



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
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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.
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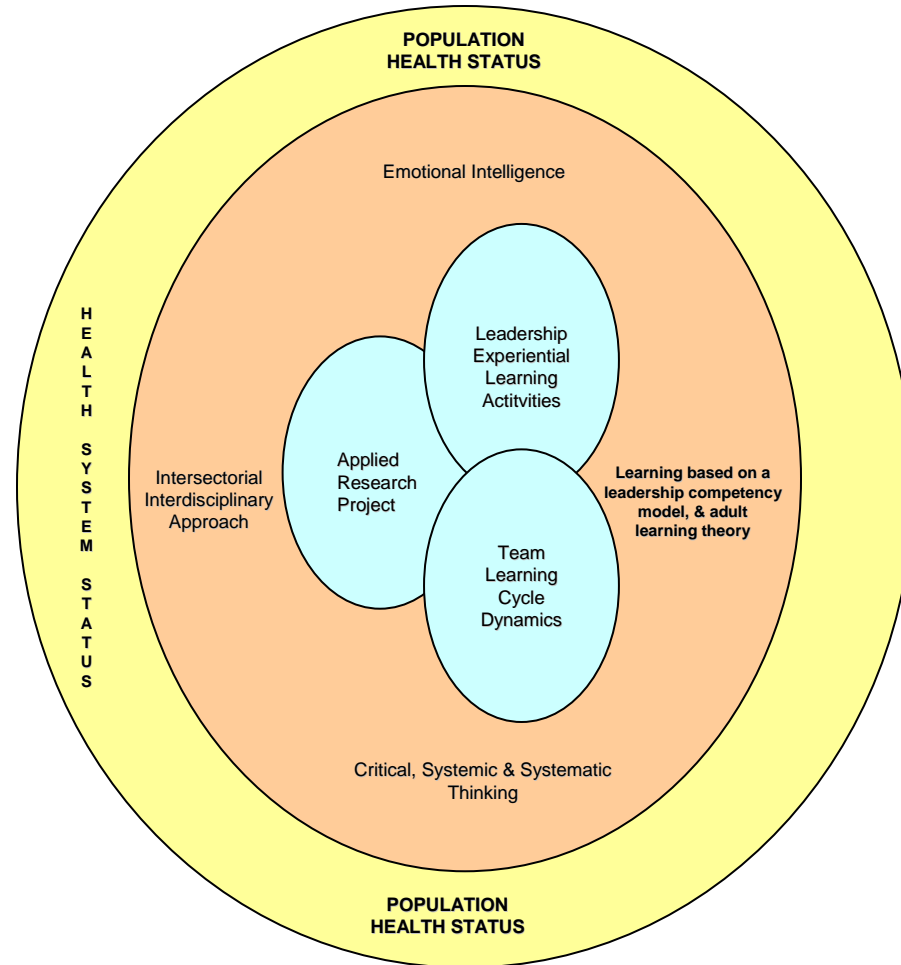
Goals and Objectives

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.
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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.
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ILISAP PR Curricular Dimensions



