

Public Health Education Leadership and Systems Thinking

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Bringing life to Scholarship
Symposia

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Sponsors

◆ CDC


◆ DHPE

◆ SOPHE

My Role with the Institute

- ◆ Scholar 2000-2001 Applied through the National SOPHE office (Cycle IV)
 - ◆ Mentor for Cycle VII and VIII (2004-present)
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Calendar

- ◆ Session 1 Spring – Three day session at hotel/conference center in alternating cities
 - ◆ Session 2- Fall- Three day session at St. Louis University
 - ◆ Session 3- Spring- Two day session at hotel/conference center in alternating cities with capstone presentation and graduation
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- A decorative graphic of a mountain range in shades of teal, located in the bottom right corner of the slide.

Curriculum- Competency based

- ◆ Identify & articulate emergent public health issues/problems
- ◆ Identify & articulate future scenarios for facilitating alternative public health promotion change strategies
- ◆ Identify & articulate from a population based perspective, use of health education intervention models & their application in practice

Curriculum- (continued)

- ◆ Develop & facilitate creative integrated collaborative partnering approaches to achieve public health/health promotion objectives
- ◆ Facilitate networking & participation of stakeholders
- ◆ Facilitate within partner systems shared mission & vision
- ◆ Identify, develop & utilize continuous quality improvement methods assuring accountability

Myers-Briggs Type Indicator

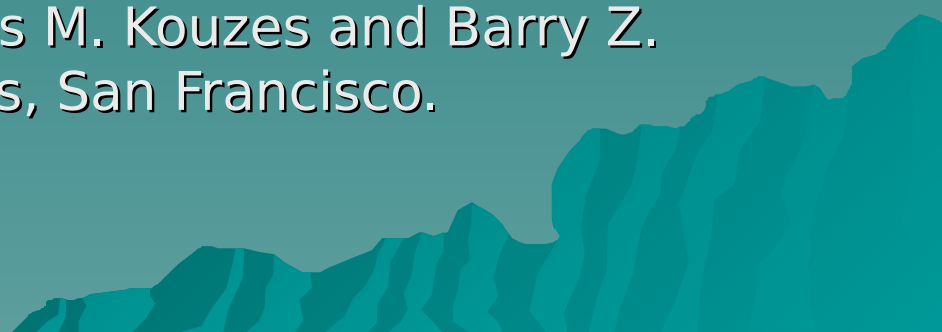
Gifts Differing: Understanding Personality Type, Isabel Briggs Myers with Peter B. Myers. Davies-Black Publishing, Palo Alto, CA

ISTJ	ISFJ	INFJ	INTJ
ISTP	ISFP	INFP	INTP
ESTP	ESFP	ENFP	ENTP
ESTJ	ESFJ	ENFJ	ENTJ

Leadership Practices Inventory (LPI)

- ◆ **Inspiring a Shared Vision**
- ◆ **Modeling the Way**
- ◆ **Challenging the Process**
- ◆ **Enabling Others to Act**
- ◆ **Encouraging the Heart**

The Leadership Challenge, James M. Kouzes and Barry Z. Posner, Jossey-Bass Publishers, San Francisco.



