Region IV Public Health Training Center
A MEMBER OF THE PUBLIC HEALTH TRAINING CENTER NETWORK

J.W. Fanning Institute for Leadership Development
UNIVERSITY OF GEORGIA

Region IV Public Health & Primary Care (PHPC) Leadership Institute 2025-2026 Application Overview – Due July 21, 2025

Version 7/14/25

Quotes from Previous Participants

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!

> *This was one of the most amazing opportunities in my career. I have learned so much in the last eight months…I enjoyed everything about this experience.*

I very much appreciated the opportunity to be involved…and was honored to be among the first participants who work in a FQHC…I have started thinking about things differently and realize how what we both do impacts each other. This insight made me aware of how important it is for us to work together to accomplish the goals of whole person care…The partnership of public health and FQHC's leadership could have far reaching implications for a better tomorrow!

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 & Primary Care Leadership Institute (PHPC Leadership Institute). With funding from the Health Resources and Services Administration (HRSA), the PHPC Leadership Institute provides training for individuals from across the eight states that comprise U.S. Department of Health & Human Services (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 PHPC Leadership Institute 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." [1] 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).

Emerging Leaders from 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 case studies and will have opportunities to apply and share with others what they have learned.

The PHPC Leadership Institute is an 8-month experience providing 40 contact hours of interaction. The Institute consists of a virtual orientation, a virtual retreat, 5 virtual sessions (lasting 2 hours each), and a final virtual 3-hour graduation session. 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.

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

Cost

There is **no fee** to participate. All sessions are virtual through Zoom video conference technology.

PHPC LI Training Design for 40-hour program

Orientation (virtual)
Sept. 18, 2025 | 10-12 pm ET

Session 1 Retreat (virtual)
Oct. 22-24, 2025|10-3:00 pm ET
(12 hours over 3 days)

Intersession

Session 2 (virtual)
Nov. 20, 2025 | 10-12:00 pm ET
Leadership Principles and Practices

Intersession

Session 3 (virtual)
Dec. 18, 2025 | 10-12:00 pm ET
Cultural Competence

Intersession

Session 4 (virtual)
Jan. 22, 2026 | 10-12:00 pm ET
Managing Conflict

Intersession

Session 5 (virtual)
Feb. 26, 2026 | 10-12:00 pm ET
Collaborative Leadership

Intersession

Session 6 (virtual)
March 26, 2026 | 10-12:00 pm ET
Leading Change

Intersession

Session 7 (virtual)
April 23, 2026 | 10-1:00 pm ET
Report, Reflect, Graduate

Opening retreat:	12 hours
Virtual sessions:	13 hours
Intersession activities:	15 hours
TOTAL	40 hours

Intersession activities occur between monthly cohort virtual sessions. The time commitment for each activity will vary, but should be approximately 2-3 hours.

These activities may include:

- **Ripple Effect Activities**
- **Peer Consultations**
- **On-Demand Webinars**
- **Recommended Readings**
- **Self-Assessments**

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 and primary care

Who Should Apply

Emerging leaders who work in state, local, or tribal public health departments/tribal health organizations or in FQHCs/FQHC Look-Alikes 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 or FQHCs/FQHC Look-Alikes. Final decisions will be made to ensure that the group is diverse (e.g., disciplines, roles, agencies, yrs. of experience, demographics, etc.).

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 PHPC LI experience (estimated to be 40 total hours).

How to Apply

The deadline to apply is **July 21, 2025**. To apply, please complete the following:

A. Ask your **supervisor** to **complete** the **Supervisor Endorsement Form**.
B. **Complete** the **PHPC LI application.**
    i. **Plan to complete all parts of the application in one sitting.**
    ii. We ask that you be thoughtful and detailed in your responses. You may want to compose your responses first and then paste them into the application.
    iii. 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
June 30, 2025	Application Deadline
Early- mid August 2025	Selection Notifications
September 18, 2025, 10-11:30 am ET	Virtual Orientation
October 22-24, 2025	Virtual PHPC LI Retreat
November 2025-March 2026 Thursdays 10 am-12 pm ET	Virtual Sessions: Nov 20, Dec 18, Jan 22, Feb 26, March 26
April 23, 2026, 10 am-1 pm ET	Final Virtual Session: Report, Reflect, Graduate

Primary Application Questions

- Why do you want to participate in the PHPC Leadership Institute? (*Consider why for yourself and for your organization*)
- How will your participation in the PHPC Leadership Institute 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 PHPC Leadership Institute could help you address?
- Over the course of the PHPC Leadership Institute, participants will be asked to share content they are learning with other professionals at their work location. Please identify 3 approaches you would use to share what you have learned.
- The PHPC Leadership Institute seeks either emerging public health leaders who work with underserved populations and work in under-resourced governmental or tribal health departments OR emerging primary care leaders who work in FQHCs/FQHC Look-Alikes. We would like to form a cohort with a diversity of disciplines, geography (rural/urban), and populations served by participants' agencies, and race, ethnicity and gender, as well as individuals who understand the importance of promoting equity and inclusion in work practices.
    - Please describe the populations you serve.
    - Please describe how your inclusion might add to the diversity of the group perspectives.
    - Please explain how you strive to achieve equity in your work.

For more information, please contact Liz Kidwell at elkidwell@emory.edu.

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