

# **Pathways to MCH Leadership**

## **Making Lifelong Connections Meeting**

**April 6, 2017**

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**Director, Division of MCH Workforce Development**  
**Maternal and Child Health Bureau (MCHB)**  
**Health Resources and Services Administration (HRSA)**



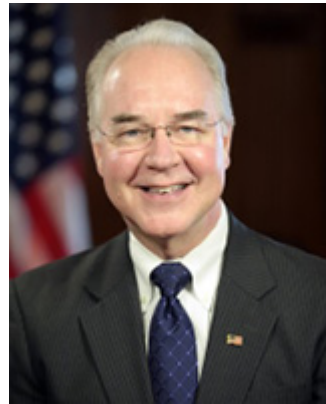
# Session Objectives

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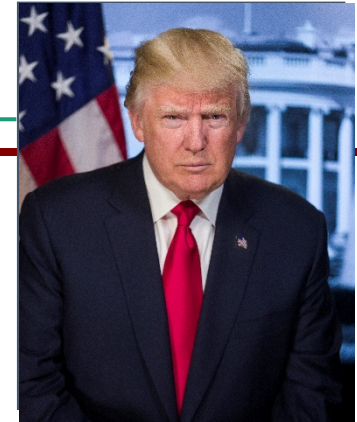
- Overview of HRSA, MCHB and DMCHWD (Training Programs)
- Career Path
- MCH Leadership Competencies
- Leading in Federal Government
- Pathways to Leadership