Leadership Practices Inventory

Inspire



Model



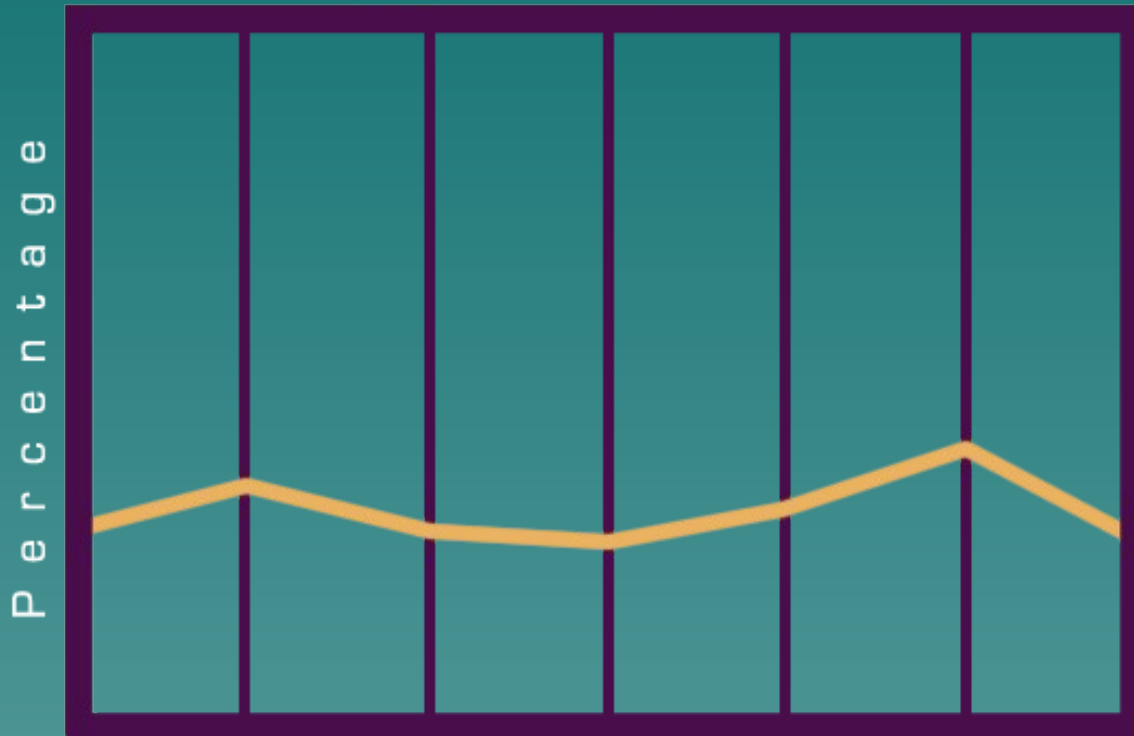
Challenge



Enable



Encourage



Self Report

Leadership Practices Inventory

Inspire



Model



Challenge



Enable

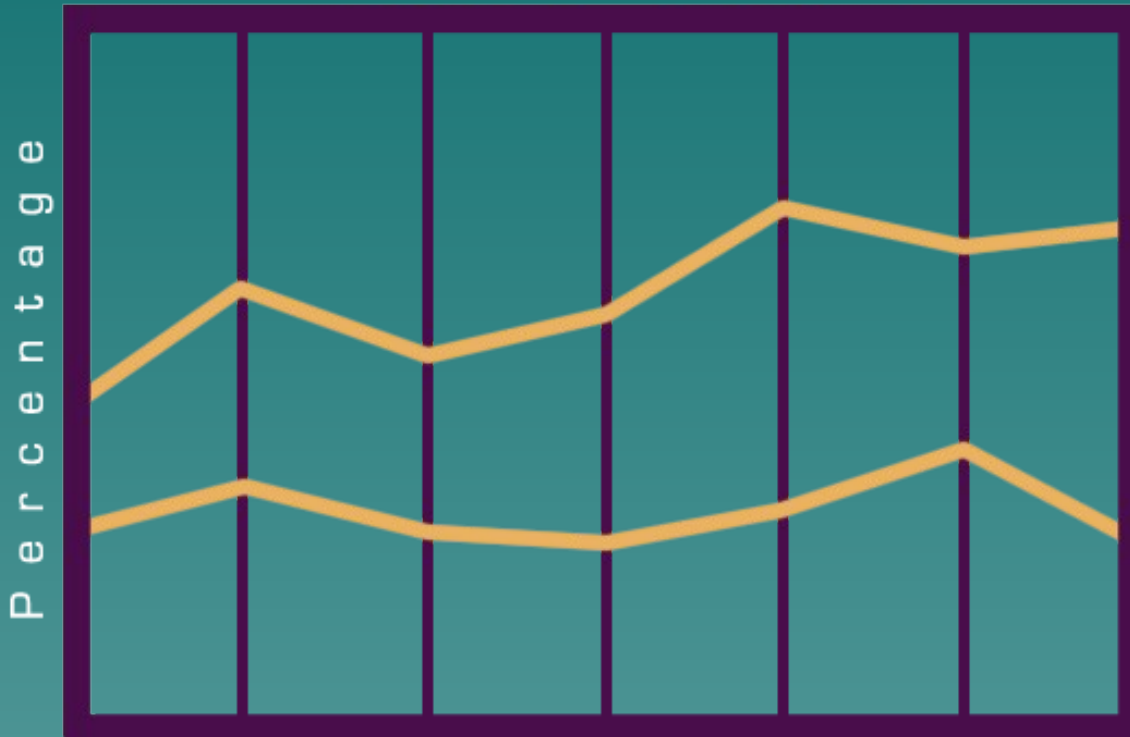


Encourage



Team Report


Self Report



Personal Development Plan

- ◆ This plan is based on results of the Myers Briggs Inventory and the Leadership Practices Inventory
 - Helps scholars identify their leadership strengths
 - Helps scholars identify areas that team members recognize as a strength
 - Provides scholars the opportunity to develop a personal plan based on strengths and areas for improvement

