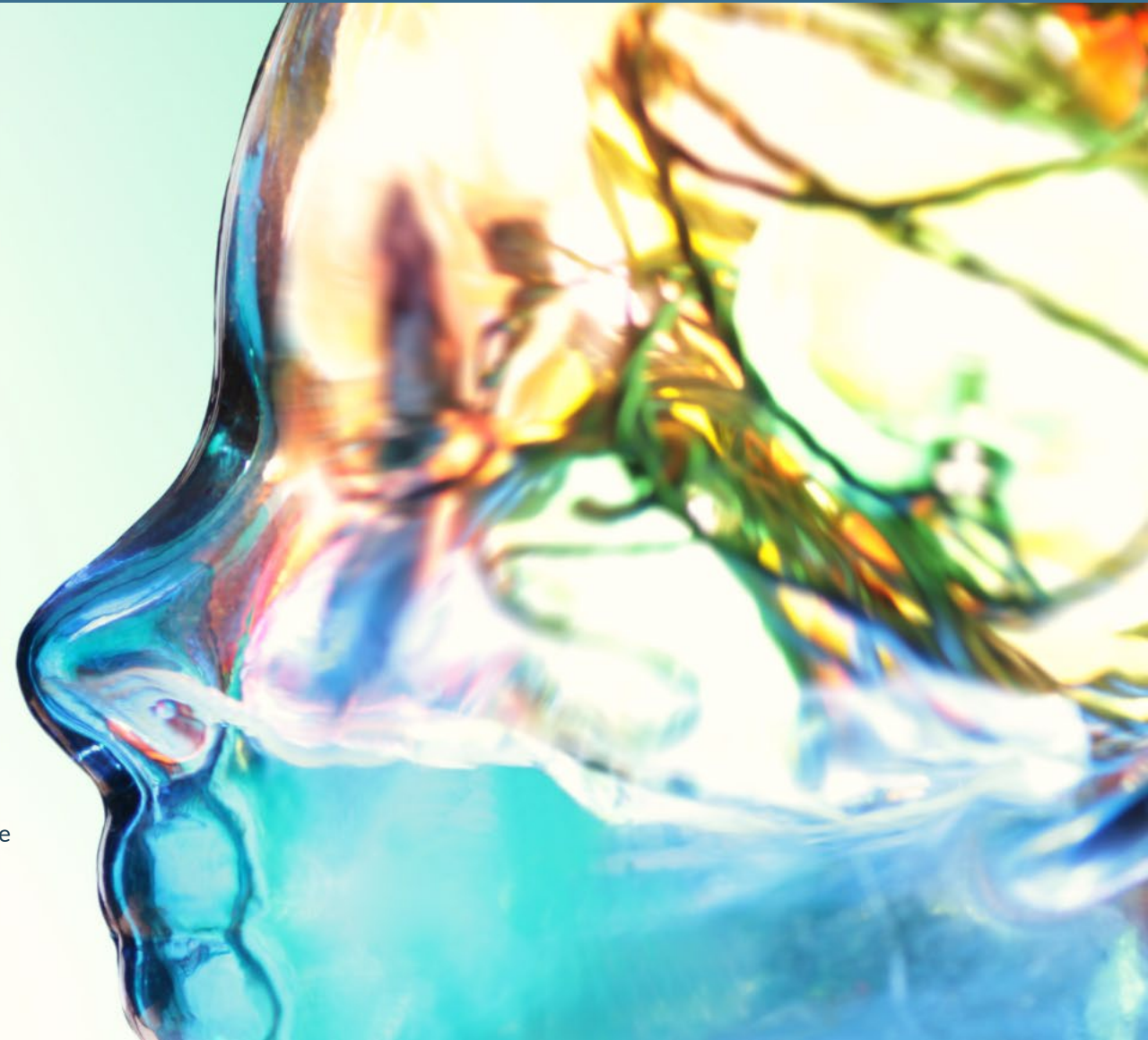


Preparing Mental Health Leaders

April 24, 2023 | 4-5 PM ET

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Access to Care & Clinician Support

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- National Cooperative Agreement awarded in 2014
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Contact us: info@chcworkforce.org