# The Big Picture

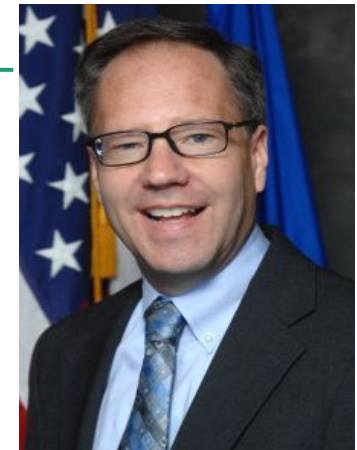


The President  
Donald Trump



Secretary, HHS  
Thomas Price

Acting Administrator, HRSA  
Jim Macrae

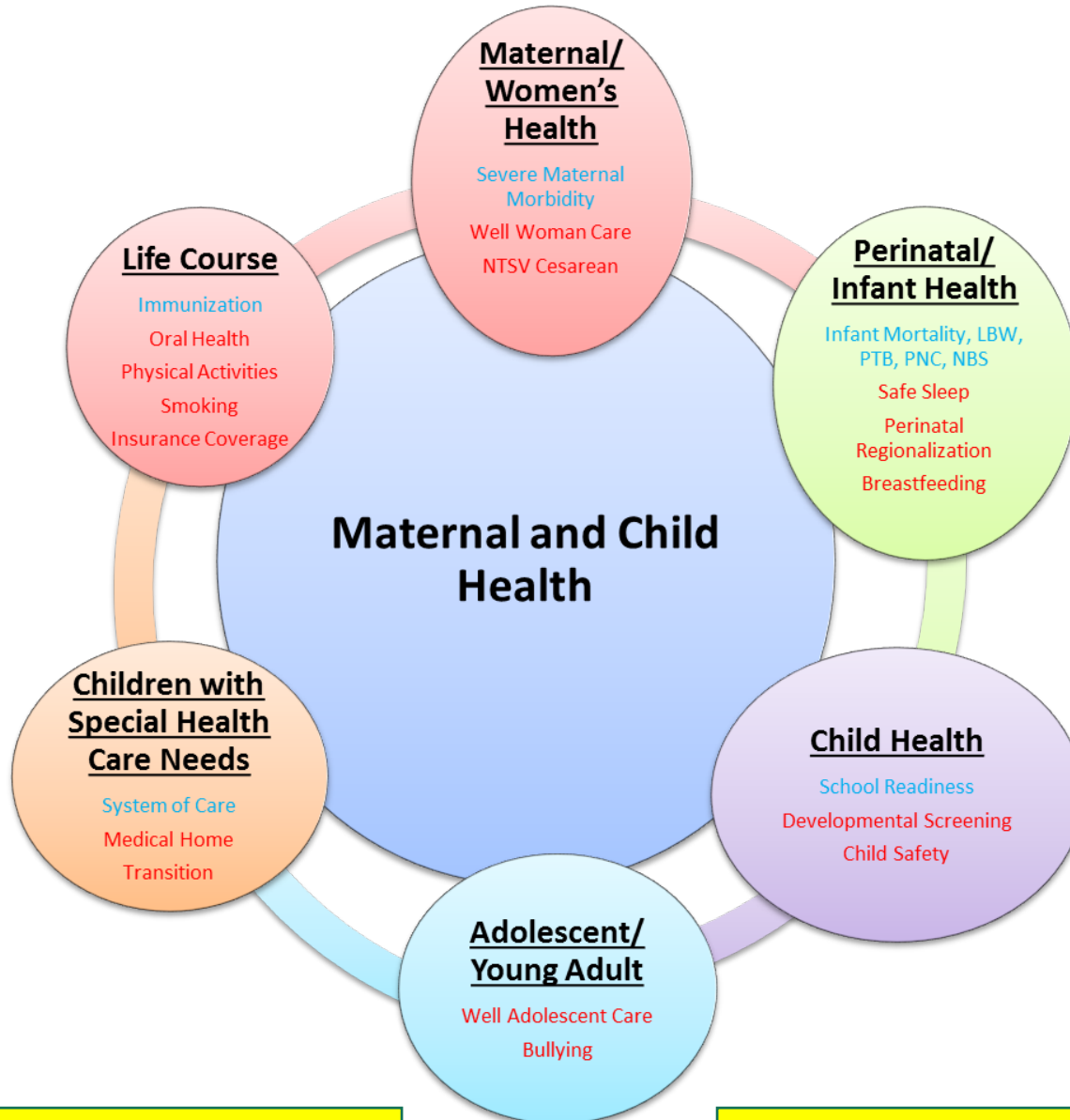


Associate Administrator, MCHB  
Michael Lu



**Division of MCH Workforce  
Development**

# Maternal & Child Health Bureau



# Division of MCH Workforce Development

Develop the current and future generations of MCH leaders through:



- Pipeline and Graduate Education
- Workforce Development for Practicing MCH Professionals
- Community-based programs

# DMCHWD Programs

## Interdisciplinary/Graduate Training

- Centers of Excellence in MCH Education, Science, and Practice Program
- Developmental-Behavioral Pediatrics (DBP)
- Leadership Education in Adolescent Health (LEAH)
- Leadership Education in Neurodevelopmental and Related Disabilities (LEND)
- MCH Catalyst Program
- MCH Nutrition
- Pediatric Pulmonary Centers (PPC)

## MCH Workforce Development

- Collaborative Office Rounds (COR)
- Healthy Tomorrows
- Healthy Weight Collaborative
- MCH Navigator
- MCH Pipeline
- MCH Workforce Development Center
- Reaching Practicing MCH Professionals in Underserved Areas Through Education and Training Program















# What is an MCH Leader?

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**What are MCH leadership qualities?**



# What is an MCH Leader?

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**An MCH leader inspires and brings people together to achieve sustainable results to improve the lives of the MCH population**



