Identifying Public Health Leadership and Managements Development Needs

RESPONSES TO THE ONLINE SURVEY OF SUMMIT INVITEES

MAINE PUBLIC HEALTH LEADERSHIP

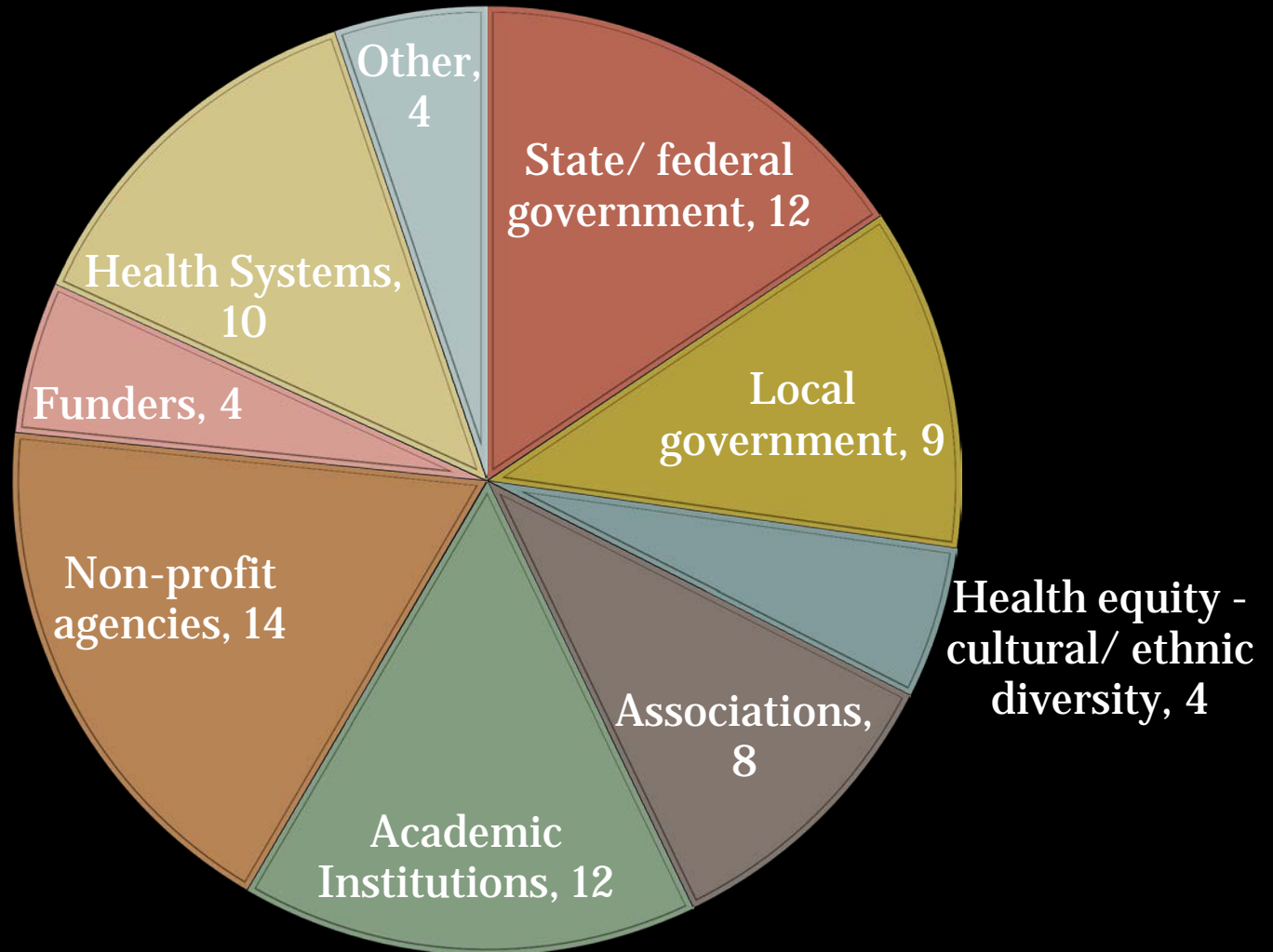**SUMMIT**

JUNE 1, 2015

Information Collection and Summary

- Summit invitations included the link to a confidential 17 question online survey;

- 42 surveys were completed (85 were invited to participate)

- Compilation of results sent prior to summit

- Handouts of slide presentation

- Top three responses to each question

- Common themes

Areas of Public Health Practice (Q1)

Self Assessment (Q2)

- While 49% felt they had a strong (19) or very strong (5) ability to provide effective leadership in today's challenging environment

- 51% felt their ability was either adequate (14) or less than adequate (3).

The 3 Most Difficult Challenges (Q3)

- 77.5% (31) Providing needed leadership in an unpredictable environment

- 67.5% (27) "Doing more with less" given budgetary constraints

- 52.5% (21) Building buy-in and support for my work

Support and Mentorship (Q4,Q5)

- 62.5% felt supported in their public health leadership role

- A significant majority received support from an informal network of trusted mentors (23)

- Senior leaders outside my organization (16)

- Senior leaders in my own organization (14)

- Over 1/3 (37.5%) of those responding **do not** feel supported

Why & In What Areas there's Need for Support (Q6)

Need for better understanding of the science and value of public health (9)

Need for more financial support (3)

Preferences for Receiving Leadership Support

Informal network of trusted mentors (10)

Regionally based programs (10)

Mentorship from senior leaders outside your organization (6)

Importance of Networking (Q8)

- 17 (43.59%) Important
- 15 (38.46%) Very Important

Why it's important (Q9)

- Increases communication and collaboration
- Promotes common vision & shared learning
- Leverages resources and experience

Leadership Development of Most Benefit (Q10)

- Leading Systems Change/Transformation (8.97)

- Leading teams and organizations in an unpredictable and ambiguous environment (8.93)

- Articulating a clear and inspiring vision for the future (8.55)

Management Development of Most Benefit (Q12)

- Negotiation (11.04)

- Informatics (10.31)

- Financial management in a cost constrained environment (10.14)

Leadership Needs of Current/Emerging Leaders

- Leading staff in an unpredictable and ambiguous environment (8.87)

- Leading systems change/transformation (8.79)

- Articulating a clear and inspiring vision for the future (8.56)

Current/Emerging Leaders' Management Needs

- Project Management (8.79)

- Leading Teams (8.48)

- Building buy-in and support from staff (8.45)

Summary and Discussion

- There's room for development
- Mentorship and regionally based programs
- Networking is an important
- Increasing the understanding of public health's value
- Leading in unpredictable/ambiguous environment
- Leading systems change/transformation
- Articulating a clear and inspiring vision of the future
- Management skills development options specific for established and emerging leaders