

SPRING
2026



Together for Health









HEALTH OFFICER + LHD LEADERSHIP
WORKBOOK



**Together
for Health**

A stronger Michigan begins here

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Campaign Timeline

Spring Launch

May 2026

Summer Onboarding & Outreach

June - July 2026

Enhance & Expand

August - September 2026

Integration

Fall 2026 and beyond



Toolkit & Website

- launch of togetherforhealthmi.org
- main toolkit elements available to LHDs
- first health officer workshop



Workshops & Ext. Outreach

- additional health officer workshops
- MALPH presence at other partners organizations, coalitions, etc. to promote T4H statewide



Marketing & Promotion

- continued outreach work
- formation of communities of practice
- full expansion to MALPH membership, including public information officers



Optimization & Adaptation

- each LHD can use T4H tools and messages to advocate for their organization and Michigan public health
- evaluation tools feed back into T4H materials

Introduction

This workbook is designed to support you in translating Michigan's Vision for Public Health into meaningful, actionable steps within your local context.

As a local health officer or other member of local health department leadership, you are shaping culture, building trust, and aligning systems to improve health outcomes.

Use this space to:

- Reflect honestly
- Capture insights
- Identify opportunities
- Begin building your implementation roadmap

Workshop Objectives

By the end of this session, you will:

- Understand the Vision and its pillars in practical terms
- Assess your local readiness honestly
- Learn tools to support clear communication of the TFH implementation plan
- Begin developing a plan for training staff and engaging partners



Section 1.

Grounding the Vision

What does the T4H Vision mean in practice?

A shared, statewide approach to building a more responsive, trusted, and effective public health system.



Reflection

Where do you see the greatest opportunity to advance the Vision in your own department?

Section 1.

Grounding the Vision

Reflection cont.

Which part of the Vision feels most aligned with the work you're already doing for accreditation?

Think: PHAB standards, QI efforts, community health assessments and improvement planning

Where do you see the biggest gaps?

Be candid – this is for your planning process, not reporting

Section 2.

Barriers & Resistance

Important Leadership Question:

What are the strongest, most valid reasons a local health department might choose not to engage in the T4H campaign?

This is not about criticism – it's about understanding reality so we can lead effectively.

Consider:

- Capacity constraints
- Workforce fatigue
- Competing priorities
- Political dynamics
- Funding uncertainty
- Change fatigue

What would need to be true for those concerns to be reduced or resolved?

Section 3.

Operationalizing Phase 1 Priorities

What does it actually look like in practice?

Move from **concept** → **behavior** → **system change**

For each area below, describe what it looks like when it is real, not aspirational.

**Strong Community
Engagement & Cross-
Sector Partnerships**

What are people *doing differently* when this is working well?

Health in All Policies

How does this show up in decisions beyond public health?

**Community
Understanding of
Public Health**

How would you know your community truly understands your role?

Section 4.

Spotlights of Innovation

Those I am most proud of:



Those I would like to know more about (and possibly replicate):

Section 5.

Readiness & Reality Check

Discussion – Local Priorities

Use this space to reflect on your current state and take notes from your small group discussion:

Infrastructure

Where are you seeing strain in infrastructure?

What systems feel outdated, under-resourced, or fragile?

Section 5.

Readiness & Reality Check

Trust in Public Health

Where are you experiencing tension or erosion of trust?

What do you believe might be the root causes?

Partnerships

Where are there gaps in cross-sector collaboration?

Which relationships need strengthening – or rebuilding?

Section 5. *Readiness & Reality Check*

Community Alignment

Where do you see misalignment with community expectations?

What feedback (formal or informal) are you hearing?





Together for Health
Implementation
Phase 1



NEXT STEPS.

Implementation Phase 1

Using the scale below, please rate your department on community readiness in each of the following T4H Strategic Priorities. These reflection questions will help you focus on next steps.

