****

**Region IV Public Health Leadership Institute (PHLI)**

**2020-2021 Fellows Application Overview – Due July 30, 2020**

Rev. 7-11-20

**Messages from recent PHLI Fellows**

*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.*

- Katrina White, BS, CHES, RHEd - Rockingham County Division of Public Health - Wentworth, NC

*I’m excited to have some real data/feedback to help me goal-set and work to develop my leadership skills.* – Julie Thacker, MEd - Metro Public Health Department - Nashville, TN

*I will be using every gem given from our sessions as I continue to grow as a leader!*

– Alexus Mack, District 4, GA Department of Public Health - LaGrange, GA 30240

**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.” 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).

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 1½ hours each. In addition to these sessions, participants will be asked to complete approximately 2 hours of intersession work between the virtual sessions. Zoom video conferencing technology will be used for the virtual sessions. Pending funding, it is anticipated that an in-person PHLI Alumni Session will be held the fall following completion of the institute.

1 *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/*](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**

**Orientation (virtual)**

Oct. 13, 2020 | 10-11:30am ET

**Course Summary**

Opening retreat (f2f): 16 hours

Virtual sessions: 12 hours

Intersession activities: 12 hours

**TOTAL** 40 hours

**Session 1 Retreat (*virtual*)\***

Nov. 2-6, 2020

(16 hours over 3 days)

**Intersession**

**Session 2 (virtual)**

Dec. 1, 2020 | 10-11:30am

Leadership Principles and Practices

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

**These activities may include:**

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

**Intersession**

**Session 3 (virtual)**

Jan. 12, 2021 | 10-11:30am

Cultural Competence

**Intersession**

**Session 4 (virtual)**

Feb. 2, 2021 | 10-11:30am

Managing Conflict

**Intersession**

**Session 5 (virtual)**

Mar. 2, 2021 | 10-11:30am

Collaborative Leadership

**Intersession**

**Session 6 (virtual)**

Apr. 6, 2021 | 10-11:30am

Leading Change

**Intersession**

**Session 7 (virtual)**

May 4, 2021 | 10-11:30am

Report, Reflect, Graduate

**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 30, 2020**. By this date, you must complete the following steps:

1. Ask your supervisor to complete, provide a hand-written or typed signature, and date the Supervisor Endorsement Form.
2. In Survey Monkey all parts of the application must be completed in one sitting: <https://www.surveymonkey.com/r/PHLIApplication1>
   1. Complete the electronic application form at the link above.
   2. 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 30, 2020 | Application Deadline |
| By mid-September 2020 | Selection Notifications |
| October 13, 2020 10-11:30am ET | Virtual Orientation |
| November 2-6, 2020\* | Virtual PHLI Retreat (est. 12-3pm ET) |
| December 2020 – May 2021  Tuesdays @ 10-11:30am ET | Virtual Sessions:  Dec 1, Jan 12, Feb 2, Mar 2, Apr 6, May 4 |
| May 4, 2021 | Final Virtual Session @ 10-11:30am ET |

\* Due to travel safety, a virtual retreat will be held Nov 2-6 from approximately 12-3pm ET. More information will be available in September for those accepted. An in person meeting may be considered in the future, travel safety permitting.

**For more information please contact Deanna Zhong at** [**deanna.zhong@emory.edu**](mailto:deanna.zhong@emory.edu)**.**

*This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under grant number UB6HP31680, Public Health Training Centers for $4,348,992. This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS or the U.S. Government.*