

CULTURE OF HEALTH LEADERS

A Robert Wood Johnson Foundation program



Be a Change Leader, Build a Culture of Health

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Agenda

- **RWJF Leadership for Better Health Programs Overview**
- **Culture of Health Leaders Overview**
- **Participant Experience**
- **Application and Review Process**

RWJF Leadership for Better Health Programs

Overview

Maryjoan Ladden, Senior Program Officer
Leadership for Better Health



Building a Culture of Health



- Equal opportunity for healthiest life
- Comprehensive approach
- Health care *and* other factors
- Unprecedented collaboration



Seeking People Who Are...

- **Caring**, recognizing that leadership is relational, and that genuine care for others is at the heart of good leadership
- **Curious**, with a genuine desire to connect, listen, learn, and grow
- **Collaborative**, with a deep understanding that the changes we seek cannot be accomplished by any one person, organization or sector, and that working together with other change makers across boundaries is essential
- **Committed** to taking risks and acting boldly to move beyond dreams toward real pathways to change – and to achieving greater equity in communities across our country



Leadership for Better Health Continuing Programs

- Harold Amos Health Professions Faculty Development
- New Connections—Increasing Diversity of RWJF Programming
- RWJF Health Policy Fellows
- Summer Health Professions Education Program
- State Health Leadership Initiative



Newest Leadership Programs

HEALTH POLICY
RESEARCH SCHOLARS

INTERDISCIPLINARY
RESEARCH LEADERS

CULTURE OF HEALTH
LEADERS

CLINICAL
SCHOLARS

www.rwjf.org/changeleaders



Culture of Health Leaders



National Program Center



Program Partners



Culture of Health Leaders Program

- **Three year advanced leadership development program**
- **Structured leadership training**
- **Professional coaching**
- **Evidence-based work that changes the conditions in organizations and communities**
- **Network and collaborate within and across sectors**
- **Grounded in equity and social justice**

Eligibility

- **No minimum education requirement**
- **No requirement to be in graduate school**
- **Applicants must be at least 21 years old as of September 1, 2019**
- **U.S. Citizens, permanent residents, or individuals granted Deferred Action for Childhood Arrivals (DACA) status**
- **Government employees who are not considered government officials (p. 2 CFA)**

Participant Selection

- **Up to 40 individual participants**
- **Leaders from all disciplines that influence health – including technology, education, housing, transportation, business, the arts, public policy, community development and planning, faith/spiritual, public health, health care and others**



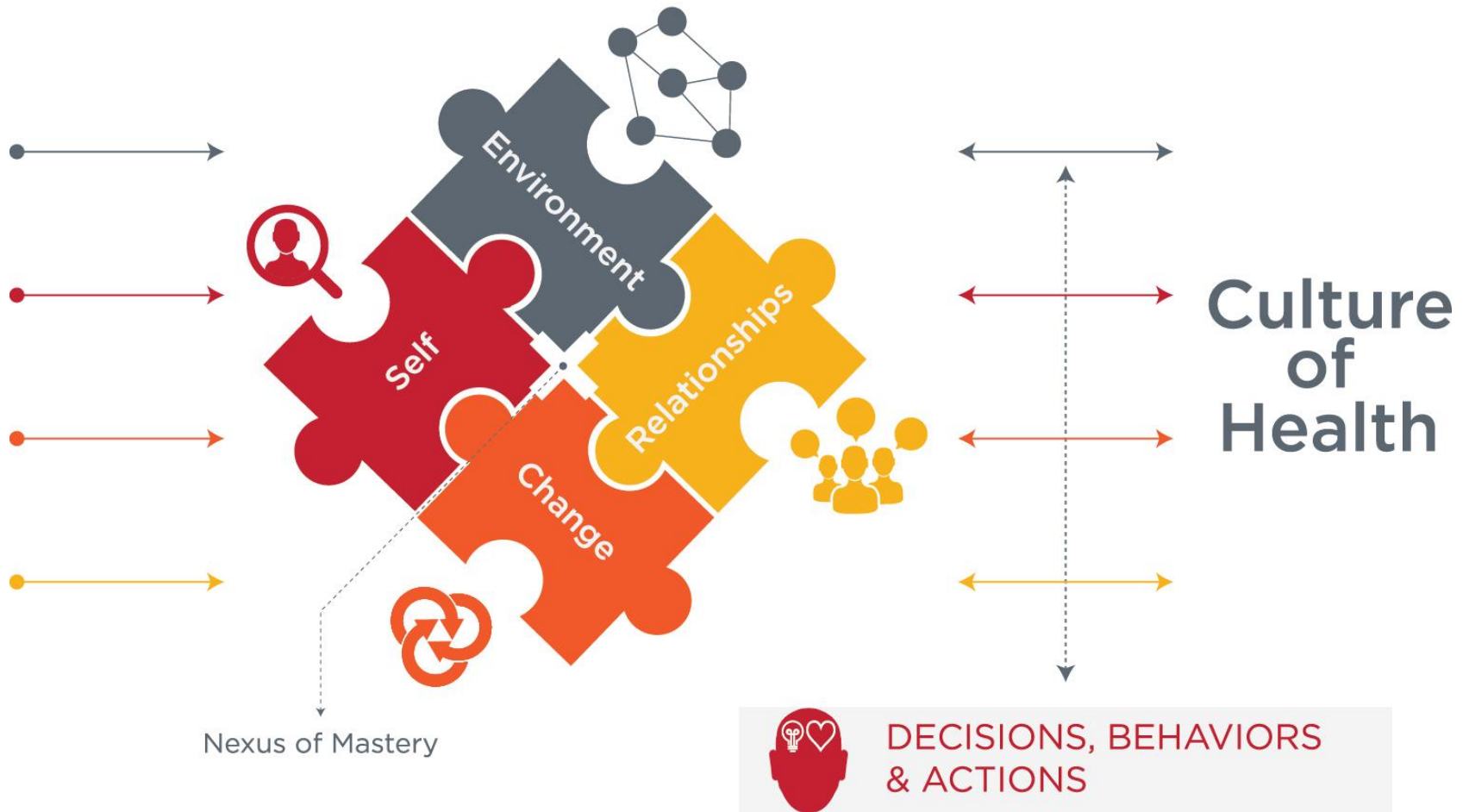
Seeking Leaders Who Are...

