



## Kentucky Public Health Emerging Leadership Institute (KY-PHELI) 2023-2024 Fellows Application Overview – Due September 15, 2023

Version 07.28.23

The Kentucky Public Health Emerging Leadership Institute is exclusively for emerging public health leaders from county, district and state health departments in Kentucky.

### Quotes from previous KY-PHELI Fellows

*“I realized that I am a lot more well-rounded than what I had originally thought, and I really feel like I’m where I’m meant to be.”*

*“Overall, I have found KY-PHELI to be very informative and beneficial for my current, and future, leadership position.”*

*“It’s taken collaboration, intentional decision making, and pushing myself to be better in areas of weakness, but I feel that I’m making great strides as a result of what I’ve learned.”*

### 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 **Kentucky Public Health Emerging Leadership Institute (KY-PHELI)**. With funding from the Kentucky Department for Public Health (KDPH), KY-PHELI provides training for 36 emerging public health leaders from local, district and state health departments in Kentucky.

**Unique Features:**

- ✓ **Limited to emerging leaders within KY**
- ✓ **No cost to participants**
- ✓ **Focus on Adaptive Leadership**

The goal of KY-PHELI 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).

Emerging Leaders from Kentucky 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 have opportunities to apply and share with others what they have learned.

KY-PHELI is an 8-month experience providing 50 contact hours of interaction. The Institute consists of a virtual orientation, in-person opening and closing retreats, and 5 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. The KDPH will cover travel costs (e.g., mileage, hotel, meals) for the in-person retreats. If conditions do not allow for safe travel, the retreats will be virtual during the same time frames. All other sessions are virtual through Zoom video conference technology.

**KY-PHELI Training Design for 50-hour program**

**Orientation (virtual)**  
Nov 14, 2023 | 10-12 pm ET

**Session 1 Opening Retreat (in-person)**  
**December 5 - 7, 2023**

Intersession

**Session 2 (virtual): Leadership Principles and Practices**  
Jan. 9, 2024 | 10-12:00 pm ET

Intersession

**Session 3 (virtual): Cultural Competence**  
Feb. 6, 2024 | 10-12:00 pm ET

Intersession

**Session 4 (virtual): Managing Conflict**  
Mar. 5, 2024 | 10-12:00 pm ET

Intersession

**Session 5 (virtual): Collaborative Leadership**  
Apr. 2, 2024 | 10-12:00 pm ET

Intersession

**Session 6 (virtual): Leading Change**  
May 7, 2024 | 10-12:00 pm ET

Intersession

**In-person Closing Retreat: Report, Reflect, Graduate**  
**June 4 - 5, 2024**

In-person retreats:	25 hours
Virtual sessions:	10 hours
<u>Intersession activities:</u>	<u>15 hours</u>
<b>TOTAL</b>	<b>50 hours</b>

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 Kentucky colleagues
- Apply leadership competencies in the context of public health

## Who Should Apply?

Emerging leaders who work in county, district or state public health departments in Kentucky. 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 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 funding wisely. Each individual will participate in all required activities of the 8-month KY-PHELI experience (estimated to be 50 total hours).

## How to Apply

The deadline to apply is **September 15, 2023**. By this date, you must complete the following steps:

- A. Ask your supervisor to complete the **Supervisor Endorsement Form** with a hand-written or typed signature and date.
- B. Complete the Public Health Leadership Institute application in SurveyMonkey. [Click Here](#) to access the application. Please take note:
  - i. **In SurveyMonkey, 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 next page 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
September 15, 2023	Application Deadline
By early October 2023	Selection Notifications
November 14, 2023, 10-12 pm ET	Virtual Orientation
December 5 - 7, 2023	In-person Opening Retreat*
January 2024 – May 2024 Tuesdays @ 10-12:00 pm ET	Virtual Sessions: Jan 9, Feb 6, Mar 5, Apr 2, May 7
June 4 - 5, 2024	In-person Closing Retreat*: Report, Reflect, Graduate

\* If conditions do not allow for safe travel, the retreats will be virtual during the same time frames.

**Primary Application Questions**

- Why do you want to participate in the Kentucky Public Health Emerging Leadership Institute? (*Consider why for yourself and for your organization*)
- How will your participation in the Kentucky Public Health Emerging Leadership Institute support your goals as an emerging leader?
- What do you consider as your personal leadership strengths?
- What are the areas you have identified as potential leadership growth?
- What are some of your organization’s initiatives and/or challenges that the Kentucky Public Health Emerging Leadership Institute could help you address?
- Over the course of the Kentucky Public Health Emerging 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 Kentucky Public Health Emerging Leadership Institute seeks either emerging public health leaders who work with underserved populations and work in under-resourced governmental health departments in Kentucky. 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 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 Elizabeth Kidwell at [elkidwell@emory.edu](mailto:elkidwell@emory.edu).**