# What is an MCH Leader?

## MCH Leadership Competencies

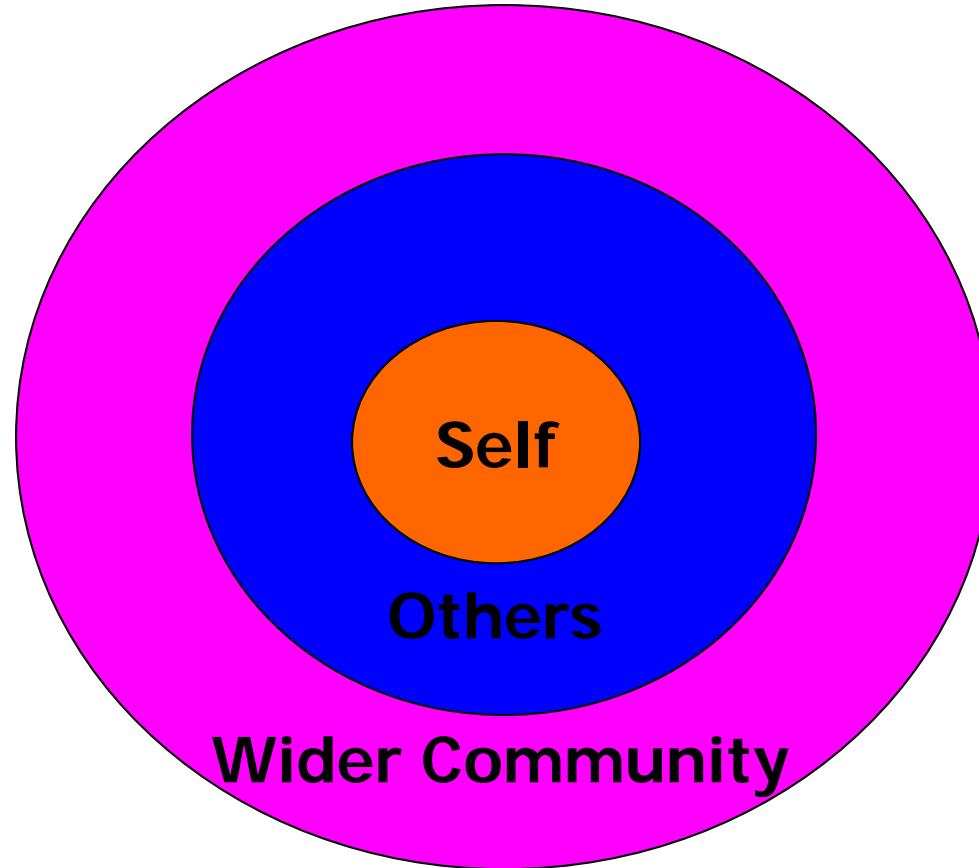
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- understand and supports MCH values, mission, goals
  - sense of purpose and moral commitment
  - values interdisciplinary collaboration and diversity
  - capacity to think critically about MCH issues at population and individual levels
  - communicate and work with others
  - uses self-reflection
  - core knowledge of MCH populations and needs
  - professionalism in attitudes and working habits
  - continually seeks new knowledge and improvement
  - committed to recruit, train and mentor future leaders
  - responsive to changing political, social, scientific, and demographic context
- capability to change quickly and adapt





# MCH Leadership Competencies Conceptual Framework



# MCH Leadership Competencies

## I. SELF

1. MCH Knowledge Base
2. Self-reflection
3. Ethics & Professionalism
4. Critical Thinking

## II. OTHERS

5. Communication
6. Negotiation & Conflict Resolution
7. Cultural Competency
8. Family-Centered Care
9. Developing Others Through Mentoring & Teaching
10. Interdisciplinary Team Building

## III. WIDER COMMUNITY

11. Working with Communities and Systems
12. Policy/Advocacy



# SELF

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- **Begins with a focus on you!**
  - Reading and instruction
  - Self-reflection
  - Planned and serendipitous experiences

# OTHERS

- Leadership extends to co-workers, colleagues, fellow students, practitioners
  - Influencing behavior and attitudes of others
- Leadership may remain at this level of impact for long period of time

# WIDER COMMUNITY

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- **Broader impact on organizations, systems, models of practice**
  - Require additional skills
  - Broader understanding of change process and factors that influence change