Case Studies

- ◆ Define the issue
 - ◆ Examine system archetype related to their case
 - ◆ Confidential
 - ◆ Discuss and work on case study directly with mentor
- 

Strategies for Systems Thinking

System Archetypes are commonly occurring combinations of reinforcing and balancing feedback. They consist of two or more “loops”.

- known as classic system stories**
- generic structures**
- templates**

Fifth Discipline Fieldbook: Strategies and Tools for Building a Learning Organization, Peter Senge, Art Kleiner, Charlotte Roberts, Richard Ross, and Bryan Smith published by Doubleday

Creative Tension

Vision




Creative Tension

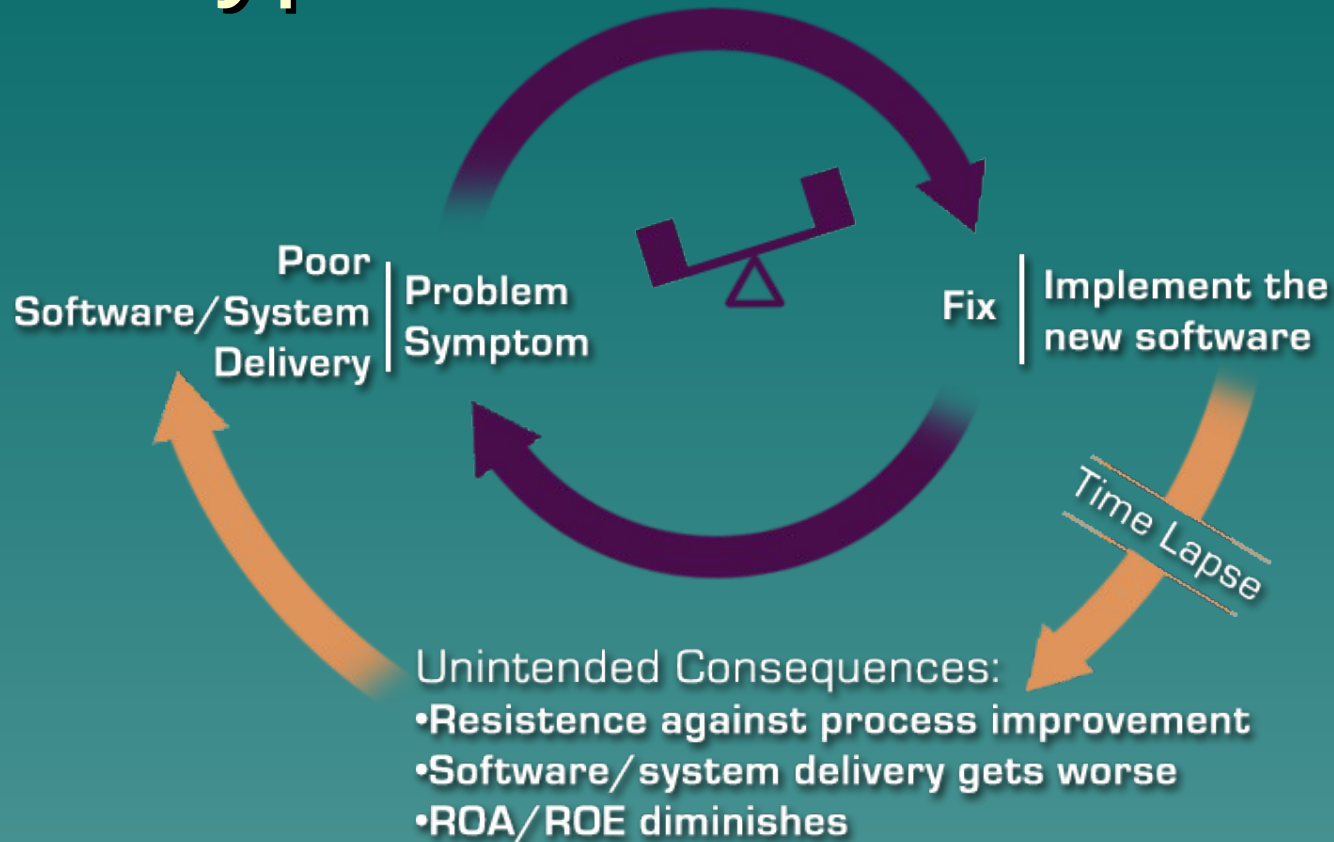
Reality



System Archetypes

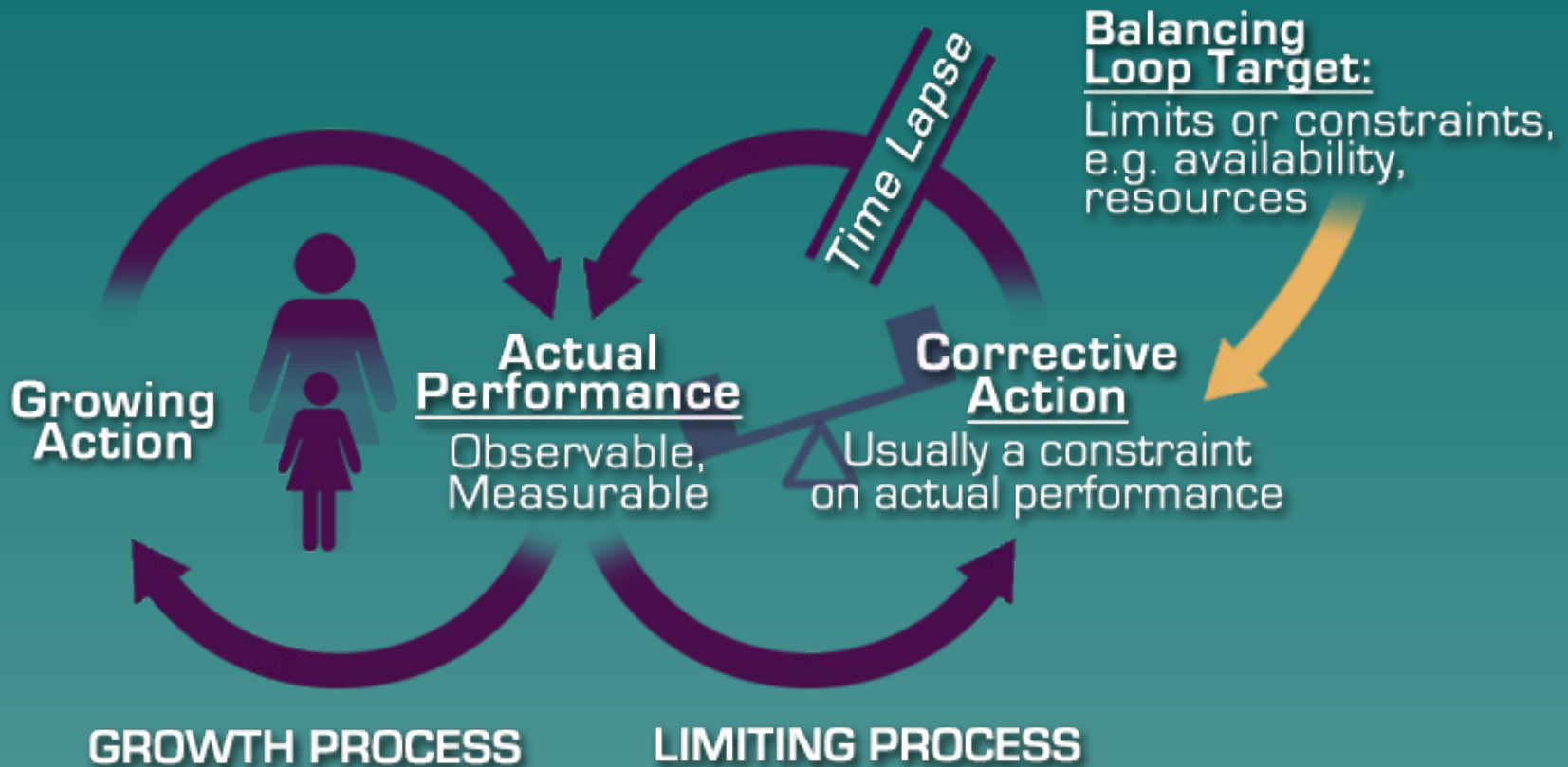
- ◆ Fixes that Backfire
 - ◆ Limits to Growth
 - ◆ Shifting the Burden
- 

