

The National Hispanic and Latino Executive Leadership Fellowship Program

A TRAINING AND COACHING PROGRAM TO PROVIDE EXECUTIVE LEADERSHIP CAPACITY BUILDING TO MAXIMIZE FELLOWS' POTENTIAL INVOLVEMENT IN BEHAVIORAL AND INTEGRATED HEALTH.

The National Hispanic and Latino Executive Leadership and Fellowship Program is offered to those identified by the National Hispanic and Latino ATTC and PTTC for executive leadership training and coaching to maximize their leadership potential in behavioral health and integrated health. The Fellows are mid-level career leaders/managers in the health and behavioral health/substance use sectors who have demonstrated potential and interest in executive leadership positions and have been selected for participating in the National Hispanic and Latino Executive Leadership and Fellowship Program. Individuals with life experience who have not had the opportunity reach higher management levels may also be considered.

MORE ABOUT THE PROGRAM

The National Hispanic and Latino Executive Leadership Fellowship Program is a leadership development program designed to help mid-level career leaders/managers become great leaders in their field. The program focuses on leadership capacity building offering behavioral health leaders the opportunity to discover and expand their leadership strengths and be better prepared when new and greater opportunities come up. The goal is to increase the participants' leadership skills to not only to become effective and transformational leaders and but also to build upon strengths and talents to further their leadership capacity in order to pursue executive-level leadership positions in behavioral health and integrated health settings.

THE FORMAT:

A group of approximately 10 participants will engage in a total of eight interactive virtual training sessions over a 9-month period. The virtual training sessions will be comprised of:

- One (1) 2-hour group introductory session;
- Five (5) 90-minute focused group learning sessions (once a month);
- One (1) 1-hour individual coaching session (towards the end of the fellowship);
- One (1) 90-minute group closing training/discussion session.

LEARNING OBJECTIVES:

The 9-month Executive Leadership Fellowship focuses on leadership capacity building including the following learning objectives. At the conclusion of the Fellowship, each Fellow will:

1. Demonstrate transformative leadership skills.
2. Formulate equity, diversity and inclusive (EDI) management practices.
3. Understand career building skills needed for executive-level leadership positions in behavioral health.
4. Recognize the key role and impact of executive leadership in behavioral health.
5. Identify and analyze essential behavioral health policies at the state and/or federal levels.
6. Define and assess behavioral health public policies and legislative strategies to eliminate disparities and gaps in services, funding and research.

ADDITIONAL AIMS OF THE FELLOWSHIP:

The Participants will learn key attributes of transformative leadership, be self-reflective in their leadership style and engage in equity, diversity and inclusive practices in order to:

- Become architects of social innovation
- Foster talent in themselves and in their teams
- Engage in ethical and equitable practices
- Learn strategies for networking, collaboration, and communication
- Deepen skills in project management and budgeting
- Understand the basics of program evaluation to be able to support organizational engagement of best practices
- Maximize the use of social media and technology
- Improve professional speaking skills
- Cultivate mentor relationships
- Develop personal branding strategies and a professional vision towards career advancement (e.g. career plan)
- Create a personal wellness plan to maintain physical, mental and spiritual health

WHO SHOULD APPLY?

Mid-level career leaders/managers in the health and behavioral health/substance use sectors who have demonstrated potential and interest in executive leadership positions are encouraged to apply. Others who feel they have reached that potential but lack the employment title/position are also encouraged to apply since every application will be reviewed individually.

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

REGISTRATION FEE:

There is no cost for The National Hispanic and Latino Executive Leadership Fellowship Program. If accepted, participants must commit to participate for eight interactive virtual training sessions over a 9-month period.

ADDITIONAL INFORMATION:

Upon completion of the Fellowship, participants will receive a certificate of completion and make a commitment to serve as Ambassadors for the future cohorts of Fellows under the National Hispanic and Latino Executive Leadership Fellowship Program. As Ambassadors, Fellows will give back to NLBHA by providing technical assistance or some other service as designated by NLBHA. The Fellows may be eligible (and requested) to participate in the NLBHA Board and Advisory Council.