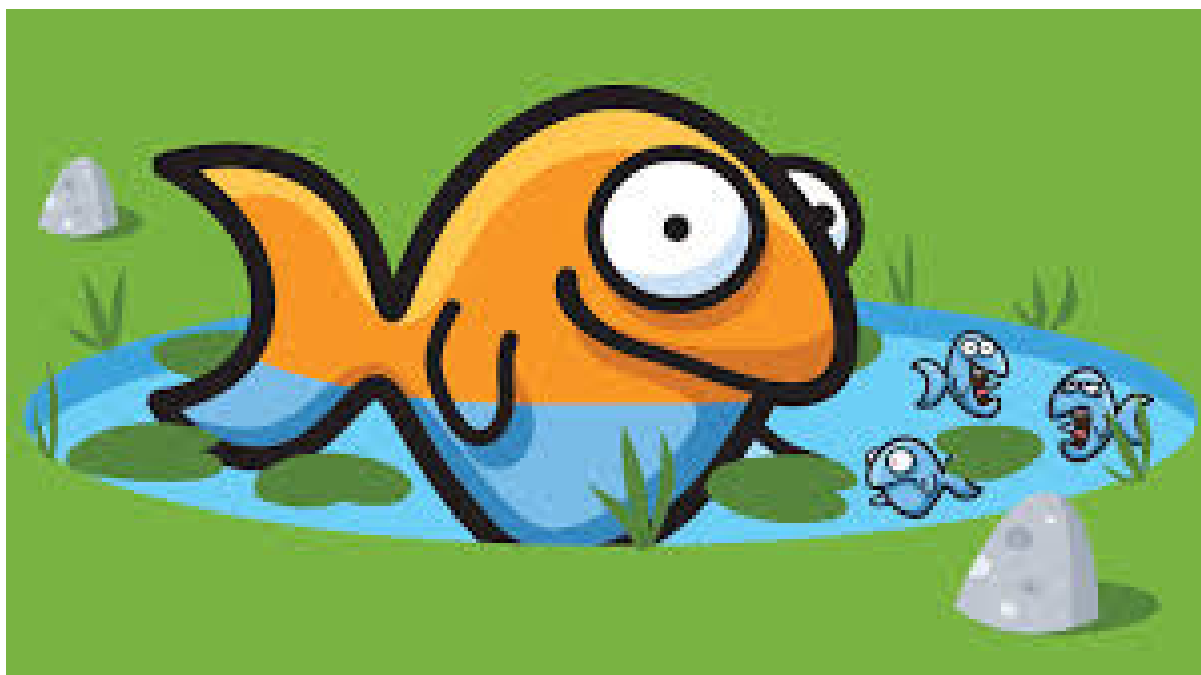
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# Leading in Government





# Before government...



# Transitioning to Government...



# Challenges



# Opportunities to Make a Difference

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- Unique opportunity to influence MCH outcomes
- Advance national health agenda
- Shape specific national programs
- Address emerging health issues
- Develop and test new approaches
- Set standards and policy
- Model and bridge partnerships
- Work with diverse teams
- Serve as a steward of federal resources



