PROPOSAL ON
LEADERSHIP DEVELOPMENT, TRAINING
AND CAPACITY BUILDING
FOR THE DEPARTMENT OF HEALTH

University of Puerto Rico
Public Health Leadership Institute
Towards a different Public Health Practice in Puerto Rico

Intersectorial Public Health Workforce

Puerto Rico Public Health Leadership Institute
Themes

- Goals, Objectives and Outcome Measures
- PRPHLI Curriculum
- PRPHLI Competency Conceptual Model
- Advanced Seminar on Organizational Development
Goals and Objectives

1. Conduct a need assessment on the core PH leadership competencies and basic skills BT emergency response personnel and other public health professionals must have, as part of their professional and leadership development.

2. Develop competencies among BT and emergency response personnel in basic public health knowledge and leadership.
Goals and Objectives

3. Foster the development of interdisciplinary teams from multiple sectors to elaborate collaborative, concerted actions and strategic alliances in BT and emergency preparedness.

4. Facilitate mechanisms to prepare strategic and action plans, develop goals, clarify values, create a shared vision and build teams.

5. Transform and empower BT, emergency response personnel and public health workers by enhancing their skills in self-awareness, goal-setting, listening, and conflict resolution, among others.
Outcome Measures

1. Needs assessment results and conclusions on leadership capacity among BT emergency response personnel.
2. Five leadership experiential learning activities by PRPHLI Faculty and Visiting Professors.
3. Development of applied research projects through Action Learning teams of scholars participating in the advanced ILISAP PR education project.
4. Structured interviews to BT emergency office personnel and pre and post intervention diagnostic tools provided by an organizational psychology consulting group.
5. Training sessions and coaching sessions provided by a group of organizational psychology consulting group.
ILISAP PR Curricular Dimensions

- Emotional Intelligence
- Leadership Experiential Learning Activities
- Critical, Systemic & Systematic Thinking
- Team Learning Cycle Dynamics
- Learning based on a leadership competency model, & adult learning theory
- Applied Research Project
- Intersectorial Interdisciplinary Approach

Learning based on a leadership competency model, & adult learning theory

Leadership Experiential Learning Activities

Critical, Systemic & Systematic Thinking

Team Learning Cycle Dynamics

Applied Research Project

Intersectorial Interdisciplinary Approach

Emotional Intelligence
PR PHLI Curriculum

- Greater emphasis to leadership skills, communication, team building, partnerships and building strategic alliances.
- Examine and develop critical thinking and reflection from a systemic perspective.
- Build inter-organizational working teams.
- Address the need to develop collaborative work.
- Stimulate organizational learning that promotes change and innovation.
The PRPHLI leadership curriculum will also emphasize on leadership knowledge, skills and attitudes concerning emotional intelligence and innovative team learning, based on a collaborative leadership model and Leadership Change Style Paradigm.

The curriculum is structured on the Competency Model and the Adult and Experiential Learning Theory.

The proposed leadership curriculum is an academic, one-year training experience for public health practitioners through five leadership experiential learning activities.
PR PHLI Good Business Practice: Our Public Health Leadership Competencies Conceptual Model

Emotional Intelligence
1. Visionary, Servant and Committed Responsible Scholar
2. Critical, Systemic, Systematic and Paradigmatic Thinking
3. Ethics and Moral Integrity
4. Cultural Diversity Awareness and Practice
5. Research, Strategic and Quality Management and Evaluation
6. Management Capability (Human, Fiscal and Physical Resources)
7. Information Technology Applications and Systems
8. Communication, Marketing and Mentorship
9. Alliances, Collaboration and Negotiation
10. Health Promotion, Disease Prevention, and Health Protection

Team Learning

Passion

Innocence

Life Long Learning

Innovative Scholarship

Curiosity

Transpersonal

Transformational

Collaborative

Heifetz’s Leader’s Sacred Heart
Organizational Psychology Consulting Group (DJA)

- Will assist the Center for Preparedness in Biosecurity (CPBS) management in bringing specific solutions to help the staff with issues related to human resources, effectiveness in the workplace, and development of leadership skills.

- CPBS participants will benefit from the *ILISAP-DJA team* by receiving the grass roots approach on effective team building strategies, conflict management and resolution, and working in collaboration with others.
Advanced seminars in organizational development for CPBS

- **Diagnostic phase** – Structured interviews will be conducted with CPBS staff to assess program specific needs. An estimate of 67 hours will be needed to complete this task.

- **Organizational intervention** - This phase constitutes the core piece of the facilitation process. A series of technical and administrative skills will be developed and learned to enhance the team’s overall success and effectiveness. An estimate of 560 hours will be needed to complete this intervention.

- **Training sessions** - The sessions will include topics such as: (1) trouble shooting (2) effective listening (3) measurement of compliance (4) accountability mechanisms (5) interpersonal relationships, (6) effective communication, and (7) emotional intelligence. An estimate of 340 hours will take to complete this phase.

- **Application** – This phase will measure success and assure compliance. Activities will be conducted with (i) psychological diagnostic tools, (ii) will include techniques to measure progress and performance, (iii) and will identify standards of excellence.
LÍDERES DE SALUD PÚBLICA
ESTUDIOSOS → COLEGAS

PRIMERA CLASE DE ESTUDIOSOS DE LIDERATO DEL IUISAP PR

OUTSIDE GROUP
LUIS A. FERRÉ
PARADISSUS

5 TALLERES

TRABAJO EN EQUIPO

PROYECTOS

COPAMARINA
CASA OLÍMPICA
SALÓN

OCTUBRE 2003
OCTUBRE 2004
To dream,
The ILISAP PR Dream,
The ILISAP PR Dream.