Archetype 1: Fixes that Backfire

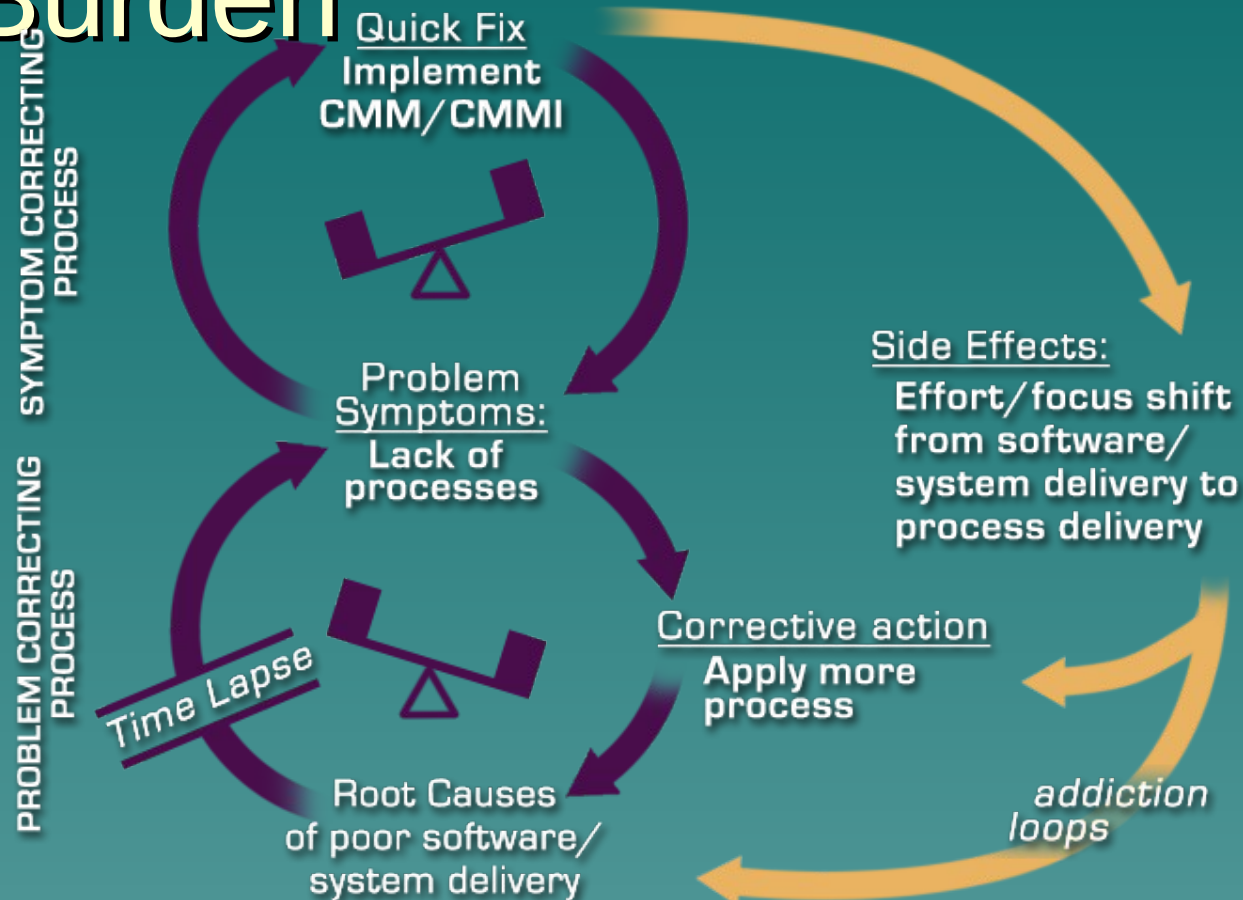


Caution: Subject to snowball effect when an organization goes into the addiction loop and the problem symptoms continue to worsen instead of improve

Archetype 2: Limits to Growth




Archetype 3: Shifting the Burden



Caution: Subject to snowball effect when an organization goes into the addiction loop and the problem symptoms continue to worsen instead of improve

Others include

- ◆ Shifting the Burden
 - ◆ Tragedy of the Commons
 - ◆ Accidental Adversaries
 - ◆ Drifting Goals
 - ◆ Limits to Success
 - ◆ Shifting the Burden
 - ◆ Success to the Successful
 - ◆ Growth and Underinvestment
 - ◆ Escalation
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Questions?

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