



## 2023 National Hispanic and Latino Executive Leadership and Fellowship Program

WE ARE HONORED TO ANNOUNCE THE FOURTH COHORT TO THE NATIONAL HISPANIC AND LATINO EXECUTIVE LEADERSHIP AND FELLOWSHIP PROGRAM. THIS TRAINING AIMS TO PROVIDE LEADERSHIP CAPACITY BUILDING FOR EXECUTIVE LEADERSHIP TRAINING AS WELL AS COACHING TO UP TO 20 SCHOLARSHIP RECIPIENTS, IN ORDER TO MAXIMIZE THEIR LEADERSHIP POTENTIAL IN BEHAVIORAL HEALTH AND INTEGRATED HEALTH.

**The 2023 National Hispanic and Latino Executive Leadership and Fellowship Program** is offered to those identified by the National Hispanic and Latino ATTC and PTTC for executive leadership training and coaching to maximize their leadership potential in behavioral health and integrated health. The Fellows are entry-level to mid-level career leaders/managers in the health and behavioral health (mental health and substance use disorder treatment or substance misuse prevention and mental health promotion) sectors who have demonstrated potential and interest in executive leadership positions and have been selected for participating in the National Hispanic and Latino Executive Leadership and Fellowship Program.

### MORE ABOUT THE PROGRAM

The 2023 National Hispanic and Latino Executive Leadership and Fellowship Program is a leadership development program designed to help entry-level to mid-level career leaders/managers become great leaders in their field. The program focuses on leadership capacity building offering behavioral health leaders the opportunity to discover and expand their leadership strengths and be better prepared when new and greater opportunities come up. The goal is to increase the participants' leadership skills to not only to become effective and transformational leaders and but also to build upon strengths and talents to further their leadership capacity in order to pursue executive-level leadership positions in behavioral health and integrated health settings. Full participation is required. Fellows must make sure they have the time to dedicate to the program and their employer's full support.

### THE FORMAT:

The participants will engage in a total of eleven (11) interactive virtual training sessions, which will be conducted over a 9-month period. The virtual training sessions will be comprised of the following activities:

- One (1) 3-hour group introductory session;
- Six (6) monthly, two-hour focused group learning sessions;
- Two (2) 30-minute individual coaching sessions with one of the trainers (one in the beginning and one towards the end of the fellowship to be scheduled);



- One (1) 3-hour group learning special session midway through the program (May)
- One (1) 3- hour group closing training/discussion session.

The virtual training sessions will take place during the calendar year 2023 on **Fridays at 10:00 am PST/ 11: am MST / 1:00 pm EST for the following dates:**

1. January 27(10:00 am – 1 pm PST) – 3-hour session
2. February 24 (10:00 am – 12 pm PST)
3. March 24 (10:00 am – 12 pm PST)
4. April 28 (10:00 am – 12 pm PST)
5. May 19 (10:00 am – 1 pm PST) – 3-hour session
6. June 23 (10:00 am – 12 pm PST)
7. July 28 (10:00 am – 12 pm PST)
8. August 25 (10:00 am – 1 pm PST) – 3-hour session
9. September 22 (10:00 am – 1 pm PST)
10. Coaching session (1) TBD
11. Coaching session (2) TBD

### **LEARNING OBJECTIVES:**

The Executive Leadership Fellowship focuses on leadership capacity building including the following learning objectives. At the conclusion of the Fellowship, each Fellow will:

1. Demonstrate transformative leadership skills;
2. Formulate equity, diversity and inclusive (EDI) management practices;
3. Understand career building skills needed for executive-level leadership positions in behavioral health;
4. Recognize the key role and impact of executive leadership in behavioral health;
5. Identify and analyze essential behavioral health policies at the state and/or federal levels;
6. Define and assess behavioral health public policies and legislative strategies to eliminate disparities and gaps in services, funding and research.

### **REQUIREMENTS:**

- If your application moves to the second round of review you will be required to participate in a short interview with up to two of the National Hispanic and Latino ATTC, PTTC or NLBHA Staff and/or Academy Instructors
- Participants are required to use their own laptop/computer and ensure internet access to participate in the sessions
- The monthly sessions will take place virtually via zoom. We would like to ask you to please be available (on camera) to create better engagement during the sessions



- The participants are required to utilize the HealthKnowledge online learning platform (free of cost). You will receive instructions to create your own account and guidance to access the course. This is crucial to review materials, assignments, participate on monthly forum discussions, and more
- Besides the monthly sessions, please reserve some time in your schedule to fulfill the requirements of the program and to ensure an active participation alongside your fellow colleagues, trainers and staff. We advise you to plan to dedicate an average of 3-5 hours per week for your studying and preparation throughout the program
- Out of the three assignments of the program, two are related to a live presentation to your fellow-colleagues, staff, and trainers. We will offer you additional support if needed, however, please make sure you feel comfortable in presenting in front of the group and in English
- Please keep in mind that we receive a great number of applications, and we review the candidates carefully to choose the 2023 cohort. The main goal of the program is to develop our Hispanic/Latinx workforce and create opportunities for our communities. With that in mind, when applying for the fellowship, ensure you will be able to successfully complete the program. Make space and treat this opportunity as a priority, if you miss sessions or decide to leave the program after your acceptance, you are taking this opportunity away from another qualified individual who could benefit from and take advantage of this fellowship
- We truly appreciate your feedback. To this end, we kindly ask you to complete the mandatory (and anonymous) monthly survey evaluation, as an opportunity for us to improve our efforts and continue to serve you in the best way possible
- We will also ask you to complete an additional (GPRA) survey at the end of the program and for any special guests or additional workshops you attend throughout the program.
- Upon completion of the Fellowship, participants will receive a certificate of completion and make a commitment to serve as Ambassadors for the future cohorts of Fellows under the National Hispanic and Latino Executive Leadership and Fellowship Program. As Ambassadors, Fellows will give back to The NHL ATTC, PTTC or to NLBHA **25 volunteer hours** (to be completed throughout the program and/or within 6 months of graduating the academy) by providing technical assistance or some other service as designated by the program organizers and mutually agreed upon. This volunteer work can include items such as, providing peer feedback to other fellows, presenting at NLBHA conference, review and evaluation of future cohort applications.

## **ADDITIONAL AIMS OF THE FELLOWSHIP:**

The Participants will learn key attributes of transformative leadership, be self-reflective in their leadership style and engage in equity, diversity and inclusive practices in order to:

- Become architects of social innovation



- Foster talent in themselves and in their teams
- Engage in ethical and equitable practices
- Learn strategies for networking, collaboration, and communication
- Deepen skills in project management and budgeting
- Understand the basics of program evaluation to be able to support organizational engagement of best practices
- Maximize the use of social media and technology
- Improve professional speaking skills
- Cultivate mentor relationships
- Develop personal branding strategies and a professional vision towards career advancement (e.g. career plan)
- Create a personal wellness plan to maintain physical, mental and spiritual health

## **WHO SHOULD APPLY?**

Entry-level to mid-level career leaders/managers in the health and behavioral health/substance use sectors who have demonstrated potential and interest in executive leadership positions are encouraged to apply.

Applications must include a recommendation from Behavioral Health/Mental Health Director, Substance Use Disorders Director, Prevention Program Director or Agency Executive Director. Individual practitioners or sole proprietors may apply but must submit a statement declaring commitment to the entire program.

## **REGISTRATION FEE:**

There is no cost for The National Hispanic and Latino Executive Leadership and Fellowship Program.

If accepted, participants must commit to participate for eleven interactive virtual training sessions over a 9-month period.