- 1 = not in place
- 2 = emerging
- 3 = developing
- 4 = strong
- 5 = fully integrated

1. Health in All Policies and Places

- public health is integrated into local decision-making
- relationships with policy makers are strong
- health considerations influence other sectors

Score: _____

Where are we strong in this area?

Where do we need to grow?

What could this look like in 12 months?

next steps. Implementation Phase 1

2. Strong Community Engagement & Cross-Sector Partnerships

- strong, trust-based relationships with partners
- community voice is actively included in public health planning and action
- cross-sector collaboration is routine across all sectors

Score: _____

Where are we strong in this area?

Where do we need to grow?

What could this look like in 12 months?

3. Community Understanding of Public Health

- community understands public health role
- messaging is consistent and clear
- trust in public health is strong

Score: _____

Where are we strong in this area?

Where do we need to grow?

What could this look like in 12 months?

next steps.

Implementation Phase 1

Readiness 'Heat Map' Reflection:

Circle the highest score and star the lowest score.

Ask yourself these questions: Where do you usually focus your efforts? Are you leading where it is most comfortable or where change is most needed?



NEXT STEPS.

T4H Readiness Plan

1 Focus Your Effort *from assessment to priority*

Refine your priorities – based on your assessment, where will you focus first, second, and third?

- Health in All Policies
- Community Engagement & Partnerships
- Community Understanding of Public Health

Why are these the right priorities for your department at this moment?

Consider urgency, opportunity, or risk

next steps. Readiness Plan

2

Define Success

create a 6-month target and make it concrete

If you were successful in six months, what would be different?

Be specific – what would you see, hear, or measure?

Early Indicators (30 - 60 days)

What are 2 - 3 early signs you are making progress?

-
-
-

3

Identify Your Leverage Point

move from activities to strategy

Where can you have the greatest impact?

- a key relationship
- a communication gap
- a policy or decision-making process
- staff alignment or internal culture
- data or storytelling opportunity

next steps. Readiness Plan



Stakeholder Strategy *be intentional*

Focus on Under-Engaged Groups

Circle the groups you feel under-engaged with:

tribal organizations

non-profit organizations

FQHCs

academic institutions

disability organizations

elected officials

faith-based organizations

aging agencies

substance use treatment organizations

businesses

local units of government

chambers of commerce

hospitals

community mental health agencies

schools / school districts

civic organizations

Which of these (or other priority groups relevant to your community) will you prioritize – and why?

First step to build / strengthen trust:

next steps. Readiness Plan

5

Communication Strategy *use the T4H toolkit as resources*

Your Core Message

How will you explain this work to partners or community?

Consider this format: what it is → why it matters → what it means locally

Where will you share this message?

- staff meeting
- community partner meeting
- public forum
- one-on-one conversations
- social media / other communications

next steps. Readiness Plan



Anticipate Barriers

think back to the workshop “why not” discussion

Key Barriers:

How will you navigate and engage around these?

Be specific – who, what, how



Support & Resources

Your team at the LHD is a critical resource. What are your next steps in training / engaging them?

Who can help you move this forward?

Think of your key staff and engaged community partners

next steps. Readiness Plan



Support & Resources *cont.*

What do you need?

- data
- training
- facilitation support
- messaging tools
- leadership alignment

or other: _____



Two-Week Action Sprint *keep it simple and actionable*

Action 1 (within two weeks)

What will you do?

Who is involved?

When will it happen?

Action 2 (within two weeks)

What will you do?

Who is involved?

When will it happen?



Intentional Leadership Goals

Pre-registration survey data revealed the highest level of interest in enhancing skills related to:

- promoting community understanding
 - empowering the next generation of leaders
 - increasing stakeholder trust
 - motivating cross-sector partners
 - advancing Health in All Policies
-

Reflection

Which of these skills does your plan strengthen?

What support do you need to continue to strengthen your skills?

Identify one intentional leadership behavior – What will you do differently as a leader to support this work and be accountable to your plan?

The T4H Team



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Notes

Notes



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