



# Leadership Academy

## FOR AMERICAN INDIAN & ALASKA NATIVE BEHAVIORAL HEALTH PROFESSIONALS

### A unique leadership development opportunity for behavioral health professionals

The National Center for American Indian and Alaska Native Prevention TTC, Mental Health TTC and Addiction TTC invite American Indian and Alaska Native professionals to apply for 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 mentee 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 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 crucial.

Your agency, among many others, may already be facing a shortage of adequately prepared leaders to oversee the administration of BH programs. Though recognizing the value in their experience, many leaders still find themselves lacking other valuable skills in areas such as budgeting, administration, strategic planning, grant management, and clinical/administrative staff supervision. These skills are needed to navigate the increasing demands of the 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. It aims to deliver this training to those people who will benefit the most: future leaders in the BH workforce.

**MENTEE  
APPLICATION  
2020-2021**



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

**This program provides opportunities to:**

- Develop individual leadership skills
- Receive individualized attention for leadership development
- Meet other behavioral health professionals
- Gain practical experience through project work
- Learn about your personal leadership styles
- Earn a Certificate of Leadership to validate hours of training and project completion

### ***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*** – Before the first in-person training, the mentees are required to undergo a formal online assessment of their leadership and management interests, values, and skills. These formal assessments include the LPI 360 and CliftonStrengths. The mentees will also prepare for the next phase of the program by filling out the Individual Leadership Development Plan (ILDLP) and sending it to the Leadership Academy program manager.

***Phase 2: Immersion training*** – Mentees are required to attend a five-day immersion training that provides a conceptual framework to help understand leadership and management. Mentors are expected to attend the last four days of the session.

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

***Phase 3: Enhancement session*** – Mentors and mentees will attend the three-day enhancement session. The participants will receive training in selected topics related to leadership in behavioral health. The mentees will submit their project plan, present on the progress of their project, and receive feedback during this meeting.

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

\*We recommend that each mentee takes at least 20 hours of additional continuing education based on their individualized development plan crafted in consultation with their mentor. Continuing education can be pursued through venues like webinars, Zoom trainings 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. Mentees are required to attend all face-to-face meetings, which include: a five-day immersion training at the Meskwaki Settlement, IA in October, 2020; a three-day enhancement session in Santa Ana Valley, NM, in March 2021; and a two and one-half day graduation, *location TBA*, in October 2021. *Dates and locations are subject to change.*

The mentees will also be required to:

- write their individual development plan
- prepare, implement and present their project work
- take part in monthly follow-up conversations with mentors
- participate in Zoom meetings and trainings

## ***What are the costs?***

The costs for the Leadership Academy are offset by funding provided to The National Center for American Indian and Alaska Native Prevention TTC, Mental Health TTC and Addiction TTC by the Substance Abuse and Mental Health Services Administration (SAMHSA). The centers do charge a one-time fee of \$1,500 payable by the applicant's agency, the mentee or the tribe. This fee will be applied towards costs for travel and lodging. Meals and per diem will not be covered.

## ***Mentee criteria:***

- Native American, American Indian, or Alaska Native
- Employed in tribal or urban Indian prevention, mental health or substance abuse treatment agencies
- Interested in pursuing supervisory positions and/or leadership roles

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

Please put your name in the subject line when you submit your application. Please submit the following documents to this e-mail address: [AIANLeadership-Acad@uiowa.edu](mailto:AIANLeadership-Acad@uiowa.edu).

### **1. Leadership Academy Mentee Application**

### **2. Resume**

### **3. Letter of Commitment** (not to exceed two double-spaced pages) describing:

- Your interest in the program, professional growth goals and objectives
- Areas of interest within your field including potential topic(s) for your individual project
- Your commitment to improving behavioral health in Native communities
- Any additional information you would like to include to assist the selection committee in making their decision

### **4. Agency Support Form** (filled out by your supervisor/director and e-mailed directly to the Leadership Academy)

The application deadline is **May 31, 2020**. Applicants will be reviewed and selected for participation by the Leadership Academy Committee. The selected candidates will be notified by **June 30, 2020**. If you have questions about the program or application process please contact Monica Dreyer Rossi ([monica-dreyerrossi@uiowa.edu](mailto:monica-dreyerrossi@uiowa.edu)).

