



# Leadership Academy

**FOR AMERICAN INDIAN & ALASKA NATIVE  
BEHAVIORAL HEALTH PROFESSIONALS**

**MENTOR  
APPLICATION  
2019-2020**



National American Indian & Alaska Native

**PTTC**

Prevention Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration



National American Indian and Alaska Native

**MHTTC**

Mental Health Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration



National American Indian & Alaska Native

**ATTC**

Addiction Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration

# A unique leadership development opportunity for behavioral health professionals

The National American Indian & Alaska Native Technology Transfer Centers invite American Indian and Alaska Native professionals to apply to our comprehensive leadership development program. Our twelve month culturally informed program is designed to strengthen the behavioral health (BH) workforce in tribal and urban Indian communities. Upon acceptance into the program, each participant will be matched with an experienced native mentor in the behavioral health field.

Leaders from tribal and urban Indian health programs express concern about the graying workforce, especially among leaders of substance use, mental health, prevention, and treatment programs. Our American Indian and Alaska Native leaders are concerned about who will lead these programs in the future, particularly given the substantial changes in health care, the introduction of the Affordable Care Act, the opioid crisis, and the integration of BH into primary care. The need for leadership development and support is imminent.

Your agency, among many others, may already be facing a shortage of adequately prepared leaders to oversee the administration of BH programs. Though experience is important, many leaders find themselves lacking vital skills in areas such as budgeting, administration, strategic planning and grant management, in addition to administrative and clinical supervision of staff. These skills are needed to navigate the increasingly demanding health care field. The Leadership Academy addresses these needs by building a network where leaders can obtain skills through education, support and guidance. This program addresses the urgent need to make available thoughtfully developed and culturally informed training, and aims to deliver it to those who will benefit the most: future administrative and supervisory leaders in the BH workforce.

## ***Why participate in the American Indian & Alaska Native Leadership Academy?***

**This program provides a meaningful experience for mentors including opportunities to:**

- Offer professional networking at local, regional, and national levels
- Encourage intellectual and professional collaboration and organizational development
- Foster personal growth for the mentees
- Develop mentee's individual leadership qualities
- Foster agency growth as a result of engaging in mentee projects
- Share knowledge and experiences

## ***What does the Leadership Academy entail?***

The program provides a balance of interactive seminars, distance education, webinars and project work in the field. It incorporates a four-phase design for developing leadership and management skills:

**Phase 1: Assessment** – Mentees are required to undergo a formal assessment of their leadership and management interests, values and skills.

**Phase 2: Immersion session** – Mentees are required to attend a five-day Immersion Training that provides the conceptual framework for understanding the theory and practice of leadership and management. Mentors are expected to attend the last three days of the session.

During the Immersion session mentees will start preparing for their individual **project work**. Mentees will be working on a project in their own organization throughout the course of the Leadership Academy (LA). Their mentor will help guide the topic choice and planning of an individualized leadership project relevant to their work and career goals. Examples from previous Leadership Academy (LA) projects include; client recovery mentoring and advocacy plans, community case management and referral development, counselor self-care, processes for reducing stigma, increase cultural competency and suicide prevention.

**Phase 3: Enhancement session** – Mentors and mentees will both attend the three-day Enhancement session. Focus will be on continued training in various leadership skills and discussion of individual leadership plans as well as their project plans.

Participants will submit their project plan, present on the progress of their project and receive feedback during this meeting.

**Phase 4: Recognition / Graduation** – To acknowledge their accomplishments, mentees will present their final individual projects and participate in a ceremony together with their mentors. During this two-day session they will be awarded a formalized Certificate of Leadership.

\*It is recommended that each mentee takes at least 20 hours of additional continuing education based on their individualized development plan as identified in cooperation with their mentor. Continuing education can be pursued through venues like webinars and courses.

### **What are the commitments?**

This one year program takes commitment on the part of the mentee, mentor, and the organization in which the participant is employed. **Mentors** are expected to be available to the mentees on a regular basis for conference calls, guidance and feedback in relation to their project work and leadership development. It is required to attend face-to-face meetings which includes: three days during the five-day Immersion Training in the Meskwaki Settlement, August 25 – 30, 2019, three-day Enhancement Session in Miami, February 2020, and two-day Graduation in Portland, August 2020.