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TODAY'S PRESENTERS



DR. ADIJAT OGUNYEMI
DSW, LMSW

Therapist, Adjunct Faculty, Social Innovator



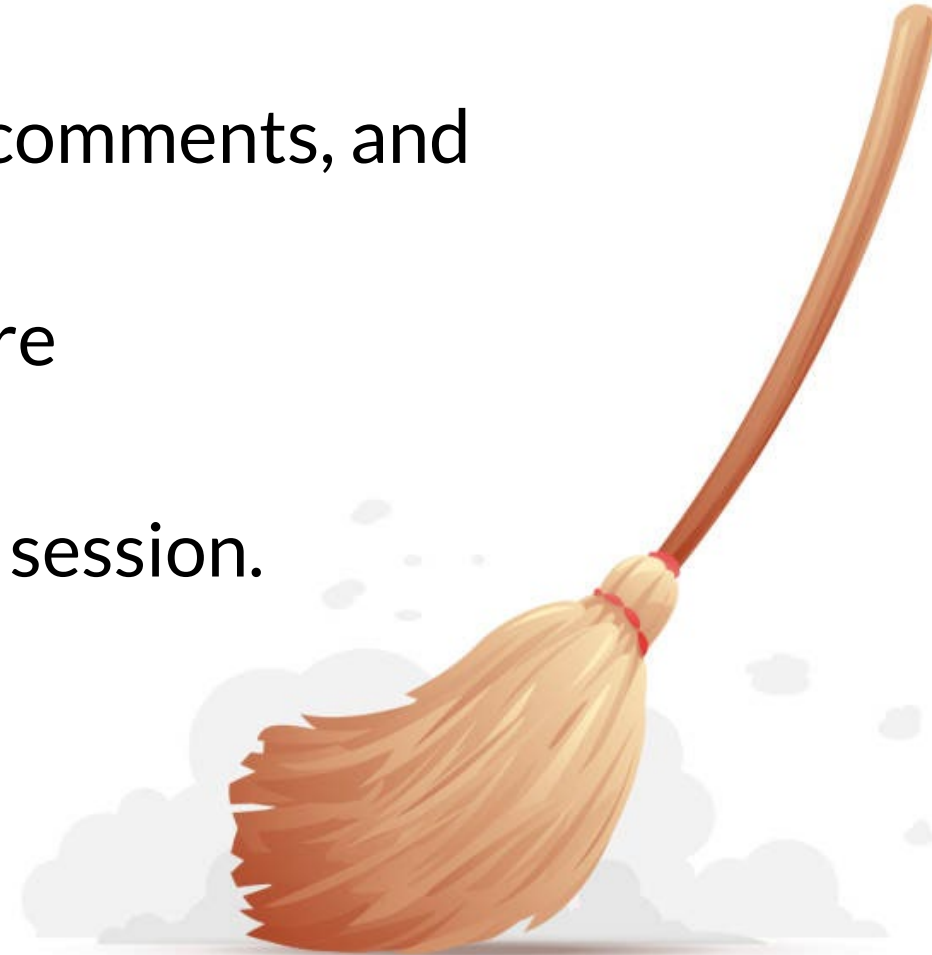
DR. TIM KEARNEY
PhD

**Chief Behavioral Health Officer at
Community Health Center, Inc.**

WEBINAR HOUSEKEEPING



- This session is being recorded. The recording and slide deck will be shared with registrants via email.
- Use the **chat** box to ask questions, share comments, and thoughts.
- Send a message to **Mariah Blake**, if you are experiencing technical difficulties.
- Please complete the **evaluation** after the session.



LEARNING OBJECTIVES



- Understand the strong leadership qualities of the mental health workforce based on their training and skill set.
- Identify career pathways that support mental health staff moving into leadership positions.
- Understand the crucial role training plays in identifying and preparing future health center leaders.



MEET THE PRESENTER

DR. ADIJAT OGUNYEMI, DSW, LMSW

- ***Purpose***

My purpose is to assist people in improving their quality of life through better mental health and to educate the next generation of Social Work practitioners.

- ***Specialty***

Mental Health and Substance abuse in primary care.
Social Determinants of Health Issues in primary care.

