



## How to maximize health department performance— **ENHANCING LEADERSHIP**

### Skills and Background

- Leadership skills, experience, influence, and quality
- Competency to manage change
- Being able to effectively communicate vision and organizational mission internally and externally

### Values and Expectations

- Leadership knowledge and support of quality improvement, national performance standards, EBDM, innovation, and accreditation
- Assuring a competent workforce that is capable of taking on leadership positions, so that organizations do not lose institutional memory
- Support leadership growth through mentorship and staff-led projects, assignments, or collaborations

### Participatory Decision-Making

- Leaders and middle managers seek and incorporate employee input
- Limiting top-down decision making by increasing communication, collaboration, and coordination which encourages consensus



**Administrative Evidence-based Practices (A-EBPs) are agency-level structures and activities that a LHD can put into place that have been shown to improve performance.**

### SUCCESS STORIES

- ♦ Transformational leadership has been shown to minimize the extent to which emotional exhaustion affects job turnover.
- ♦ A yearlong leadership institute (KPHLI) in Kansas showed significant increases in areas related to bonding, bridging, and linking social capital.

### TOOLS & RESOURCES

1. Gaufin, J. R., Kennedy, K.I., & Struthers, E. D. (2010). Practical and Affordable Ways to Cultivate Leadership in Your Organization. <http://rihel.org/images/pdf/practicalaffordablejphmp2010.pdf>
2. National Public Health Leadership Development Network. <http://www.heartlandcenters.slu.edu/nln/index.html>
3. Center for Health Leadership and Practice. <http://www.healthleadership.org/>
4. LEAD Toolkits & Resources. [http://prcstl.wustl.edu/ResearchAndFindings/Documents/LEAD-PH\\_ToolkitsResources.pdf](http://prcstl.wustl.edu/ResearchAndFindings/Documents/LEAD-PH_ToolkitsResources.pdf)

**Brief 3 of 6**