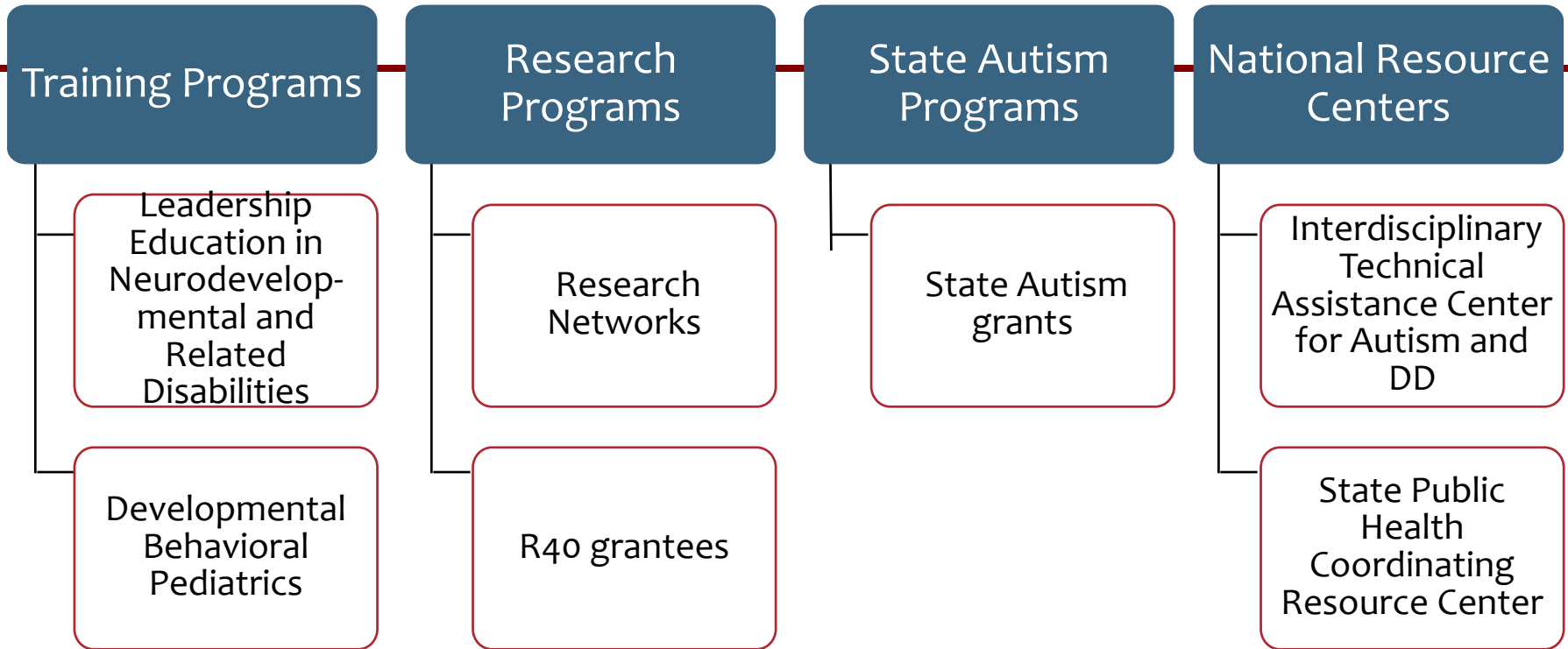
# Autism CARES Act Implementation

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**Enable all infants, children and adolescents who have, or are at risk for developing, Autism Spectrum Disorders (ASD) and other developmental disabilities to reach their full potential by:**

- Developing a system of services that includes screening children early for possible ASD and other developmental disorders;
- Conducting early, interdisciplinary, evaluations to confirm or rule out ASD and other developmental disorders; and,
- Providing evidence-based, early interventions when a diagnosis is confirmed

# HRSA's Autism Programs





# Transformation of the Title V MCH Block Grant

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The triple aims of the transformation were to:

- reduce burden,
  - maintain flexibility, and
  - increase accountability.
- **Improve accountability of performance and impact, and better demonstrate the returns on investment for Title V in bettering the health and well-being of mothers, children, and families in the U.S.**
  - **New framework for performance measurement**