- **Highly motivated**
- **Ready and open to learn**
- **Embrace complexity and risk-taking**
- **Work collaboratively across sectors and disciplines**
- **Are ready to take their leadership and influence to the next level**
- **Prioritize equity, diversity, and inclusion**

Participant Experience



CULTURE OF HEALTH LEADERS' 4 AREAS OF MASTERY



Leadership Program Snapshot



LEARNING



COACHING



CONNECTING

Year 1

Self & Relationships

EDI; Change Management; Communications; Mindful Leadership; Defining a Culture of Health; Direction, Alignment, Commitment; RACSR; Leadership; Influence; Electives

Executive Coaching
(8 hrs in person & virtual)

Peer Coaching
(4 hrs in person & virtual)

Assessments
(MBTI; 360; ISI)

Annual Leadership Institute; CoHL Convenings (3); Virtual Happy Hours; Book Clubs; Leader-Organized Events; Foundation-supported conference attendance

Year 2

Change & Environment

Strategic Initiatives; Change Leadership; Monitoring & Evaluation; Boundary Spanning; Communications; Policy; Electives

Note: EDI is applied/incorporated into all content

Executive Coaching
(6 hrs virtual only)

Peer Coaching
(3 hrs virtual only)

Assessments
(TKI; CSI; Firo-B; Mid-360)

Annual Leadership Institute; CoHL Convenings (3); Virtual Happy Hours; Book Clubs; Leader-Organized Events; Foundation-supported conference attendance

Year 3

All Areas of Mastery

Strategic Initiatives; Equitable Leadership; CoHL Legacy Project; M&E; EDI- & Skills-focused Trainings; Electives

Note: EDI is applied/incorporated into all content

Executive Coaching
(6 hrs virtual only)

Leader-Led Peer Coaching
(6+ hrs)

Assessments
(End-point 360)

Annual Leadership Institute; CoHL Convenings (3); Virtual Happy Hours; Book Clubs; Leader-Organized Events; Foundation-supported conference attendance

NOTE: Participants are expected to spend an average of 32 to 38 hours per month on the program, including the time spent attending convenings. Coursework and program activities are subject to change.

Stipend and Sponsoring Institution

- **Stipend of \$20,000 per year for three years (up to \$60,000)**
- **May be used for:**
 - Release time/salary
 - Living expenses, including child care
 - Additional consultant fees, conference registration
 - Project supplies
- **Stipends will be paid to the sponsoring institution**
- **Sponsoring institution must be selected by May 14, 2019**

Application and Review Process



Application

- **Clear responses to questions about your leadership experiences (informal and formal), your vision for a Culture of Health, your experiences collaborating with organizations or other leaders, and your readiness to engage in change that advances equity**
- **A video that provides a brief glimpse of the opportunities and challenges to building a Culture of Health**
- **Three references from people who can describe your leadership or emerging leadership qualities**
- **Deadline: February 20, 2019 at 3:00 pm ET**

Application – Video Scan

- **MAXIMUM of 3 minute (180 second) video**
- **Created specifically for this application**
- **Not professionally produced; may be created on a mobile device**
- **Uploaded to YouTube (instructions available online)**
- **Must be uploaded by 3 pm ET on February 20**

Application – References

- **References must come from:**
 1. Supervisor, board member, or team leader who has experience leading you in a volunteer or professional role.
 2. Peer in a volunteer or professional capacity who can describe your leadership style and peer interactions.
 3. Someone you have led in a volunteer or professional role.
- **Invite your writers ASAP to help them meet the deadline**
 - Reference writers have been asked to submit by February 13
 - Be sure to include the appropriate role in your invitation email
- **References answer specific questions in the application form**

Review Process

- **Initial review of applications: February 21 – May 13, 2019**
- **Semifinalist interviews: May 13 – 24, 2019**
 - Half day process in Washington, DC
 - Includes panel interviews and a presentation
 - Preparation materials will be sent in advance
- **Notification of awards: mid-June 2019**
- **Program begins: September 1, 2019**

Timeline

January 11	Call for applications opens
February 20	Applications due by 3 pm ET
February 22 – May 10	Applications reviewed
May 13 – May 24	Semifinalist interviews (Washington, DC)
Mid-June	Finalists selected
September 1	Program begins
Fall 2019	Required in-person program orientation (location TBD)
Spring 2020	RWJF Annual Leadership Institute (location TBD)

Thank You!

Culture of Health Leaders Program

Visit: www.cultureofhealth-leaders.org

Email: info@cultureofhealth-leaders.org

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Questions about Leadership for Better Health Programs

Email: ChangeLeaders@rwjf.org

Culture of Health Leaders is a program of the Robert Wood Johnson Foundation co-led by the National Collaborative for Health Equity and CommonHealth ACTION.