

**Public Health Leadership Program
Gillings School of Global Public Health
The University of North Carolina at Chapel Hill**

PUBH 790 - *Fundamentals of Leadership*

When:	Residential Intensive
Where:	Intensive: On campus Readings & Assignments: Online via Sakai
Faculty:	David Steffen, MSN, DrPH (919) 843-5567 dsteffen@email.unc.edu

Credits: 2 credit hours

Prerequisites: None. This is a required course for Public Health Leadership MPH students. Others require permission of instructor to enroll.

Format: Lectures, discussion, interactive exercises, Sakai sessions.

This course is designed to further students' understanding of leadership and of their leadership skills and style through two major formats: an on-site intensive workshop and a semester-long online seminar. During the onsite 3-day workshop, students will have the opportunity to develop personal definitions of leadership and use several leadership assessments to understand various aspects of their leadership styles, including the Myers-Briggs Type Indicator (MBTI), FIRO B, and the Change Style Indicator. Upon completing the workshop, students will engage in an online seminar featuring lectures, readings and assignments via Sakai. Seminar activities can be tailored to individual interests in enhancing leadership skills in regard to self, working with and through others, and affecting broader systems in Public Health. Students will engage periodically with the instructor and peers throughout the semester to further guide individual and group reflection, discussion, and application of new information and insights.

PUBH 790 addresses the most crucial skills for leaders today, particularly for leaders in non-profit settings such as public health. It helps lay the foundation for the issues in other Public Health courses and is designed to provide insights to help the student effectively manage leadership and interpersonal issues around economic, social, cultural, educational and health services factors that influence the health of the population of women, children and families.

At the conclusion of this course, students should be proficient in the following course objectives:

Course objectives:

- Describe your unique leadership style, including what might serve as assets or hindrances to you.
- Develop a definition of leadership for public health.
- Create an actionable individual leadership development plan that guides your educational program and leadership practice.
- State 3 actions that support an organizational culture that embraces varying skills and perspectives to fully capitalize on team member contributions.
- Cite 3 steps leading to more effective communication with others.
- List 3 actions leading to more effective interaction with others.
- State 2 action steps that create a context for dialogue which develops values, beliefs, ethical norms and alignment for action.
- Describe how behaviors in organizations are “read” by others and link that to the impact on their leading and managing style.
- Describe 3 of the major factors motivating people at work and relate that to your leadership and management style.
- Analyze a situation and create different communication strategies to promote change around an issue in MCH/public health.

Goals for the Intensive:

- To provide an opportunity for students to better know themselves, their individual preferences and values, and then articulate and discuss the implications- both positive and negative- of this self-knowledge for their leadership style, goals and objectives.
- To provide students an opportunity to become familiar with each other and to build a network with other health professionals and leaders.
- To review definitions and theoretical frameworks for leadership that allow students to assess their current leadership knowledge, competencies, and attitudes.
- To help students understand their unique leadership style and how this helps them and hinders them.
- To meet and dialogue with current health leaders to explore their current challenges and issues.
- At the conclusion of the intensive, help students develop a preliminary Individual Leadership Development Plan (ILDLP) that emphasizes a focus on their strengths and weaknesses

Cross-cutting competencies:

Leadership is one of the essential cross-cutting competencies for interdisciplinary public health professionals and defined by the UNC SPH as including the following:

Leadership

- Demonstrate basic team building, negotiation, and conflict management skills

- Create a climate of trust, transparency, mutual cooperation, continuous learning, and openness for suggestion and input with co-workers, partners, other stakeholders, and/or clients
- Exercise productive organizational, time-management and administrative skills

This course also supports the development of several additional UNC SPH cross-cutting competencies:

Systems Thinking

- Respond to identified public health needs within their appropriate contextual setting

Communication and Informatics

- Engage in collective information sharing, discussion and problem solving

Diversity and Cultural Competency

- Demonstrate awareness of and sensitivity to the varied perspectives, norms and values of others based on individual and ethnic/cultural differences (e.g., age, disability, gender, race, religion, sexual orientation, region and social class)

Professionalism and Ethics

- Apply evidence-based concepts in public health decision-making