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Este programa está respaldado por las subvenciones H79TI081174 y 1U79SP023012 del Departamento de Salud y Servicios Humanos, Administración de Servicios de Abuso de Sustancias y Salud Mental (SAMHSA por sus siglas en inglés). Las opiniones expresadas en este programa no necesariamente reflejan las políticas oficiales del Departamento de Salud y Servicios Humanos o de NLBHA; la mención de nombres comerciales, prácticas comerciales u organizaciones específicas tampoco implica el respaldo del Gobierno de los Estados Unidos o de NLBHA.

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APPLICATION

*Please fill out this form in its entirety, incomplete proposals will not be reviewed

APPLICANT INFORMATION:

First: _____ Last: _____

Country: _____ Agency Name: _____

Email: _____ Job Title: _____

Address: _____

City: _____ State: _____ Zip: _____

Demographic Information (for statistical purposes only)

Gender: Male Female Other Gender

Age: 18-29 30-39 40-49 50-59 60-69

Race/Ethnicity: White African American Latino American Indian Asian

Level of Education Attained: High School Diploma Associates Bachelors Masters Doctórate.

Years of Experience on Prevention/Mental Health: _____

Years of Experience on Addiction/Recovery: _____

STATEMENT OF INTEREST: Briefly state why you are interested in attending The National Hispanic and Latino Executive Leadership Fellowship Program and what you hope to learn. How do you think your participation will serve your agency/clients/community? _____

RECOMMENDED BY: _____

Signature of Applicant: _____

**** Your attendance is required to all meetings. Schedule is below. Please initial here acknowledging mandatory attendance to all virtual meetings ____****

All applicants must submit a copy of a government issued photo ID with their applications.

Application cut-off date is February 21, 2020.

Applicants will be notified by email of acceptance by March 03, 2020

MAIL OR EMAIL APPLICATIONS TO: nlhleadership@nlbha.org

Please send with subject line titled: APPLICATION for 2020 National Hispanic and Latino Executive Leadership Fellowship Program



The National Hispanic and Latino Executive Leadership Fellowship Program

APPLICANT COMMITMENT FORM

Your participation in the National Hispanic and Latino Executive Leadership Fellowship Program requires your full commitment. It also requires permission and support from your supervisor. You and your supervisor should sign this Commitment Form and agree to:

1. Commit to full participation in the National Hispanic and Latino Executive Leadership Fellowship Program.
2. Attend all learning opportunities, including the mandatory meetings, webinars, one-on-one coaching calls, and in-person meetings. Attendance is important if you missed one or more webinars or calls will result in being asked to withdraw from the program.
3. Leveraging my growing expertise and leadership to disseminate program content and materials to colleagues within my organization and community, as appropriate.
4. Incorporate the Leadership Program curriculum into my current job and future career path.
5. Support the National Latino Behavioral Health Association in promoting future NLBHA activities, providing feedback for program improvement, and publishing the findings of the effort.
6. Keep my supervisor, CEO, and organization informed of my actions throughout the program.

Participant

Date: _____

Signature: _____

Print name: _____

Preferred email: _____

Direct Supervisor

Date: _____

Signature: _____

Print name: _____

Title: _____

Preferred email: _____

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CHECK LIST

- CV: as an attachment – (pdf format only)
- Letter of Recommendation (pdf format only)
- Bio: 200-word limit (pdf format only)
- Picture: as an attachment – (jpeg format only)
- Supervisor acknowledgement and Approval:

PROPOSED TIMELINE

March 2020 – September 2020

- | | |
|--------------------------|-------------------|
| Applications to targets | January 17, 2020 |
| Application cut-off date | February 21, 2020 |
| Applicant Selection | March 3, 2020 |
- (1) Introductory 2-hour group session = March 27, 2020 from 11:30am to 1:30pm PST
- (5) focused learning group sessions (4th Friday of each month):
- 90 minutes = April 24, 2020 from 11:30am to 1pm PST
 - 90 minutes = May 22, 2020 from 11:30am to 1pm PST
 - 90 minutes = June 26, 2020 from 11:30am to 1pm PST
 - 90 minutes = July 24, 2020 from 11:30am to 1pm PST
 - 90 minutes = August 28, 2020 from 11:30am to 1pm PST
- (1) Closing 90-minute group session September 11, 2020 from 11:30am to 1pm PST
- (1) Individual coaching session to be arranged with each fellow (before the end of program by September 29).