- ***Professional Titles***

Therapist, Adjunct Faculty, & Social Innovator

A photograph of a group of people, likely in a classroom or meeting, with their hands raised. The image is dimmed and serves as a background for the text. The word "PARTICIPATE" is written in a large, white, outlined, italicized sans-serif font across the center of the image.

PARTICIPATE

Leadership Development within the BH Department

Key Elements

- Incorporating Horizontal Job promotion for staff in the Behavioral Health Department
- Developing pathways for current BH practitioners to become leaders within their department.
- Developing leadership training for BH staff.

Incorporating Horizontal Job promotion for staff in the Behavioral Health Department

One

Career Ladders and Growth Opportunities



Type of Job Promotion

Types of Job Promotion

- **Horizontal promotion** involves an increase in the title and pay for an employee, but with little to no change in responsibilities. Examples; moving from a Manager to a Senior Manager, or Specialist to a Senior Specialist, or Therapist to Lead Therapist.
- **Vertical promotion** involves upward movement, more senior job titles, higher salaries, and more responsibilities. They are what you typically think of when you think of “promotion.” Examples; moving from a Manager to Director, or Director to C-level Executive.
- **Dry promotion** involve all the responsibility of a new title, but without the benefits that come with it.



JOB PROMOTION

Consider Horizontal Job Promotion for career growth within the BH department.

Benefits of Horizontal Promotion

Benefits of Horizontal Promotion

- Show that you value and promote career growth.
- Demonstrates that your organization values and rewards effort.
- Improve employee engagement.
- Reduce employee turnover and hiring costs.

Developing pathways for current BH practitioners to become leaders within their department

Two

Career Pathways For The BH Staff



- Therapist
- Lead or Senior Therapist
- Program Manager



Career Pathway Example

- **Therapist:** One to three years of work experience
- **Lead or Senior Therapist:** Three to Four years of work experience (with a specialty and certification such as Infant mental health, Child & Adolescent, Addiction Medicine).
- **Program Manager:** 5 + years work experience(with program management training or certification).

Identifying and Understanding the leadership strengths and qualities of the behavioral health staff.



- Regular meetings – Staff Meetings
- One on One Check-Ins
- Annual Reviews
- Timely Feedback

Developing leadership training for BH staff

Three

Leadership Training Tools/Strategies

- Develop a Leadership Training Manual/Curriculum
- EAP Provider
- Google Project Management Professional

Leadership Training Manual/Curriculum

- **Center for Creative Leadership**

Core leadership training programs

<https://www.ccl.org/leadership-programs/>

- **EdX**

Becoming a Successful Leader (Inclusive Leadership Training)

