



## Region IV Public Health Leadership Institute (PHLI) 2021-2022 Fellows Application Overview – Due July 15, 2021

Rev. 5-25-21

### Quotes from Previous PHLI Fellows

*The interaction with colleagues from other states and with very varying points of view.... Building connections with my peers was the most useful part. I learned a lot about myself, including challenges that I want to learn to face. The most useful part was learning together and from one another!*

*Everyone has different leadership styles and it's ok to start from scratch to learn new skills. Leadership is growth that never ends.... Being a leader is not a static position, but fluid and malleable!*

*I enjoyed learning about not just my natural conflict management style, but how to react differently to different types of conflict.*

### Program Overview

The Region IV Public Health Training Center, headquartered at Emory University, has partnered with the J.W. Fanning Institute for Leadership Development at the University of Georgia to offer the Region IV Public Health Leadership Institute (PHLI). With funding from the Health Resources and Services Administration, the PHLI provides training for individuals from across the eight states that comprise HHS Region IV (Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee).

#### Unique Features:

- ✓ **Regional approach with emerging leaders from 8 states**
- ✓ **No cost to participants**
- ✓ **Focus on Adaptive Leadership**

The goal of the PHLI is to advance adaptive and strategic leadership skills “that support the multi-sector vision setting and leadership needed to address the social, community-based, and economic determinants of health.”<sup>1</sup> While technical leadership focuses on known problems with known solutions (e.g. using manuals to solve a problem), adaptive leadership addresses challenges with no known or ‘right’ solution (e.g. changes in values and beliefs).

Participants from around Region IV will collaboratively explore issues in leadership practices and principles including cultural competence, managing conflict, decision making, and collaborative leadership. Each participant will assess their leadership strengths and identify an adaptive leadership challenge to focus on during the Institute. Participants will engage in exercises using public health case studies and will have opportunities to apply and share with others what they have learned.

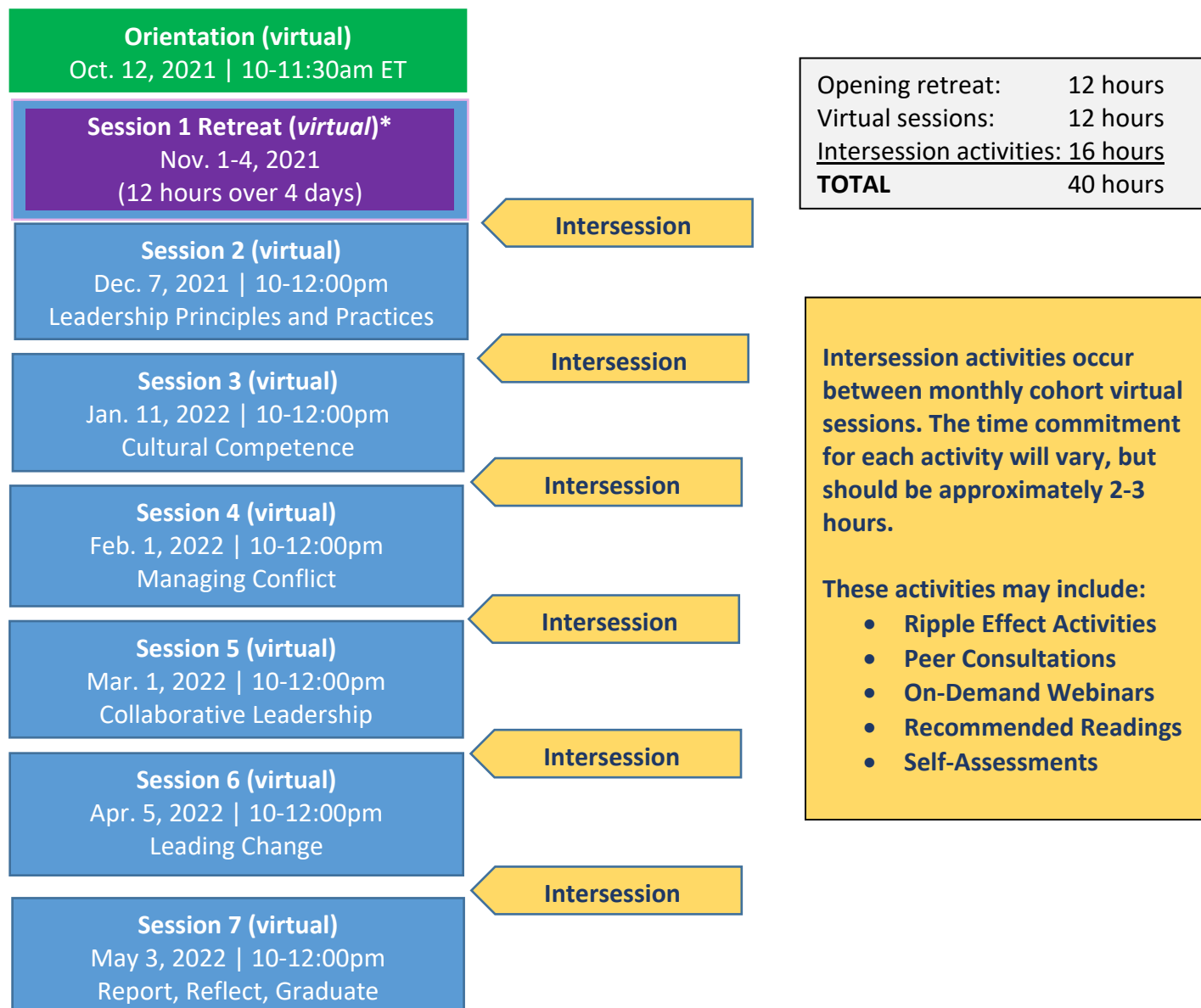
The PHLI is an 8-month experience providing 40 contact hours of interaction. The Institute consists of a virtual orientation, virtual retreat, and 6 virtual sessions, lasting 2 hours each. In addition to these sessions, participants will be asked to complete approximately 2-3 hours of intersession work between the virtual sessions. Zoom video conferencing technology will be used for the virtual sessions.

