



CALIFORNIA INSTITUTE FOR BEHAVIORAL HEALTH SOLUTIONS (CIBHS) LEADERSHIP INSTITUTE – Virtual Series

A TRAINING PROGRAM FOR LEADERS OF PUBLIC MENTAL HEALTH AND
SUBSTANCE USE DISORDER SYSTEMS

“Ensuring Excellence While Leading Through Change”

A program developed and delivered by the University of Southern California’s
Sol Price School of Public Policy and The California Institute for Behavioral Health Solutions

THE Spring/Summer 2022 CIBHS LEADERSHIP INSTITUTE is being offered virtually to approximately 30 current leaders in public mental health/behavioral health and substance use disorder services. The tuition cost for 28 hours of virtual training (20 hours in live session plus 8 hours of self-directed pre-recorded sessions) is \$3,950.00 per participant. The County Mental Health or Behavioral Health Director or Alcohol and Other Drug Administrator, or not-for-profit agency Executive Director, must recommend applicants as indicated on the LI Application.

Session #1

May 4, 2:30 – 5:00 pm
(Plus 1 hour recorded pre-session on your own)

Session #2

May 18, 2:30 – 5:00 pm
(Plus 1 hour recorded pre-session on your own)

Session #3

June 1, 2:30 – 5:00 pm
(Plus 1 hour recorded pre-session on your own)

Session #4

June 15, 2:30 – 5:00 pm
(Plus 1 hour recorded pre-session on your own)

Session #5

June 29, 2:30 – 5:00 pm
(Plus 1 hour recorded pre-session on your own)

Session #6

July 13, 2:30 – 5:00 pm
(Plus 1 hour recorded pre-session on your own)

Session #7

July 27, 2:30 – 5:00 pm
(Plus 1 hour recorded pre-session on your own)

Session #8

August 10, 2:30 – 5:00 pm
(Plus 1 hour recorded pre-session on your own)

ABOUT THE PROGRAM:

Now more than ever, behavioral health leaders in California need to adapt and flex their leadership to adequately respond and serve during times of rapid change and uncertainty. The Leadership Institute Virtual Series is designed to help good behavioral health leaders become great leaders in the field of public behavioral health care. This program is modeled after the in-person CIBHS Leadership Institute which has trained over 700 California leaders since inception in 2002.

Today's behavioral health leaders must possess the skills and self-awareness that enables them to imagine, influence, and support system quality amid continuous policy and social change. They must be committed to mitigating adverse social determinants of health and to reducing health disparities; to listening to their customers and their communities; and to discovering and implementing new practices that better respond to customer needs. All this, while responding to a global health crisis, changes in payment structures, local demands and while attracting and retaining high quality staff. This virtual series offers behavioral health leaders the opportunity to discover and expand their leadership strengths; to learn and explore new skills with their peers; and to learn from great teachers. This unique learning experience is offered in collaboration with the California Institute for Behavioral Health Solutions, the University of Southern California's Sol Price School of Public Policy, and the County Behavioral Health Directors Association.

THE FORMAT:

A group of approximately 30 participants will engage in a total of 8 live 2.5-hour interactive online training sessions. Additionally, participants will view on their own, a 1-hour prerecorded lecture prior to each live session. Using the Flipped Classroom Model (described

below), participants are expected to identify and apply learning to workplace challenges. Small group discussions are included to support the application of learning and encourage networks among participants during and after the training. Additionally, participants have access to, and are encouraged to complete, various assessments designed to inform their leadership. Participants have the option to work one-on-one with an executive coach at no additional cost.

THE FLIPPED CLASSROOM APPROACH:

This training approach is designed to increase engagement and learning by having participants complete pre-work on their own, leaving live session time to engage in critical reflection, application, and problem-solving through open discussion and small group work. Pre-work will include viewing a 1-hour recorded presentation prior to each live session and may also involve completing short assessments or assignments.