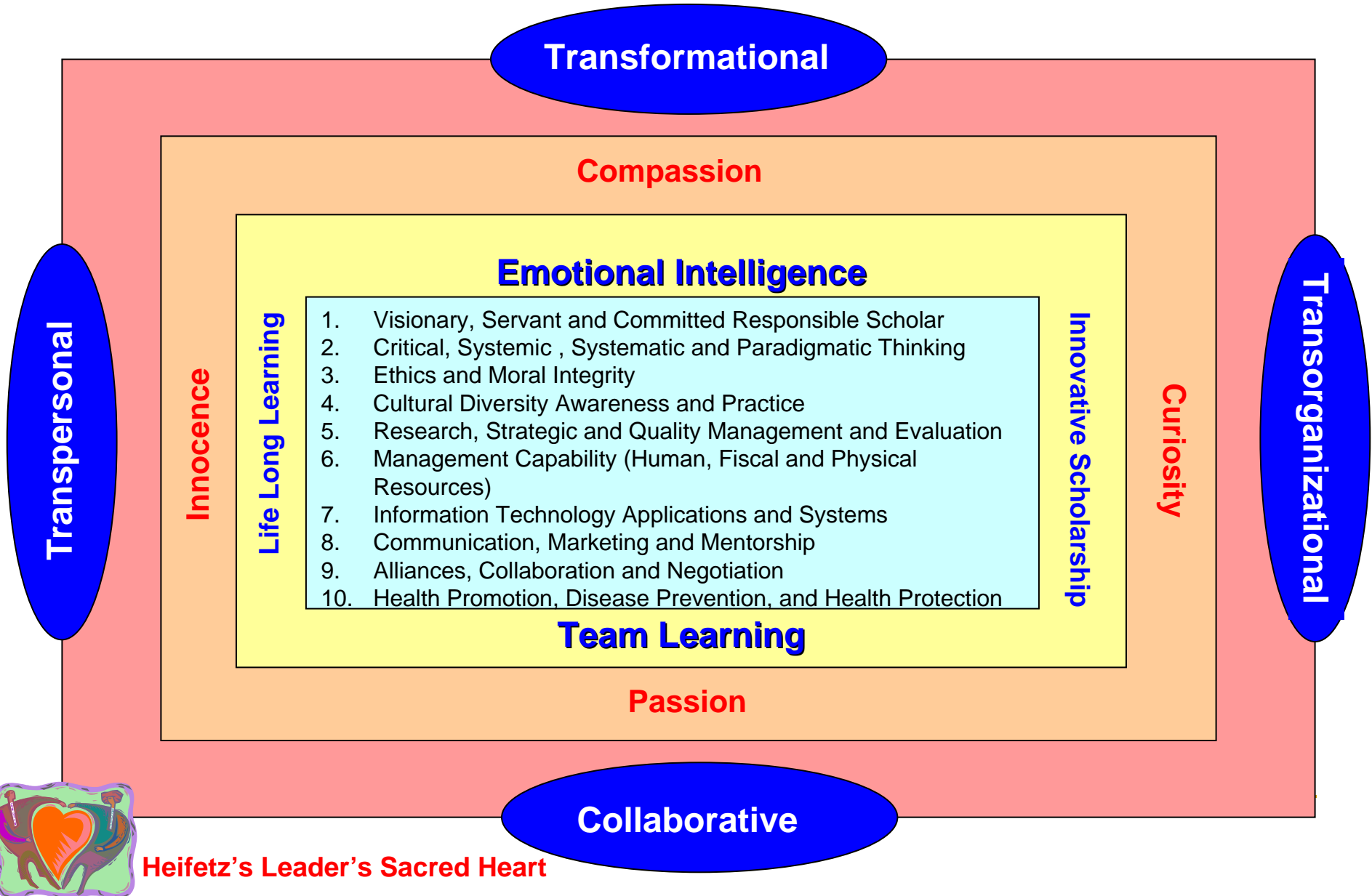
PR PHLI Curriculum

- 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.
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PR PHLI Curriculum

- 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.
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PR PHLI Good Business Practice: Our Public Health Leadership Competencies Conceptual Model

