

A new leadership development initiative tailored to current and emerging leaders in IANPHI-member NPHIs. The goal of the IANPHI Leadership Academy is to provide personal leadership development tools and institutional leadership strategies for NPHI executive teams.

Why?

Leadership can be learned. IANPHI member NPHI directors recognize the need to invest in the leadership skills of their executive teams for stronger, more responsive public health systems and improved health for all. Directing the day-to-day functions of public health with ever-limited resources is a challenging and stressful job. Leaders charged with ensuring the health of their populations face changing demands for critical services, including anticipating, preventing, responding to, and recovering from recurrent outbreaks and other health threats and emergencies.

We can help our partner NPHIs by promoting and investing in the leadership skills of their executive teams. Leaders influence the culture of their organizations and set the standard at work for the behavior and practices of others. Organizations with effective leaders can successfully meet challenges, respond to change, empower staff, and sustain high performance. The IANPHI Leadership Academy is a response to this need and our recognition of the value of leadership development to the success of NPHI operations.

What?

The IANPHI Leadership Academy was founded with generous support from Sweden's National Institute of Public Health and the Bill and Melinda Gates Foundation, along with local support from the National Institute of Health of Mozambique and the National Institute of Medical Research of Tanzania.

Its mission is to foster excellence and best practices in leadership through experiential learning. The inaugural 2014-2015 session is targeted to NPHIs in African countries, which will be invited to nominate two- or three-person teams to participate.

Participants will gain insights into their individual leadership styles and ways to be more effective in working with others. Through presentations, group discussions, problem-solving scenarios, and role plays, they will cultivate new skills and knowledge in domains that are critical for leaders to maximize their impact.

Participants in the 2014-2015 session of the IANPHI Leadership Academy will take part in a series of interrelated events and activities, highlighted by two action-learning seminars.



SEMINAR 1: LEARNING ABOUT YOURSELF AND LEADING WITHIN YOUR ORGANIZATION

To include:

- Peer networking Get to know each other and establish a common agenda and rapport by exploring leadership needs, challenges, and opportunities
- Personal leadership inventories Promote personal insights through tools that stimulate reflection on participants' own leadership styles, behaviors, and practices
- Active learning Participate in interactive activities focused on:

Leadership styles

Time management

Leading change

Leading people

Team effectiveness and performance

Conflict

- Best practice presentations Learn from facilitators and participants
- Individual development plans Formulate personal goals to address through the training and beyond

SEMINAR 2: LEARNING ABOUT YOURSELF AND LEADING OUTWARD

To include presentations and active learning components focused on topics such as:

- Problem solving
- Difficult conversations
- Communicating upward and outward
- Risk communication
- Negotiation
- Stakeholder engagement

Between the workshops, leaders will participate in two telephone coaching sessions that will reinforce concepts covered in the workshops and assess progress toward personal development goals.

In 2009-2012, IANPHI conducted the **Heymann Mentorship Program**, which has since been institutionalized in IANPHI's programmatic work. Conceived by Dr. David Heymann and funded through a generous gift from him to IANPHI, the Heymann Mentorship Program yielded demonstrable gains in leadership, organizational development, institutional capacity building, and skills building that benefited not only the individual mentees but also the participating NPHIs themselves. The IANPHI Leadership Academy builds on the success of that program and affirms IANPHI's commitment to mentorship and leadership development as a cornerstone activity.

To acknowledge and honor the contributions of Dr. David Heymann and the Heymann Mentorship Program, leaders selected for participation in the IANPHI Leadership Academy will be recognized as *Heymann Fellows*.



Who?

Training is targeted to current and emerging leaders in African NPHIs who can commit to participating in the full complement of IANPHI Leadership Academy activities – two seminars and two telephone coaching sessions -- as well as agree to work between sessions to apply new skills and work toward individual development goals.

Participating NPHIs will be asked to nominate teams of two or three persons who can benefit from the skills development as a team and support each other in the application of their new insights and plans in their home institutes. Teams can include those at the top of the organization as well as others responsible for operational results.

The sessions will be facilitated by a team of experts in the field of strategic leadership:

Dr. Sue Binder -- IANPHI's Senior Advisor for Public Health Practice & former member of the US CDC executive leadership team

Dr. Ed Baker – Research Professor at the Gillings School of Global Public Health, University of North Carolina, & former Director of the North Carolina Institute for Public Health

Dr. Sarah Wamala – Professor in Health Policy and Leadership at Sweden's Karolinska Institutet & former director of the Swedish National Institute of Public Health

Mr. Marcus Jönsson -- Head of the Personnel Unit at the Swedish National Institute of Public Health

When? Where?

Seminar 1 is scheduled for November 17-19, 2014, in Maputo, Mozambique, hosted by the National Institute of Health. Seminar 2 is scheduled for February 9-11, 2015, in Dar es Salaam, Tanzania, hosted by the National Institute of Medical Research. Telephone coaching sessions will take place in December 2014 and January 2015, at times to be determined.

How?

African NPHI directors who are interested in attending and/or nominating a team for participation in the 2014-2015 session of the IANPHI Leadership Academy should complete the attached application form. Travel support will be provided by IANPHI, but space is limited. Kindly submit applications by August 1, 2014.

For further information, please contact: Allison Greenspan, IANPHI-Atlanta, agree2@emory.edu. Or, visit ianphi.org/whatwedo/leadership.

