

Cross Jurisdictional Sharing Project: Enhanced Training for Senior Public Health Leadership

Lansing
August 10, 2022

Background

- Started in 2017
- Trainings from July 2018 to August 2019
- Need Identified for Training for New/Recently Appointed LPH Leadership
- LPH Management Turnover
- Revised Agenda for 2022
- MMDHD Fiduciary

Components

- *Comprehensive Training Needs Analysis*
 - *Survey/Research*
 - *Trainings*
- *Michigan Manual for Local Public Health Leaders*
- *Mentorship Program for Public Health Leadership*
 - *Pilot 2018/2019*
 - *2022 Program*
- *Steering Group*

Progress: Training

- Steering Group
- Survey
- Research
- Findings: Management, Finance, PH 1.0, PH 3.0, Media
- This Training: Discussion and Diverse Group Interaction-
Media, Crisis Response and Management,
MDARD/EGLE/MDHHS Programs, Finance

Progress: Manual

- MALPH Website
- Categories
 - Public Health Administration
 - Government
 - Media and Advocacy
 - Legal Aspects of Public Health
 - Training Resources
 - Mentoring, Coaching and Orientation
 - Public Health Information Technology
 - Specific Program Information
 - Program, Planning and Accreditation
 - Other Resources

Manual (continued)

- Not Password Protected
- Jodie Shaver, Development and Implementation
- Live

Future

- MPPHC
- Future
 - Plan Continuation in FY2023
 - Expanded Mentorship Programming
 - Additional Training
 - Continuously Updated Content on Manual

Training Objectives

- New and Recently Appointed Local Public Health Leaders
- Not meant to be comprehensive
- Multi-disciplinary
- Referral to Resources: Manual and Other
- Skills
- Evaluation will be Important!

Scenario 1

- You just received word from the State that a grant will not be renewed on January 1, 2023. This grant has been in place for three years. There are 6 employees paid fully or partially on the grant. The employees are all health department employees.
- What strategies do you have to manage the situation?

- What are the issues?
- What are the options to manage?
- What is the recommendation?
- What other information would have been useful?

Scenario 2

- The legislature amended the Food Code to eliminate smoking in restaurants, effective May 1, 2011. You are the health officer. On April 15, 2011, you attend a Board of Health meeting (your normal Chair is absent). During the meeting, the Vice Chair raises a motion (which passes) ordering you not to implement the smoking restriction for restaurants.
- (The Vice Chair owns a bar.)
- What strategies do you have to manage the situation?

Scenario 3

- You have an outbreak of a communicable disease. Besides local experts, there are CDC and State experts on site. They have similar, but overlapping, objectives. About a year ago, CDC “threw you under the bus” on a different issue. You need to have a press conference regarding the outbreak, and to have the “experts” speak.
- How do you ensure consistency of messaging and a successful press conference?

Scenario 4

- You want to hire somebody who is very qualified for the job. You google their name. A link to a video titled “Hot times in Fort Lauderdale” comes up. The applicant appears in the video dancing in a nightclub and throwing down tequila shots.
- There are no other issues found on social media searches.
- Does this affect your hiring decision? Why or why not? How do you proceed?

Scenario 5

- You oversee a contract with a local non-profit. When visiting the non-profit, an employee of the agency catches you in the parking lot and quickly details an alleged “kick-back” received by the executive director. You have a meeting with that executive director in 10 minutes.
- How do you proceed?

