he served as the Global Market Development Director at Cepheid, a subsidiary of Danaher Corporation, and held several global leadership positions at Thermo Fisher Scientific, across technical, commercial, and business unit domains. Yogesh also played a pivotal role as a founding member of Labindia Life Sciences in India.

Yogesh brings deep expertise in centralized and decentralized testing modalities in the applied genomics market, and is a passionate advocate for education and awareness around DNA testing in developing countries.

Date: June 04, 2025

Time: 14:45 - 15:25 UTC

Address: The Shift from Public to Private Operational Models in Genetic Testing Laboratories: Focus on Efficiency and Cost Management

VIEW ON LINKEDIN

<https://www.linkedin.com/in/prasadyr/>

Speaker Bios

DAY 2



Taranjeet Singh

Rayat Bahra University, Mohali, Punjab, India



Taranjeet Singh is a qualified and trained Quality Management professional with a Master's degree in Quality Management. He currently serves as a Consultant and Expert for Quality Management Systems (QMS) and Laboratory Information Systems (LIS) at Phenix-R International Consultants. In this role, Taranjeet provides expert guidance on the implementation and optimization of QMS and LIS, ensuring that organizations achieve and maintain compliance with international standards.

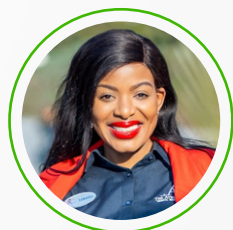
Date: June 05, 2025

Time: 13:15 - 13:45 UTC

Address: Leading with Emotional Intelligence

VIEW ON LINKEDIN

<https://www.linkedin.com/in/taranjeet-singh-8007033b/>



Natasha Lerato Sebata

The Avenues Clinic Laboratory

A pioneer in establishing the Avenues Clinic Laboratory and an Ex Co member at The Avenues Clinic, Zimbabwe, she has 14 years of experience in technical and managerial roles within medical laboratories and clinical healthcare spaces. A multiple award-winning business strategist with expertise in inspiring responsive teams and transformative leadership, her career evolution and passion embody the impactful skills of strategic leadership, team dynamics, effective communication and emotional intelligence. A holder of an Honours Degree in Applied Biology and Biochemistry, a Master of Science Degree in Medical Microbiology and a Master of Business Administration, she is a certified Future Director with the Institute of Directors of Zimbabwe (IoDZ) and alumnus of the Winfield Strategy and Innovation. She serves on the Innovations Committee for the Medical Lab Council of Zimbabwe (MLCSCZ) and has published research on high-risk HPVs. An avid mentor inspiring leading without titles through her WhatsApp channel "Dear Leader".

Date: June 05, 2025

Time: 13:55 - 14:35 UTC

Address: Holistic Leadership Approaches: Transforming and Positioning Laboratories for Optimal Human Factor Impact and Unleashing Their Full Potential.

VIEW ON LINKEDIN

<https://www.linkedin.com/in/natasha-lerato-sebata/>

Speaker Bios

DAY 2



Melissa T. Duong, PA(ASCP)CM

Penn Medicine

Melissa Duong is Associate Director of Anatomic Pathology at Penn Medicine Chester County Hospital. Her experience includes clinical practice, laboratory research and quality operational excellence. Her journey started in tumor biology and neuropathology labs before entering clinical roles as a Pathologists' Assistant, Process Excellence Lead and now Associate Director.

Melissa is active in several organizations as Chair of the Administration Committee for the American Association of Pathologists' Assistants (AAPA), Chair-Elect of the Philadelphia section of American Society for Quality (ASQ), and a Board Member of RSVP Volunteers. Her research focus is on the immune and stromal cell microenvironment in tumor and infections. Her clinical interests are empowering quality and precision medicine in the lab. She was recently featured as a panelist for the Women In Quality Philadelphia ASQ webinar as a next generation leader.

Date: June 05, 2025

Time: 14:45 - 15:25 UTC

Address: Code Switching

[VIEW ON LINKEDIN](#)

<https://www.linkedin.com/in/melissatduong1/>



Preliminary Program Outline

June 04 - 05, 2025

THE LABORATORY AS A VALUE-GENERATING ENGINE

LEADERSHIP, WORKFORCE PLANNING, AND FUTURE TRENDS

TIME (UTC)	WEDNESDAY	THURSDAY
13:00- 13:10	OPENING SHOW	OPENING SHOW
13:10- 13:15	WELCOMING BY LABVINE	WELCOMING BY LABVINE
13:15 - 13:45	How Labs Can Ensure Testing Access Keynote Speaker: Chris Wolski from Clinical Lab Products	Leading with Emotional Intelligence Keynote Speaker: Taranjeet Singh from Rayat Bahra University
13:45 - 13:55	BREAK	BREAK
13:55 - 14:35	From Purpose to Performance: Building High-Functioning Lab Teams Speaker: Colin Bullen from Virtuositeam	Holistic Leadership Approaches: Transforming and Positioning Laboratories for Optimal Human Factor Impact and Unleashing Their Full Potential Speaker: Natasha Lerato Sebata from The Avenues Clinic Laboratory
14:35 - 14:45	BREAK	BREAK
14:45 - 15:25	The Shift from Public to Private Operational Models in Genetic Testing Laboratories: Focus on Efficiency and Cost Management Speaker: Yogesh Prasad from Biosecure ID Limited	Code Switching Speaker: Melissa T. Duong from Penn Medicine
15:25 - 15:55	Q&A	Q&A
15:55 - 16:00	REFLECTION AND CLOSURE	REFLECTION AND CLOSURE

** This program is subject to change without prior notice.*

LMSS 2025 is an international, sponsored event, and attendance is free of charge. Delegates attending the entire event will receive a Certificate of Attendance. Contact us for more information.

LabVine™
POWER of PROCESS

RSA +27 82 565 4671
US +12 242 08 1300
UK +44 740 222 1955
E : info@labvinelearning.com
W : www.labvinelearning.com

Date: June 04-05, 2025
Time: 13:00 – 16:00 UTC Daily
Duration: 2 Days
Hosted By: [LabVine](#)
Location: Virtual Zoom Event

Attend, Present or become a Sponsor
at the LMSS 2025.

 **FREE Registration**



LABORATORY MANAGEMENT
Seasonal School 2025

REGISTER NOW

GET IN TOUCH

RSA: +27 82 565 4671

US: +12 242 08 1300

UK: +44 740 222 1955

E: info@labvinelearning.com

W: www.labvinelearning.com

LabVine™

Proudly Sponsored By

ThermoFisher
SCIENTIFIC

LTS

TRANSFORMING LABS
EMPOWERING FUTURES

eValuate
LAB COST MANAGEMENT. EASY AS ABC

BECOME A SPONSOR