The National American Indian & Alaska Native TTCs will support mentor travel and lodging expenses during the Leadership Academy Immersion Training, Enhancement Session and Graduation. The mentors will receive compensation for their time.

If you have questions about the program or application process please contact:

**Monica Dreyer Rossi:** [monica-dreyerrossi@uiowa.edu](mailto:monica-dreyerrossi@uiowa.edu)

### **How do I apply?**

To apply, please fill out the following application and submit to:

The University of Iowa  
College of Public Health  
ATTN: Monica Dreyer Rossi  
The Leadership Academy  
145 N. Riverside Drive N410  
Iowa City, IA 52242

You may also e-mail the application to: [monica-dreyerrossi@uiowa.edu](mailto:monica-dreyerrossi@uiowa.edu)

The application deadline is **April 30, 2019**. Applicants will be reviewed and selected for participation by the Leadership Academy Committee. The selected candidates will be notified by **June 1st, 2019**.

Sincerely,

**Monica Dreyer Rossi, Program Manager**

National American Indian & Alaska Native Leadership Academy



# LEADERSHIP ACADEMY MENTOR APPLICATION

CONFIDENTIAL

**Note to applicant:** Your commitment to the BH field is an important component in the advancement of prevention, mental health and substance abuse treatment in native communities. The Leadership Academy Committee seeks mentors who have spent five years or more in an administrative, educational and/or clinical supervisory position and are interested in guiding future leaders in the BH field. Submitting your resume and additional information will assist in matching your talent with the needs of the mentee.

**Application process:** Mentors and mentees will be selected for participation through a Leadership Academy Committee review process. This process allows for the selection of individuals that have characteristics which demonstrate management and leadership abilities and willingness to support mentees during the program.

**Mentor criteria:**

- Native American, American Indian or Alaska Native
- Employed in the BH field (now or previously)
- Five years or more administrative, educational and/or clinical supervisory experience
- Demonstrate leadership in the behavioral health field at a local, regional, or national level
- No certification violations
- Exhibit advocacy for best practices in the behavioral health field
- Elders are encouraged to apply
- \*Verify that applicant is in good standing, and has completed criminal background check or fingerprint clearance. **See section 4.**
- If you currently are not employed, please note when your last background check was performed, and confirm that you are in good standing.

Please submit information as requested in sections 1-4:

## 1. MENTOR APPLICANT INFORMATION:

Name: \_\_\_\_\_

Agency: \_\_\_\_\_ Title: \_\_\_\_\_

Address (agency): \_\_\_\_\_ City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone (day): \_\_\_\_\_ Email: \_\_\_\_\_

Highest academic level: \_\_\_\_\_ Years in behavioral health/addiction/helping professions field: \_\_\_\_\_

Current position: \_\_\_\_\_ Is this position supervisory or administration? Yes \_\_\_\_\_ No \_\_\_\_\_

Tribal affiliation: \_\_\_\_\_

The following fields are *OPTIONAL*. This information is included on the nomination form to help assure balanced participation.

Gender: Male \_\_\_\_\_ Female \_\_\_\_\_ Non-binary \_\_\_\_\_

Race/ethnicity:

Native American, American Indian, or Alaska Native \_\_\_\_\_ Multi-racial (w/Native) \_\_\_\_\_ Other (w/Native) \_\_\_\_\_

## **2. AUTOBIOGRAPHICAL OVERVIEW or RESUME.**

### **3. A summary answering the following questions (not to exceed 2 pages):**

- a. What leadership qualities do you have that would benefit the Leadership Academy mentee?
- b. Provide examples that describe your leadership skills.
- c. *OPTIONAL* – Is there any additional information that you would like to add which would assist the selection committee in making a decision?

## **4. PARTICIPATION AGREEMENT**

By signing below the applicant agrees to commit to the requirements for the 2019-2020 program if accepted.

- My organization has conducted a background check. I consent to have HR or my supervisor confirm that the background check is in good standing.

Signature of Applicant: \_\_\_\_\_ Date: \_\_\_\_\_

*I certify that the information included in this application is correct.*

**ALL APPLICATION FORMS MUST BE POSTMARKED OR RECEIVED ON OR BEFORE APRIL 30, 2019.**