Be a Change Leader, Build a Culture of Health

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Co-Director
Culture of Health Leaders National Program Center
National Collaborative for Health Equity
Newest Leadership Programs

HEALTH POLICY RESEARCH SCHOLARS
INTERDISCIPLINARY RESEARCH LEADERS
CULTURE OF HEALTH LEADERS
CLINICAL SCHOLARS

www.rwjf.org/changetechnology
Culture of Health Leaders Program

• Three year advanced leadership development program
• Formal 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
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
CULTURE OF HEALTH LEADERS’
4 AREAS OF MASTERY

Culture of Health

Nexus of Mastery

DECISIONS, BEHAVIORS & ACTIONS
Program Snapshot

Year 1: Self & Relationships
Year 2: Environment & Change
Year 3: Self, Relationships, Environment, & Change
Commitment: 32-38 hours per month, all 3 years
Program Snapshot, Year 1

LEARNING

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

COACHING

- Executive Coaching (8 hrs in person & virtual)
- Peer Coaching (4 hrs in person & virtual)
- Assessments (MBTI; 360; ISI)

CONNECTING

- Annual Leadership Institute; CoHL Convenings (3); Virtual Happy Hours; Book Clubs; Leader-Organized Events; Foundation-supported conference attendance
Program Snapshot, Years 2-3

**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
## Program Competencies

<table>
<thead>
<tr>
<th>Mastery of Self</th>
<th>Mastery of Relationships</th>
<th>Mastery of Environment</th>
<th>Mastery of Change</th>
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</thead>
<tbody>
<tr>
<td>Self-management; Self-insight, Self-development</td>
<td>Building Collaborative Relationships</td>
<td>Acts Systematically</td>
<td>Influencing, Leadership, Power</td>
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<tr>
<td>Handles Disequilibrium</td>
<td>Values Diversity</td>
<td>Getting Information, Making Sense of It; Problem Identification</td>
<td>Change Management</td>
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<tr>
<td>Learns Through Others</td>
<td>Brings out the Best in People</td>
<td>Sound Judgment</td>
<td>Communicates</td>
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<tr>
<td>Interpersonal Savvy</td>
<td>Managing Conflict Negotiation</td>
<td>Demonstrates Vision</td>
<td>Risk Taking; Innovation</td>
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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.