FACULTY:

Both the recorded pre-sessions and the live interaction sessions will be conducted by nationally and internationally recognized faculty. All have been selected for their forward-thinking knowledge of, and experience in, multiple aspects of leadership, both within and outside of public behavioral health systems. Faculty selection is informed by rigorous evaluations, completed by staff and participants, that rate presenters on content relevance, depth of knowledge, and learning experience. A partial listing of faculty includes: Jei Africa, Psy.D., Marin County; Sarah Eberhardt-Rios, MPA, Sutter-Yuba Behavioral Health; Rod Hickman, Hickman and Associates; Laree Kiely, PhD, We Will, Inc.

WHO SHOULD APPLY?

Although the content of this program is designed for mid and senior level leaders, we believe that leadership is not positional and happens at all levels within an organization. With this in mind, participants may include: County Mental Health/Behavioral Health Directors, Substance Use Disorder Services Administrators, Non-Profit Mental Health Directors, Deputy Directors, senior and mid-level leaders and those who are preparing to assume senior level behavioral health leadership roles, as well as Executive Directors, executive and senior level leaders of community-based, non-profit agencies that provide public mental health or substance use disorder services are encouraged to apply.

The participation of leaders and emerging leaders reflecting the diversity of our communities, including lived experience as mental health clients/persons in recovery, and/or as family members is also strongly encouraged.

Applications must include a recommendation from Behavioral Health/Mental Health Director, Substance Use Disorders/AOD Director, or Non-Profit Agency Executive Director.

County Behavioral Health/Mental Health Departments are encouraged to share this application with their CBO partners and to encourage and support participation of partner leaders.

REGISTRATION FEE:

The LI program registration fee is \$3,950.00. This includes access to each of the sessions, various assessments, and one-on-one executive coaching.

QUESTIONS:

Please contact Theresa Ferrini at tferrini@cibhs.org for logistics or Nancy Pena at (408) 605-0631 or penanan@aol.com for program questions.

Spring/Summer 2022

CIBHS Leadership Institute Application

May 4th, 2022 – August 10th, 2022

APPLICANT INFORMATION:

First: _____ Last: _____

County: _____ Agency Name: _____

E-mail: _____ Job Title: _____

Self-Identified Culture/Ethnicity/Lived Experiences (*Optional*): _____

If Applicable: Assistant Name: _____ Assistant Phone: _____

Assistant Email: _____

STATEMENT OF INTEREST: Briefly state why you are interested in attending the CIBHS Leadership Institute and what you hope to learn. How do you think your participation will serve your agency/clients/community? _____

LEADERSHIP FOCUS AREAS: Even though the curriculum for each Leadership Institute somewhat varies (based upon previous feedback and current issues/trends), certain areas of leadership remain at the core of the program. Below is a listing of these topics. Based upon your needs, **please rank your top five interest areas by putting a 1 – 5 to the left of the 5 topics you are most interested in** or want to explore further if you are selected to participate in the Leadership Institute (1 = your greatest need or interest).

Personal Style and Self-Awareness

Justice, Diversity, Equity, and Inclusion

Communication and Engagement

Quality, Evaluation, and Innovation

Organizational Culture

Partnership Development/Networking

Team Building/Development

Managing Conflict

Policy Lifecycle and Policy Implementation

Organizational Strategy

Change Management/Change Leadership

Other _____

RECOMMENDED BY:

County Behavioral Health/Mental Health Director or Substance Use Disorders/AOD Director: _____

Signature of Director: _____

Signature of Applicant: _____

Application continued >>

PLEASE INDICATE BILLING METHOD:

Payment in Full by Check or Credit Card

Payment Plan by Check or Credit Card

**Application cut-off date for the Spring/Summer 2022 Institute
is April 13, 2022**

Applicants will be notified by email of acceptance by April 15, 2022

***The Leadership Institute is often over-subscribed,
so, it is advisable to submit applications ASAP prior to the deadline.***

EMAIL APPLICATIONS TO:



Theresa Ferrini
Email:
tferrini@cibhs.org