Scenario 6

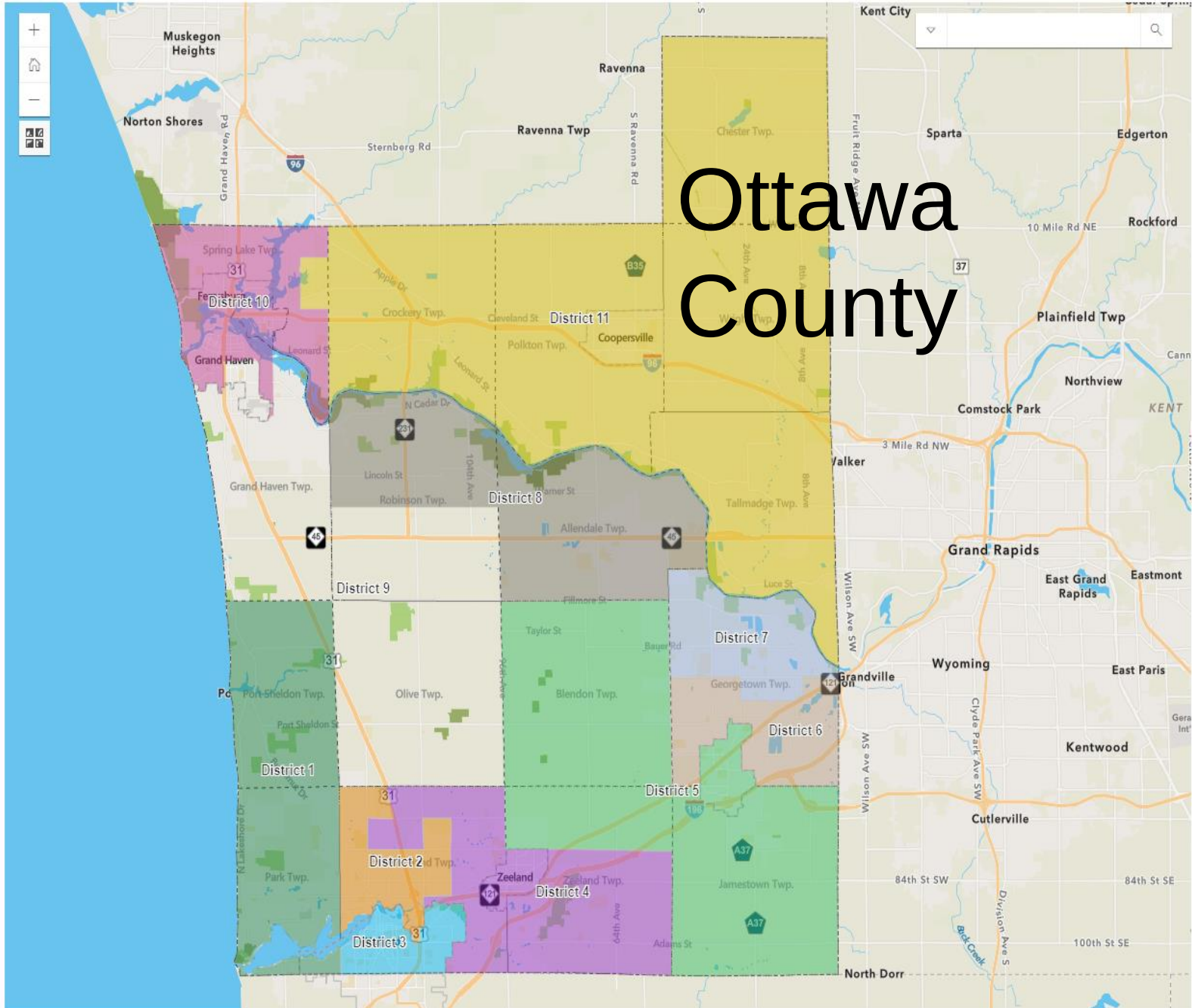
- Two employees in the office are allegedly both dating a third employee. One employee is a contractor, one is a county employee, and one is a state employee assigned to your health department.
- A fourth employee complains of a shouting match between two of the employees over the third employee, and asks you to address the situation.
- How do you proceed?

Scenario 7

- Two employees, one atheist and one devout Catholic, work near each other. One of the employees wears a shirt to work one day, supporting a political candidate; the other employee complains of a “hostile work environment”.
- How do you handle?

Scenario 8

- You are the health officer. One of your directors thinks incident command is a “waste of time” and doesn’t want to participate in training for them or their staff.
- How do you handle the situation?



Ottawa County

Scenario 9: County Commissioners 2023

- 11 County Commissioners (1 Democrat-Holland)
- 8/9 Republican Incumbents lost to candidates backed by grassroots group Ottawa Impact (8/2/22 primary)
- The group “champions culture-war issues and blames incumbents for COVID-19 policies” (Bridge Magazine)
- No Democrats running in Districts 4, 5, 6, 7, 8, 9, and 11
- County Administrator
- Health and Human Services Committee
- Plan for new county commissioners and human service committee (Jan 2023)?