Pathways to MCH Leadership and Leading in Federal Government

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Session Objectives

- Overview of HRSA, MCHB and DMCHWD (Training Programs)
- Career Path
- MCH Leadership Competencies
- Leading in Federal Government
- Pathways to Leadership
The BIG Picture

The President
Barack Obama

Secretary, HHS
Sylvia Mathews Burwell

Acting Administrator, HRSA
Jim Macrae

Associate Administrator, MCHB Dr.
Michael Lu

Division of MCH Workforce Development
Maternal & Child Health Bureau
Priorities

National MCH Equity

- Health Equity
- Access
- Systems Integration
- Quality Improvement
- Innovation
- Cultural & Linguistic Competence
- Leadership
- Awareness
- Data, Research, & Evaluation

HRSA
Maternal & Child Health
Division of MCH Workforce Development

Develop the current and future generations of MCH leaders through:

- Pipeline and Graduate Education
- Workforce Development for Practicing MCH Professionals
- Community-based programs
DMCHWD Programs

Interdisciplinary/Graduate Training

- Centers of Excellence in MCH Education, Science, and Practice Program
- Developmental-Behavioral Pediatrics (DBP)
- Leadership Education in Adolescent Health (LEAH)
- Leadership Education in Neurodevelopmental and Related Disabilities (LEND)
- MCH Catalyst Program
- MCH Nutrition
- Pediatric Pulmonary Centers (PPC)

MCH Workforce Development

- Collaborative Office Rounds (COR)
- Healthy Tomorrows
- Healthy Weight Collaborative
- MCH Navigator
- MCH Pipeline
- MCH Workforce Development Center
- Reaching Practicing MCH Professionals in Underserved Areas Through Education and Training Program
Core Program Characteristics

• Training for MCH Leadership
• Interdisciplinary Training
• Diversity and Health Equity

• Family Leadership
• Collaboration with Title V
My Career Path

CAREER PATH
Leadership
What Is an MCH Leader?
What is an MCH Leader?
What is an MCH Leader?

What are MCH leadership qualities?
What is an MCH Leader?

An MCH leader inspires and brings people together to achieve sustainable results to improve the lives of the MCH population.
What is an MCH Leader?
MCH Leadership Competencies

- understand and supports MCH values, mission, goals
- sense of purpose and moral commitment
- values interdisciplinary collaboration and diversity
- capacity to think critically about MCH issues at population and individual levels
- communicate and work with others
- uses self-reflection
- core knowledge of MCH populations and needs
- professionalism in attitudes and working habits
- continually seeks new knowledge and improvement
- committed to recruit, train and mentor future leaders
- responsive to changing political, social, scientific, and demographic context
- capability to change quickly and adapt
MCH Leadership Competencies

I. SELF
1. MCH Knowledge Base
2. Self-reflection
3. Ethics & Professionalism
4. Critical Thinking

II. OTHERS
5. Communication
6. Negotiation & Conflict Resolution
7. Cultural Competency
8. Family-Centered Care
9. Developing Others Through Mentoring & Teaching
10. Interdisciplinary Team Building

III. WIDER COMMUNITY
11. Working with Communities and Systems
12. Policy/Advocacy
MCH Leadership Competencies
Conceptual Framework

Self
Others
Wider Community
SELF

- Begins with a focus on you!
  - Reading and instruction
  - Self-reflection
  - Planned and serendipitous experiences
OTHERS

- Leadership extends to co-workers, colleagues, fellow students, practitioners

  - Influencing behavior and attitudes of others

- Leadership may remain at this level of impact for long period of time
WIDER COMMUNITY

• Broader impact on organizations, systems, models of practice
  • Require additional skills
  • Broader understanding of change process and factors that influence change
Leading in Government
Before government...
Transitioning to Government...
Challenges
Opportunities to Make a Difference

• Unique opportunity to influence MCH outcomes
• Advance national health agenda
• Shape specific national programs
• Address emerging health issues
• Develop and test new approaches
• Set standards and policy
• Model and bridge partnerships
• Work with diverse teams
• Serve as a steward of federal resources
Autism CARES Act Implementation

Enable all infants, children and adolescents who have, or are at risk for developing, Autism Spectrum Disorders (ASD) and other developmental disabilities to reach their full potential by:

• Developing a system of services that includes screening children early for possible ASD and other developmental disorders;
• Conducting early, interdisciplinary, evaluations to confirm or rule out ASD and other developmental disorders; and,
• Providing evidence-based, early interventions when a diagnosis is confirmed.
HRSA’s Autism Programs

- Training Programs
  - Leadership Education in Neurodevelopmental and Related Disabilities
  - Developmental Behavioral Pediatrics

- Research Programs
  - Research Networks
  - R40 grantees

- State Autism Programs
  - State Autism grants

- National Resource Centers
  - Interdisciplinary Technical Assistance Center for Autism and DD
  - State Public Health Coordinating Resource Center
The triple aims of the transformation were to:

• reduce burden,
• maintain flexibility, and
• increase accountability.

• Improve accountability of performance and impact, and better demonstrate the returns on investment for Title V in bettering the health and well-being of mothers, children, and families in the U.S.

• New framework for performance measurement
MCH Workforce Development Center

• Advance workforce development for state and territory Title V programs and partners in the context of health transformation

• Build capacity in four core areas of health transformation
  ▪ Access to Care
  ▪ Change Management (Population Health Management)
  ▪ Quality Improvement
  ▪ Systems Integration

• Prepare future workforce for success
Word Gap Challenge
http://wordgapchallenge.hrsa.gov/

The Bridging the Word Gap Challenge will award $300,000 in prizes to support innovative solutions that can help promote early-language development among children from low-income families in the U.S.

WHAT IS THE WORD GAP?

The word gap is the difference between the number of words children from low-income families are exposed to as compared to children from high-income families. By age three children from low-income families are hearing 30 million fewer words than those from higher-income families.

This is staggering. And it can have serious consequences. It can influence how young children develop language skills. It can even affect their future performance at school and ultimately in their careers.
Pathways to Leadership
How Do I Get There?

- **Learn from the Past**
  - How did you become an MCH trainee?

- **Look Around and Network**
  - Mentors, colleagues, supervisors

- **Get Involved, Volunteer**
  - Professional associations, community engagement
YOU DON’T HAVE TO hold a position in order to BE A LEADER.

Henry Ford
“ONE OF THE MOST IMPORTANT LEADERSHIP LESSONS IS REALIZING YOU’RE NOT THE MOST IMPORTANT OR THE MOST INTELLIGENT PERSON IN THE ROOM AT ALL TIMES.”

- Mario Batali
Be the kind of leader that you would follow.
What is an MCH Leader?
Leadership is the ability and willingness to leave your thumbprint.

- Sarah Weddington
Questions?
Contact Information

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