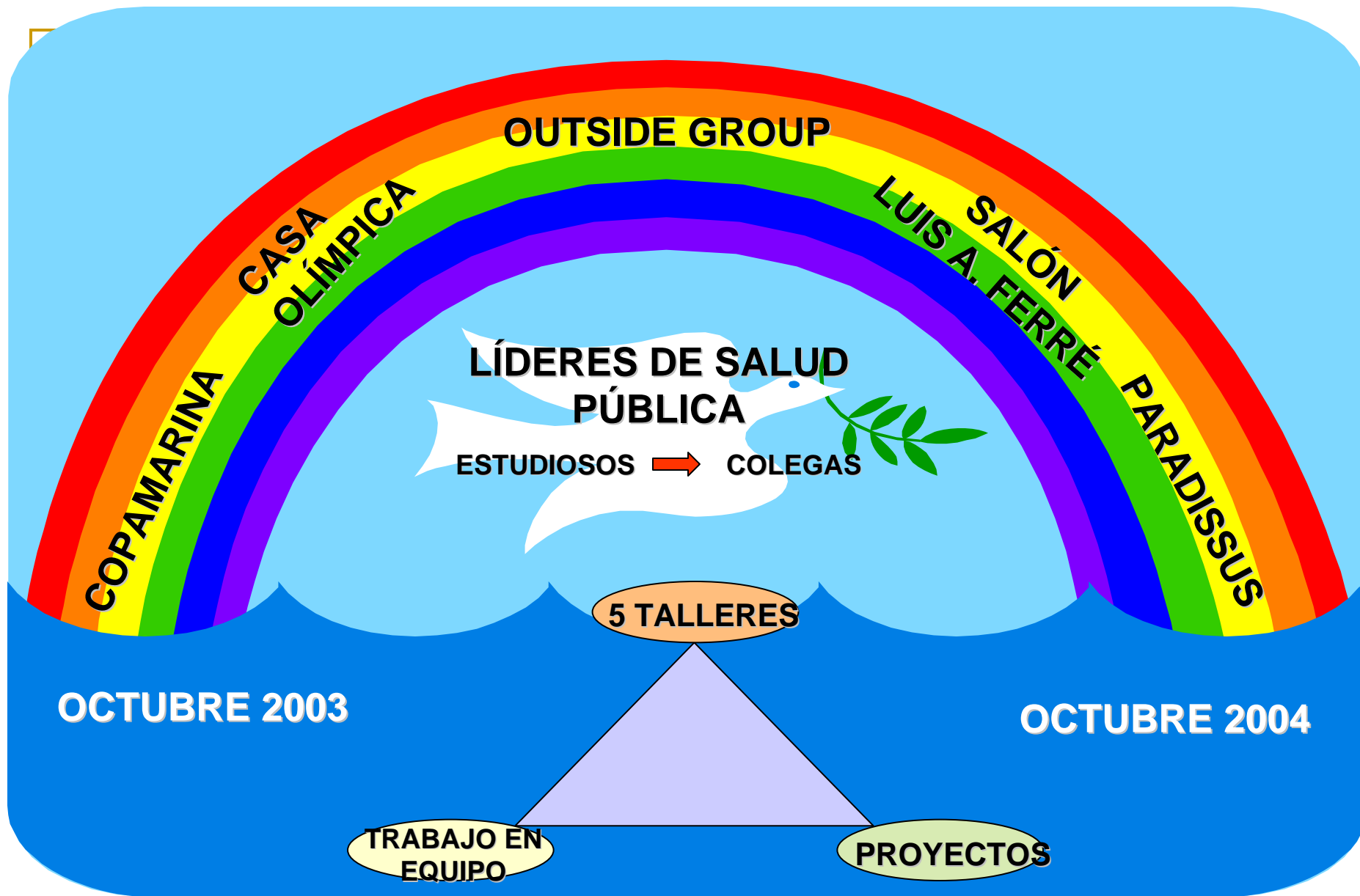


Organizational Psychology Consulting Group (DJA)

- 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.
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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.
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PRIMERA CLASE DE ESTUDIOSOS DE LIDERATO DEL ILISAP PR

Puerto Rico

A stylized map of Puerto Rico and its surrounding islands is rendered in a light orange color against a dark blue background. The map is positioned in the lower half of the frame, with the main island of Puerto Rico being the largest and most prominent feature. To its right, several smaller islands are visible, including the Culebra and Lajas Islands.

*To dream,
The ILISAP PR Dream,
The ILISAP PR Dream.*