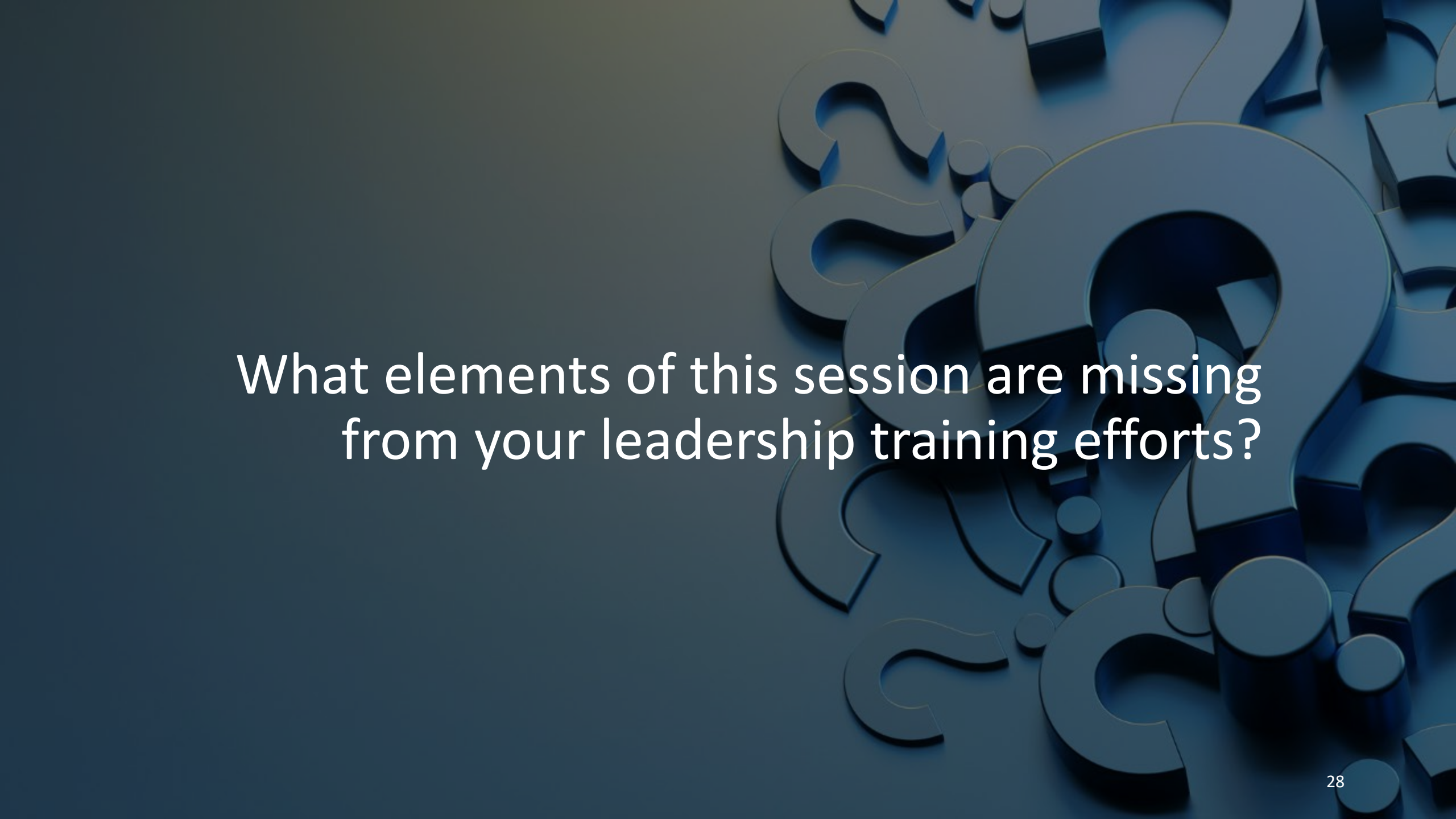
<https://www.edx.org/course/becoming-a-successful-leader-inclusive-leadershi-2>



EAP PROVIDER



Google Project Management Professional Certificate FREE

The background of the slide is a dark blue gradient. On the right side, there are several 3D question marks of varying sizes, rendered in a lighter blue color. They are scattered and overlap, creating a sense of depth and focus on the question being asked.

What elements of this session are missing
from your leadership training efforts?

Leadership Development within the Entire Health Center

April 24th, 2023
4:00-5:00pm Eastern / 1:00-2:00pm Pacific

About the Presenter



- Tim Kearney, Ph.D.
- Chief BH Officer (VP level role)
- Licensed psychologist
- More than 35 years in safety net organizations, 25 at CHC
- Passion for supervision, mentorship, and training

