

MPHTC Success Story: Celebrating 10 Years of Leader Development: The Great Plains Public Health Leadership Institute

A 2002 survey sent to the public health workforce in Nebraska spoke loud and clear, “*We need leadership development training in this state.*” One look around and it was clear; a growing number of states had access to either state-or regional-based public health leadership institutes. The workforce in Nebraska and two of its surrounding states—Iowa and South Dakota—did not have these same opportunities.

In response, the Great Plains Public Health Leadership Institute (GPPHLI) was conceived in 2004 and launched in 2005 for senior and emerging leaders in organizations whose primary mission is to improve the health and well-being of populations and communities. Now in its 11th year, with 200 Alumni, the GPPHLI continues to grow and expand as a training experience, developing leaders who can tackle the toughest challenges ahead for public health.



Two key areas have kept the Institute fresh and popular over its decade-plus run: 1) scholar growth, and 2) curriculum enhancements.

Though the GPPHLI began by supporting leaders in three states (Nebraska, Iowa and South Dakota); with support from the Midwestern Public Health Training Center, we now cover all of HRSA’s Region VII with the additions of Kansas and Missouri.

Furthermore, we have seen steady increases in the number of scholars; for the most recent three years, cohorts have been full with 25 or more scholars in each. And, we have seen new organizations and sectors (i.e. insurance companies) sending scholars through our program, adding to the richness and complexity of discussions and learning.



GPHI Year 11 Scholars

GPPHLI curriculum has kept up—and ahead—of its time, assuring that the training meets not just a scholar’s current needs, but their future needs as well. Enhancements over the years of new personal assessments (The Leadership Circle 360 Profile), dynamic national speakers and presentations (SWITCH: How to Change When Change is Hard; Crucial Conversations), and curriculum design improvements (organization simulations) have all added to the scholar experience.

Most significantly, in the fall of 2015, a think tank of faculty, alumni, current scholars, public health workforce specialists, and leadership gurus came together for two days to recalibrate the curriculum and expected outcomes of GPPHLI. What was once 24 leadership competencies is now eight competency areas, with skill



sets designed specifically to address the needs of the next generation of public health leaders. The graphic below is a quick look at what our new curriculum will focus on.

COMPETENCY BUCKET

Fill your bucket with leadership tools to improve population health

Owning Your Leadership Identity

Learn how to be the leader you aspire to be.

- Identify your values, vision and mission
- Recognize your strengths, gaps and impact on others
- Increase emotional intelligence
- Use techniques (e.g. mindfulness) to strengthen self-awareness and balance

Valuing Culture and Differences

Open yourself to diverse experiences and perspectives.

- Gain command of concepts around identity, culture, equity, diversity and inclusion
- Model intercultural sensitivity in your position, organization and community
- Address health through an equity lens

Developing Others

Pay it forward by building the skills of others.

- Give and receive feedback in a productive manner
- Practice the skills of peer and employee coaching
- Use motivation and engagement principles and practices

Leading Positive Change

Champion and facilitate positive change.

- Understand different models of change management
- Communicate the need for change
- Encourage innovation

Influencing Organizational Culture

Nurture a positive organizational culture.

- Recognize the elements of effective organizational culture
 - Manage difficult conversations

Creating Effective Partnerships

Collaborate effectively across teams, organizations, and systems.

- Build and sustain teams, networks and coalitions
- Manage and successfully resolve conflict
- Practice negotiation skills
- Create a shared vision

Building Political Savvy

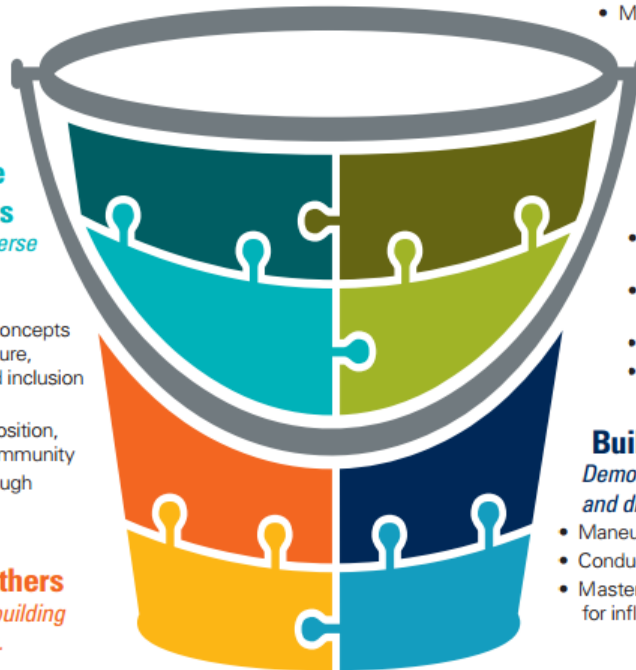
Demonstrate political awareness and diplomacy.

- Maneuver through power and influence
- Conduct stakeholder analyses
- Master techniques and strategies for influencing others

Interpreting Complex Systems

See your relevance and role in the broader system.

- Assure understanding of trends, issues, and forecasting
- Embrace systems thinking approaches
- Exercise adaptive leadership skills



With continued recruitment efforts, a newly enhanced curriculum, and the partnership of the Midwestern Public Health Training Center, the Great Plains Leadership Institute will continue to find great success in the years to come.



Midwestern Public Health Training Center



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