Topic
Leadership Skills Training for MCH Professionals

Background
This 2-day program is unique leadership training focused on personal leadership development and the establishment of interdisciplinary, intergenerational MCH communities-of-practice. This program focuses first on the development of ‘self’ so that individuals have a clear sense of their leadership strengths and what it takes for each person to lead uniquely fulfilling and balanced lives. Built on this strong foundation, participants are introduced to concepts related to working with ‘other’ and ‘wider community.’ The focus on establishing communities-of-practice is based on the belief that relationships are at the core of everything we do. Relationships are built on common ground and in the case of this program, a passion and vision for securing optimal health and well-being for all women, children, and families. By focusing on our shared passion and vision for improving MCH, we can build communities-of-practice whose members support one another in developing and implementing their unique passion and vision for improved MCH.

This program does not focus on the development of a data-related skill-set and/or MCH knowledge base as these opportunities are many, diverse, and available in-person across the country as well as via distance technologies from very well-respected experts in the broad field of MCH.

Training Goal
The purpose of this training is for participants to expand their leadership capacity to better support the range of efforts being engaged in to improve MCH.

Target Audience
State and local MCH Epidemiologists and related program leaders. Epidemiologists and program leaders can be at middle or senior levels.
Prerequisites and Post-Program
Participants will complete a pre-program assessment that may be used as a screening tool, if more than 35 applications are received. Once the final participant cohort is selected, participants will then be asked to complete the Strengths Based Leadership Online Assessment. In order to complete this assessment, participants will need to order the book *Strengths Based Leadership* by Tom Rath and Barry Conchie in advance (at their own cost). Each book contains an online code providing access to the assessment. At the end of the program, participants will complete a program evaluation and a post-program survey.

Training Methods and Approaches
This program is based on theories of adult development and is 100% experiential. The majority of learning is generated from program participants and discussions that take place during the training through self-reflection, small group discussion and large group debriefs.

Training Objectives/Course Curriculum
The following are the objectives and their content areas of emphasis:
Upon completion of this training, participants will:

- Identify their leadership strengths and action steps to support the enhancement of these strengths.
  *Addresses MCH Leadership Competency 2: Self-reflection*
  - Self-Reflection:
    - The value of self-reflection in understanding personal beliefs, styles of communication, and life experiences.
    - The impact of beliefs and past experiences on negotiation and leadership styles.

- Discuss the impact of their own personal beliefs, communication styles and life experiences on their current leadership style and approach and identify how leadership styles vary across individuals.
  *Addresses MCH Leadership Competency 5: Communication*
  - Communication:
    - Ask participants to define their own community first
    - Principles of communication.
    - Challenges to communication.
    - Share thoughts, ideas, and feelings effective in discussions, meetings, and presentation with diverse individuals and groups.
    - Understand nonverbal communication cues in self and others.
    - Listen attentively and actively.

- Develop communication/coaching skills to support their efforts to work with interdisciplinary and intergenerational MCH colleagues including family members and consumers.
  *Addresses MCH Leadership Competency 9: Developing Others Through Teaching and Mentoring*
- Developing Others Through Teaching and Mentoring:
  - Principles of adult learning.
  - Characteristics of a positive mentoring relationship, including confidentiality, mutuality of purpose, and trust.
  - Recognize and create learning opportunities for others.
  - Give and receive constructive feedback about behaviors and performance.

Cross-reference from CSTE: Competencies for Skill Domain 3—Communication
- Incorporate/model interpersonal skills in communication with agency personnel, colleagues, and the public

- Discuss the importance of developing a self-reflection practice to support their ongoing leadership development.
  *Addresses MCH Leadership Competency 2: Self-reflection*
  - Self-Reflection:
    - The value of self-reflection in understanding personal beliefs, styles of communication, and life experiences.
    - The impact of beliefs and past experiences on negotiation and leadership styles.

- Discuss effective team building principles and practices for working with communities and systems and discuss when it is appropriate to lead in front of a team or as a member of a team.
  *Addresses MCH Leadership Competency 10: Interdisciplinary Team Building*
  - Interdisciplinary Team Building
    - Team building concepts:
      - Stages of team development
      - Practices that enhance teamwork
      - Managing team dynamics.
    - Various approaches to practice (evolution from multidisciplinary to interdisciplinary to transdisciplinary practice).
    - The roles and competencies of individual disciplines.

Addresses MCH Leadership Competency 11: Working with Communities and Systems
- Working with Communities and Systems
  - Principles of building constituencies and collaborations in communities and among organizations.
  - Principles of systems-thinking that describe the hierarchy of systems.

Cross-Reference from CSTE Competencies for Skill Domain 7—Leadership and Systems Thinking
Support/promote/lead the organization’s vision in all programs and activities
In addition to the competencies identified above, the training will weave the following competencies in across the 2-day program.

- **CSTE: Competencies for Skill Domain 7—Leadership and Systems Thinking**
  Support/promote/lead the organization’s vision in all programs and activities

### Trainer Information

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**Kris Risley, DrPH, CPCC,** is the Continuing Education Director for the Maternal and Child Health Program at the University of Illinois at Chicago (UIC) School of Public Health. She is also a professional leadership coach. Kris’s education and training include a bachelor and master’s degree in developmental psychology, and a doctoral degree in public health with a specialization in maternal and child health from the University of Alabama at Birmingham. She also completed a professional coach training and certification through The Coaches Training Institute in San Rafael, CA. In addition to her work at UIC, Kris maintains a private coaching practice and provides personal as well as executive/leadership coaching and training.

In her work at UIC, she has developed an expertise in coaching, personal leadership development, and emotional intelligence. She coaches leadership development program for graduate students in maternal and child health, a personal leadership development and coaching program for maternal and child health professionals working in state and local health departments, community-based organizations, and other not-for-profit and government agencies/organizations that have a mission to improve the health and well-being of women, men, children, and families.

Kris also coaches public health professionals and in particular interdisciplinary, intergenerational public health professionals who are committed to improving the health and well-being of women, men, children, and families. She works with program directors, managers, and program planners as well as those currently working in academia or those who are exploring academic careers.

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Hanna Cooper, MPH, CPCC, ORSCC, ACC has fifteen years of experience in leadership, management and program development for local and state public health agencies and non-profit organizations. In addition to her work as leadership and team coach, Hanna also designs and delivers interactive workshops on coaching and leadership skills, as well as consults on strategic planning and facilitation projects with a variety of organizations.

Hanna’s education and training include a master’s degree in public health (MPH) in health behavior and health education from the University of North Carolina-Chapel Hill. She completed individual coaching training, certification (CPCC) and co-active leadership training with The Coaches Training Institute. She has also completed advanced training and certification (ORSCC) in team and system coaching from The Center for Right Relationship. Hanna has also earned Associate Certified Coach (ACC) certification from the International Coach Federation. Hanna can be reached at hncooper@earthlink.net or 651-698-0871.