Objectives

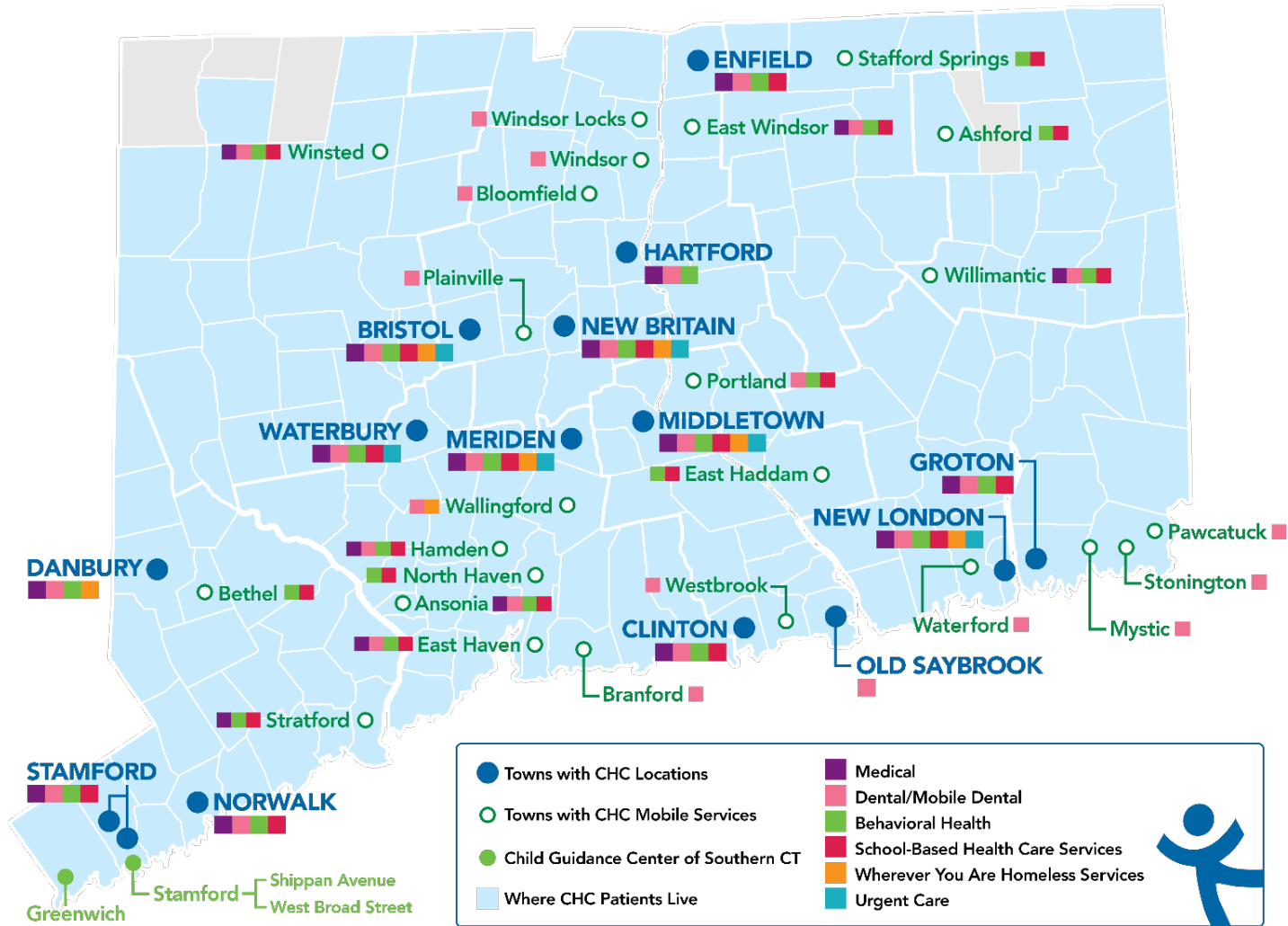
- Understand the typical behavioral health (BH) career growth pathway
- Consider qualities BH staff may uniquely bring to leadership roles/
- Discuss intersection of agency need, staff skills, and funding opportunities
- Describe how to create an agency culture for leadership

Community Health Center, Inc.