# Impact of Congenital Zika Infection on MCH populations



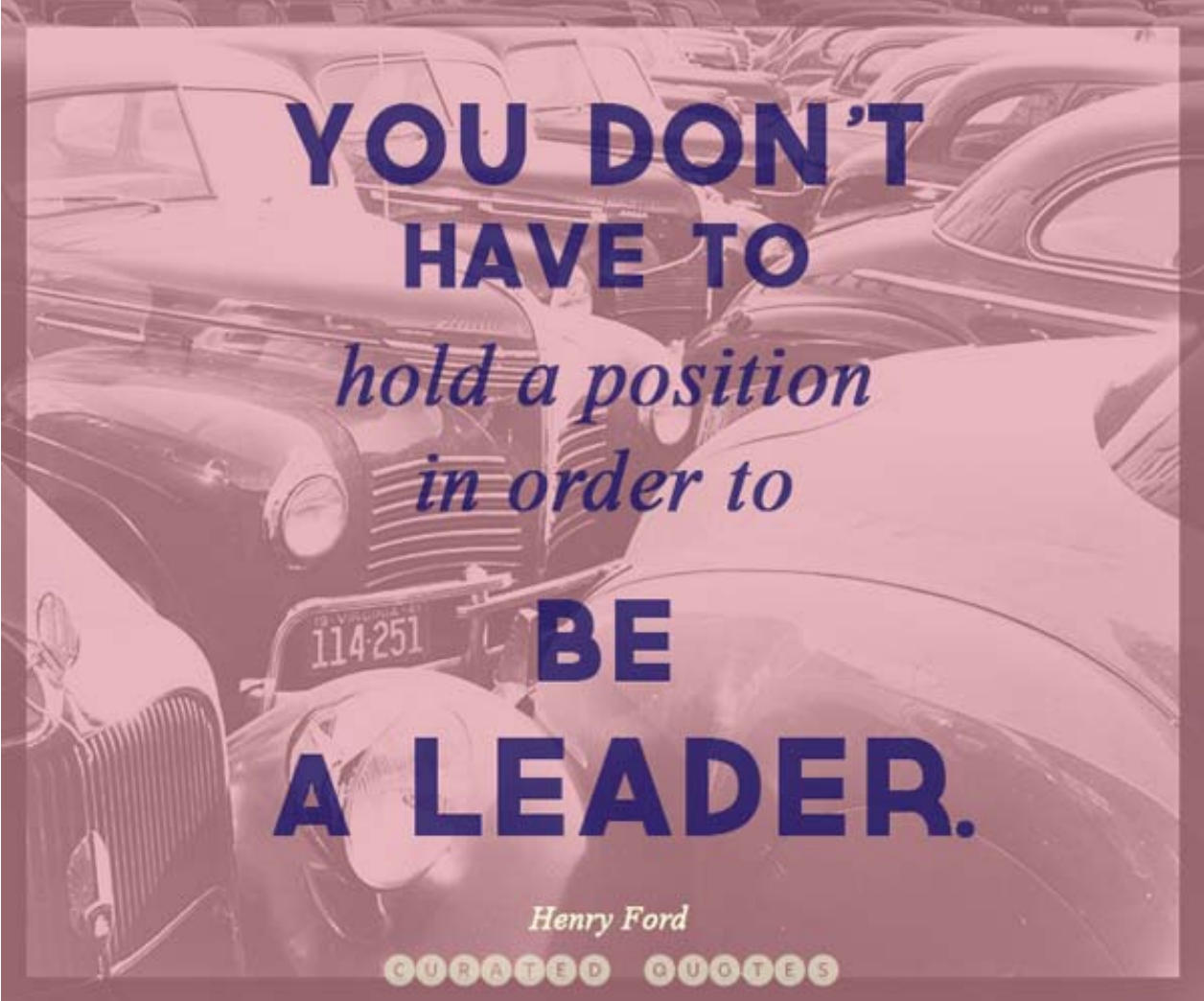
# Pathways to Leadership



# How Do I Get There?

- **Learn from the Past**
  - How did you become an MCH trainee?
- **Look Around and Network**
  - Mentors, colleagues, supervisors
- **Get Involved, Volunteer**
  - Professional associations, community engagement





**YOU DON'T  
HAVE TO**  
*hold a position  
in order to*  
**BE  
A LEADER.**

*Henry Ford*

CURATED QUOTES



“

**ONE OF THE MOST**  
IMPORTANT LEADERSHIP LESSONS  
**IS REALIZING**  
YOU'RE NOT THE MOST IMPORTANT  
OR THE MOST INTELLIGENT PERSON  
IN THE ROOM AT ALL TIMES.

”

*- Mario Batali*

Be the kind  
of leader  
that you  
would  
follow.







**Leadership is the ability  
and willingness to leave  
your thumbprint.**

**- Sarah Weddington**  
Attorney, former state legislator



# Contact Information

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# Questions?