Sincerely,

**Monica Dreyer Rossi, Cand. Polit.**

Program Manager

[monica-dreyerrossi@uiowa.edu](mailto:monica-dreyerrossi@uiowa.edu)

University of Iowa, College of Public Health

Native Center for Behavioral Health



# LEADERSHIP ACADEMY MENTEE APPLICATION

## CONFIDENTIAL

**Note to applicant:** Candidates for the program must apply with the support of the agency director within their treatment organization. It is critical that the organization agrees to allow the candidate the time needed to complete all requirements and provide opportunities to develop new skills. The forms included in this application are to be completed and submitted by an agency supervisor or director who works closely with the applicant.

Candidates should show a willingness to learn and develop competencies in behavioral health, and a potential for management and leadership.

### 1. APPLICANT INFORMATION:

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

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

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

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/administrative? Yes \_\_\_\_\_ No \_\_\_\_\_

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

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

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

Race/ethnicity:

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

### 2. PARTICIPANT AGREEMENT

By signing below, the applicant agrees to commit to the requirements for the 2020-2021 program if accepted.

- ☐ My organization has conducted a background check and I consent to have HR or my supervisor confirm that the background check presents me as 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 MAY 31, 2020.**

*Please have your supervisor/director e-mail the following agency support form directly to [AIANLeadership-Acad@uiowa.edu](mailto:AIANLeadership-Acad@uiowa.edu).*



# LEADERSHIP ACADEMY APPLICATION: AGENCY SUPPORT FORM

CONFIDENTIAL

**Note to person completing this form:** It is important when completing this form of support that you believe the applicant has realistic potential to become a leader in your agency and also demonstrates commitment to both your agency in particular and the behavioral health field in general. Your candid assessment of the applicant's talents, accomplishments, needs and potential will be very helpful to the academy's selection committee. Your comments are confidential and will not be shared with the applicant. After completion, please submit this form directly to [AIANLeadership-Acad@uiowa.edu](mailto:AIANLeadership-Acad@uiowa.edu).

**Please submit a typed summary answering questions 1-4: (not to exceed 2 double-spaced pages).**

1. How long have you known the applicant and in what capacity?
2. What leadership qualities led you to recommend this person?
3. What are some specific examples of ways you have seen the applicant's leadership potential?
4. What type of skills or training do you believe would benefit the applicant?

**Please rate the effectiveness of the applicant in the following seven leadership competency dimensions. Mark your response using the 5-point scale provided.**

	1 - Not Effective	2 - Sometimes Effective	3 - Often Effective	4 - Effective	5 - Highly Effective
1. <b>Managing People and Tasks</b> – Demonstrates skills such as coordinating, teamwork, leadership/influence, managing conflict, and planning/organizing.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. <b>Problem Solving and Decision Making</b> – Demonstrates skills through problem identification, insight, seeing things from new angles, recognizing trade-offs, decisiveness and action.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. <b>Communicating</b> – Demonstrates effective oral and written communication skills, practices active listening and is persuasive and influential in communications.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. <b>Building and Maintaining Relationships</b> – Demonstrates skills that build interpersonal relationships, negotiating, putting people at ease and showing compassion and sensitivity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. <b>Mobilizing Innovation and Change</b> – Demonstrates the ability to conceptualize, inspire, act creatively to mobilize innovation and change, risk-taking and visioning.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. <b>Managing Self</b> – Demonstrates self-directed learning, personal organization/time management, personal strengths and problem solving/analytical skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. <b>Personal Professional Demeanor</b> – Demonstrates integrity and honesty, projects a professional image and incorporates ethical practices.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### 3. EMPLOYER AGREEMENT

The purpose of the American Indian & Alaska Native Leadership Academy is to enrich the experience of a wide range of promising individuals at an optimal point in their career. We aim to help them prepare for greater responsibilities and contributions to the agencies in which they work and to the behavioral health fields in general. I understand that continued agency support is imperative for the applicant's successful completion of this one-year program. If the applicant is accepted to the program, the agency agrees to support the participant in the following ways:

- The time required for full participation
- The one-time registration fee of \$1,500
- Meeting with the Leadership Academy Director, Program Manager and Mentee before the start of the program.

### AGENCY SUPERVISOR/DIRECTOR INFORMATION:

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

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

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

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

Signature of Nominator: \_\_\_\_\_ Date: \_\_\_\_\_

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

*Please submit all documents directly to the Leadership Academy: [AIANLeadership-Acad@uiowa.edu](mailto:AIANLeadership-Acad@uiowa.edu). Please put the name of the person applying to the program in the subject line when you submit the Agency Support Form.*

**ALL APPLICATION FORMS MUST BE POSTMARKED OR RECEIVED ON OR BEFORE MAY 31, 2020.**