Locations and Service Sites in Connecticut



MOSES/WEITZMAN
Health System

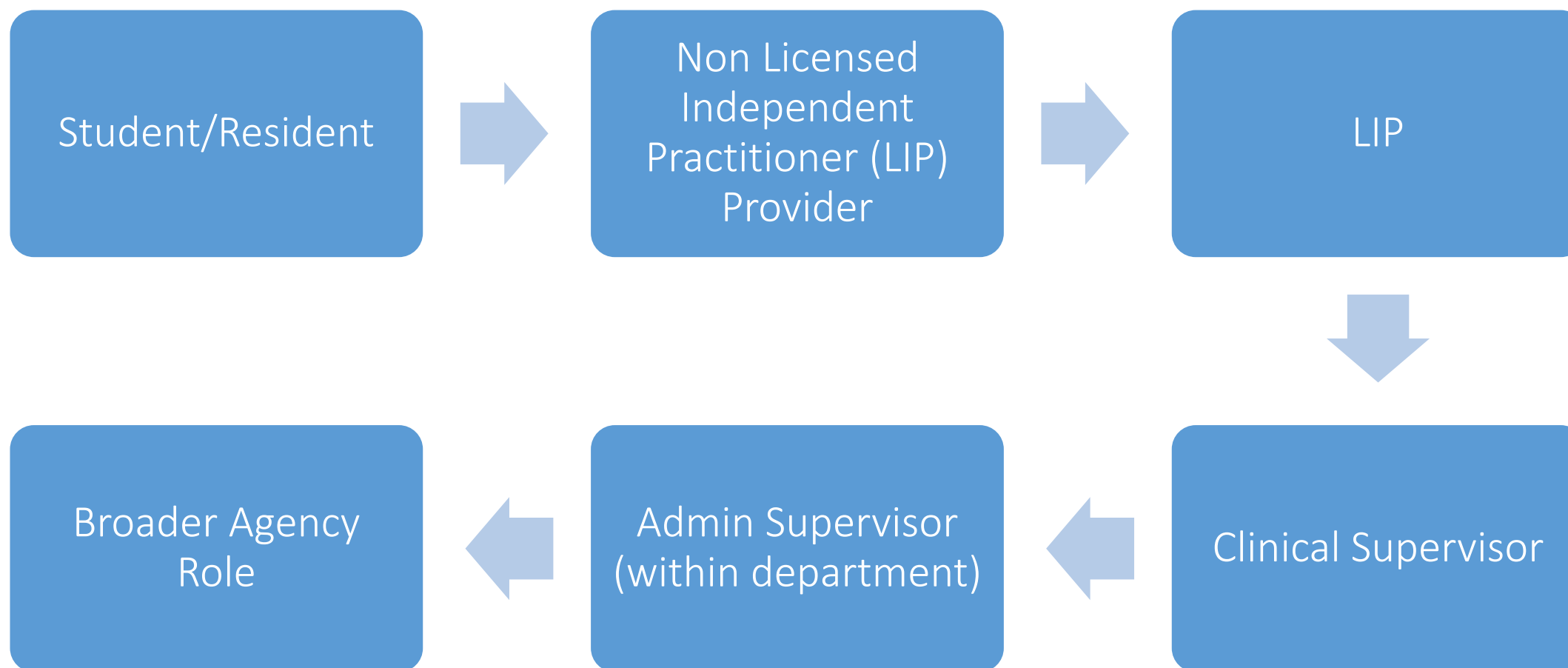


What could a BH provider bring to wider agency leadership roles?

BH graduate level training:

- ✓ Clinical skills
- ✓ Understanding of systems
- ✓ Research and data analysis
- ✓ Teaching
- ✓ Writing

Typical BH Growth Route



Intersection of 3 Areas



Know your Agency

- What are you seeking to accomplish?
- What roles are needed?
- Who is welcome at the table?
- What scaffolding to you have in place to support career development?

Know Staff Skills and Interests

- What are staff passionate about?
- Where can they exercise skills and further develop areas of interest?
- What connections can be made across discipline and roles and in what settings?
- Do you have explicit conversations with staff about opportunities and pathways?

Building Opportunities

- Have you identified emerging leaders?
- Do you create a space for BH input?
- Are you building interdepartmental cross disciplinary opportunities for leaders to emerge?
- Do annual appraisals include stretch goals that go beyond productivity and documentation?

How do you get there?

- Identifying leaders starts are recruitment, hiring, and onboarding
- Encouraging movement along career pathway and honoring stopping points.
- Mentorship around specific tasks and projects
- Grants and foundations are funding sources
- Leveraging CME training,
- Thinking outside the box regarding roles and titles

QUESTIONS



Virtual 2023 Biennial **W**ORKFORCE SUMMIT

May 23-24, 2023: 12:00-5:00PM ET

Presented by ACU's STAR² Center,
Community Health Center, Inc., and the
National Association of Community Health Centers





ACU 2023 CONFERENCE

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WE WANT TO HEAR FROM YOU!

The STAR² Center team is looking for health centers interested in participating in a 20- to 30-minute interview for the [STAR² Center Talks Workforce Success](#) podcast series to highlight your success stories with using the STAR² Center's workforce resources. If have a story to share about implementing STAR² Center strategies in your workforce efforts, please contact Michelle Fernández Gabilondo at mfernandez@clinicians.org to learn more about how you can be an interviewee.





