

Emerging Leaders in Public Health Call for Nominations

The Kresge Foundation is seeking nominations for Emerging Leaders in Public Health, a new leadership development initiative to equip local public health officers with the knowledge and skills to lead in the changing healthcare environment. The 16-month program will help position participants' agencies to thrive as healthcare reform and market forces transform the way public health agencies provide services and impact population health.

Through a nationwide competitive process, Kresge will select teams from eight local government public health departments to participate. Each team will be composed of the public health officer and an individual who has been identified as an emerging leader from within that department. With technical assistance from public health experts, each team will undertake a real-world, hands-on project such as:

1. Working with community partners to create and implement an integrated, collaborative approach to improving population health.
2. Analyzing data and developing a service-delivery plan that includes non-traditional approaches for financing and sustaining programs.
3. Exploring new roles for local public health in population health management.
4. Designing and implementing new business processes/systems to enhance organizational capacity to address public health inequities.
5. Developing and implementing a policy agenda that will impact the most critical public health issues in the communities served.

Kresge will award grants of up to \$125,000 to implement each of the eight teams' projects. Support will include four days of one-on-one technical assistance from health care consultants and project staff. Teams also will participate in four convenings that will include presentations on health reform, small-group discussions, one-on-one consultations and peer learning.

Nominations and selection process

State government public health officers and leaders of state public health associations (SACCHOs) are invited to nominate up to three highly qualified local governmental public health officers to participate in the program. Nominations will be screened. Then selected nominees will be invited to submit a letter of intent via the Kresge's online application system. A review panel of public health experts will select eight finalists. Those eight finalists will be invited to submit a full proposal. Final selection is expected by November 2014.

Minimum criteria

Individuals nominated for the program must be health officers of local governmental public health departments who:

- Have responsibility for development and administration of public health services, policies and financing.
- Are at the mid-point of a planned long-term career in public health.
- Have been appointed or employed in the current position for a minimum of two years with plans to remain in that role through completion of the program.
- Serve a city, county or a metropolitan area with an urban core of at least 125,000 residents.
- Lead departments that serve diverse, vulnerable populations with multiple public health challenges and barriers.

Characteristics

Nominees should be local public health leaders who are:

- Adaptive and agile in striving to transform their departments into results-oriented organizations consistent with the provisions of the Affordable Care Act.
- Strategic and creative in proposing and demonstrating innovative solutions to community health problems.
- Boundary-spanning as they seek to cultivate new relationships and partnerships with community organizations, health systems and other providers.
- Influential in engaging policy-makers and elected officials in shared ownership of efforts to improve public health outcomes.
- Entrepreneurial in exploring new ways to finance and sustain programs and services.
- Open and responsive to building a culture of interdependence and mutual respect within and outside the department.

Benefits of participation

Public health officers and the governmental departments they lead will benefit from participation by:

- Becoming well informed about the Affordable Care Act and the ways it is both challenging and offering new opportunities for local governmental public health departments.
- Building new competencies in business and strategic planning, health care economics and financing, epidemiology and data collection, organizational management, population health and other key areas to adeptly respond to the provision of health reform.
- Strengthening skills in collaborative leadership, resulting in opportunities for strategic business alliances within their communities and a culture of shared responsibility within their departments.
- Sharing among peers and national stakeholders the outcomes and lessons learned about local governmental public health leadership under health reform.