<sup>1</sup> de Beaumont Foundation (2017) [National Consortium for Public Health Workforce Development Report: A Call to Action](https://www.debeaumont.org/consortiumreport/) Retrieved from <https://www.debeaumont.org/consortiumreport/>

## Cost

There is no fee to participate. Sessions are virtual through video conference. If travel safety allows for future in-person meetings, travel costs will be covered (e.g. transportation to Atlanta, hotel, etc.).

## PHLI Training Design for 40-hour program



## Program Learning Objectives

By the end of the program, Institute participants will be able to:

- Identify personal leadership strengths
- Address a leadership challenge through a self-directed adaptive approach
- Engage in peer consulting with Region IV colleagues
- Apply leadership competencies in the context of public health

### **Who Should Apply**

Emerging leaders who work in state, local, or tribal public health departments/tribal health organizations in the eight states of Region IV (Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee). Candidates may be managing programs, supervising staff, and/or have demonstrated leadership potential.

Priority will be given to individuals who work with underserved populations and/or individuals who are from under-resourced health departments. Final decisions will be made to ensure that the group has diversity of disciplines, geography (rural/urban), and populations served by agency.

### **Attendance and Technology Requirements**

1. Virtual sessions will be interactive bi-directional video conferences. All participants will need access to a webcam and microphone and participate in a brief technology check prior to the start of the program. Since these are interactive sessions, participants are encouraged to find a quiet, dedicated space with reliable internet connection to take part in these sessions.
2. Participants are expected to attend all sessions. This is a competitive process, and we have a limited number of spaces. Please help us use our federal funding wisely. Each individual will participate in all required activities of the 8-month PHLI experience (estimated to be 40 total hours).

### **How to Apply**

The deadline to apply is **July 15, 2021**. By this date, you must complete the following steps:

- A. Ask your supervisor to complete, provide a hand-written or typed signature, and date the Supervisor Endorsement Form.
- B. Complete the PHLI application in Survey Monkey. [Click Here](#) to access the application.

Please take note:

- i. In Survey Monkey, all parts of the application must be completed in one sitting. To facilitate your entries, we suggest you compose your responses first on Word and then paste them into the Survey Monkey form. [See below for primary application questions.]
- ii. Upload your resume and the Supervisor Endorsement Form in Word or PDF document. Include your name in both filenames (e.g. FirstLastName\_Resume, ApplicantFirstLastName\_Supervisor).

### **Timeline**

Time Period	Activity
July 15, 2021	Application Deadline
By mid-September 2021	Selection Notifications
October 12, 2021 10-11:30am ET	Virtual Orientation
November 1-4, 2021*	Virtual PHLI Retreat (est. 12-3pm ET)
December 2021 – May 2022	Virtual Sessions:
Tuesdays @ 10-12:00pm ET	Dec 7, Jan 11, Feb 1, Mar 1, Apr 5, May 3

### **Primary Application Questions**

- Why do you want to participate in the PHLI? (*Consider why for yourself and for your organization*)
- How will your participation in the PHLI support your goals as an emerging leader?
- What do you consider your personal leadership strengths?
- What are areas of potential leadership growth?
- What are some of your organization's initiatives and/or challenges that the PHLI could help you address?
- Over the course of the PHLI, participants will be asked to share content they are learning with other professionals. Please identify 3 approaches you would use to share what you have learned.
- The PHLI seeks emerging leaders who work with underserved populations and work in under-resourced governmental or tribal health departments. We would like to form a cohort with a diversity of disciplines, geography (rural/urban), and populations served by participants' agencies, as well as individuals who understand the importance of promoting equity and inclusion in work practices. Please briefly describe the populations you serve.
- Please briefly describe how your inclusion might add to the diversity of the group perspectives.
- Please briefly explain how you strive to achieve equity in your work.

**For more information please contact Tamira M. Moon at [tmmoon@emory.edu](mailto:tmmoon@emory.edu).**

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