STAR² CENTER RESOURCES

- [Health Center Onboarding Checklist](#) (New resource!)
- [Recruitment & Retention Self-Assessment Tool](#) (Newly updated!)
- [Health Center Comprehensive Workforce Plan Template](#) (formerly Health Center Provider Recruitment & Retention Plan - Newly updated!)
- [Pay Equity Checklist](#)
- [MA/DA Retention Paper](#)
- [Financial Assessment Tool](#) (Newly updated!)
- [Building an Inclusive Organization Toolkit](#)
- [Resiliency Toolkit](#)

[You can find all of the STAR² Center's free resources here](#)

[Sign up for our newsletter here for new resources, trainings, and updates](#)

READY TO LEARN MORE?

Check out the
STAR² Center Self-Paced Courses

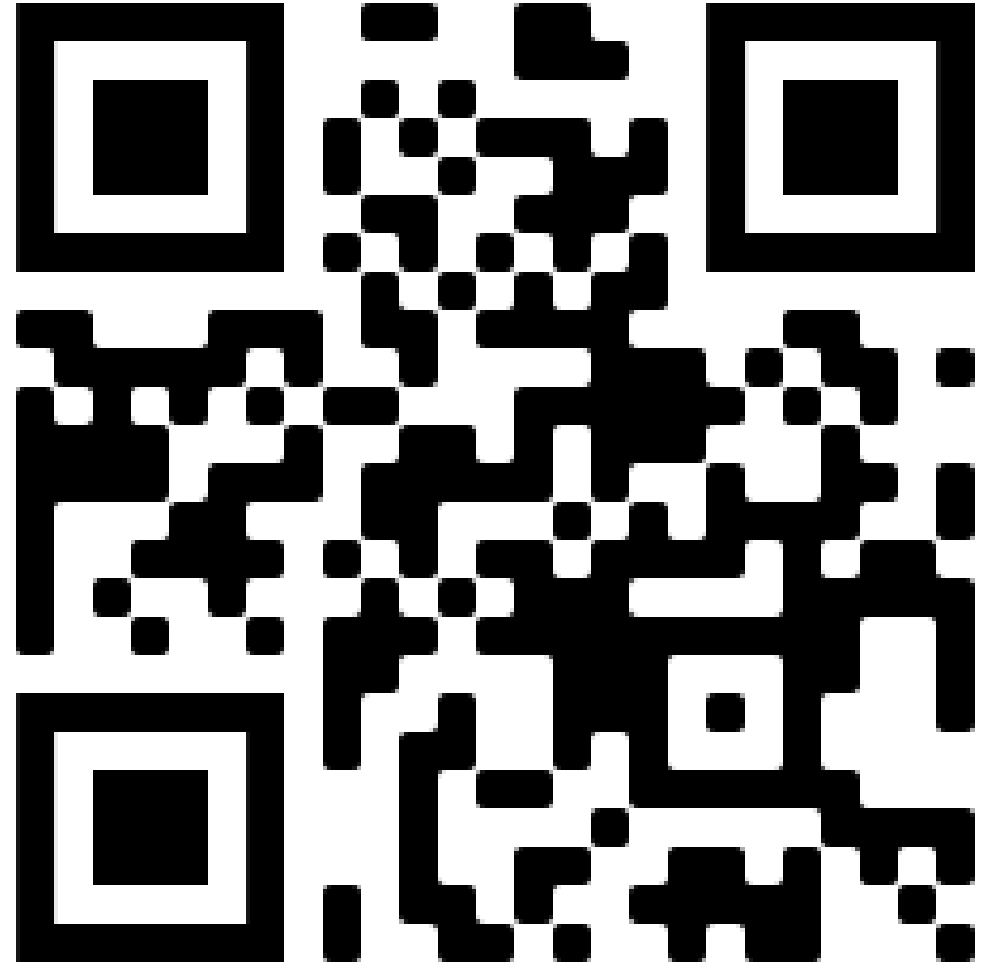
And the STAR² Center's
Podcast Series, **STAR² Center Talks**
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