



# 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.

**MENTOR  
APPLICATION  
2020-2021**



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

This program provides a meaningful experience for mentors to:

- Offer professional networking at local, regional, and national levels
- Encourage intellectual and professional collaboration and organizational development
- Foster personal growth of mentees
- Develop mentees' 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*** – 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 (ILDP) 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. Mentors are required to attend all face-to-face meetings, which include: four days during the 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.*

Mentors are expected to:

- be available to the mentees on a regular basis
- have monthly follow-up conversations to provide guidance and feedback in relation to their project work and leadership development
- participate in Zoom meetings and trainings

## **What are the costs?**

The National Center for American Indian and Alaska Native Prevention TTC, Mental Health TTC and Addiction TTC will support mentor travel and lodging expenses during the Leadership Academy Immersion Training, Enhancement Session and Graduation. The mentors will receive \$2,000 compensation paid at the conclusion of the program.

## **Mentor criteria:**

- Native American, American Indian or Alaska Native
- Employed in tribal or urban Indian prevention, mental health or substance abuse treatment agencies (currently 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
- Exhibit advocacy for best practices in the behavioral health field
- Elders are encouraged to apply

## **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 Mentor Application**

### **2. Resume**

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

- Your interest in the program
- Areas on interest within your field
- Leadership experiences you have that would benefit the Leadership Academy mentee
- Examples that describe your leadership skills/qualities
- Any additional information you would like to include to assist the selection committee in making their decision

The application deadline is **July 31, 2020**. Applicants will be reviewed and selected for participation by the Leadership Academy Committee. The selected candidates will be notified by **August 31, 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 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 skills 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.

### 1. MENTOR 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. PARTICIPATION 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 JULY 31, 2020.**

