



CALIFORNIA INSTITUTE FOR BEHAVIORAL HEALTH SOLUTIONS (CIBHS) LEADERSHIP INSTITUTE – Hybrid Series

A TRAINING PROGRAM FOR LEADERS OF PUBLIC MENTAL HEALTH AND
SUBSTANCE USE DISORDER SYSTEMS

“Ensuring Excellence While Leading Through Change”

A program developed and delivered by the University of Southern California's
Sol Price School of Public Policy and The California Institute for Behavioral Health Solutions

The Spring/Summer 2023 CIBHS Leadership Institute is being offered as a hybrid class of in-person and virtual sessions to approximately 30 current leaders in public mental health/behavioral health and substance use services. The tuition cost for 57 hours of in-person, live virtual, and self-directed pre-work is \$5,400.00 per participant. The County Mental Health or Behavioral Health Director, Alcohol and Other Drug Administrator, or not-for-profit agency Executive Director must recommend applicants as indicated on the Leadership Institute (LI) Application.

Module #1 – In-Person Southern CA

February 28th 6:00 pm – March 2nd 4:30 pm
*Kellogg West Conference Center & Hotel,
Pomona, CA*

Module #2 - Virtual

March 15th 1:00 – 4:00 pm
(Plus, one-hour self-directed work)

Module #3 - Virtual

March 29th, 1:00 – 4:00 pm
(Plus, one-hour self-directed work)

Module #4 - Virtual

April 12th, 1:00 – 4:00 pm
(Plus, one-hour self-directed work)

Module #5 - Virtual

April 26th 1:00 – 4:00 pm
(Plus, one-hour self-directed work)

Module #6 - Virtual

May 10th 1:00 – 4:00 pm
(Plus, one-hour self-directed work)

Module #7 – Virtual

May 24th 1:00 – 4:00 pm
(Plus, one-hour self-directed work)

Module #8 – In-Person Northern CA

June 7th 8:00 am – June 8th 4:30 pm
USC State Capital Center, Sacramento, CA

ABOUT THE PROGRAM

Now more than ever, behavioral health leaders in California need to adapt and flex their leadership to adequately respond and serve during times of rapid change and uncertainty. The Leadership Institute is designed to help good behavioral health leaders become great leaders in the field of public behavioral health care. This program is modeled after the original in-person CIBHS Leadership Institute which has trained over 800 California leaders since its inception in 2002.

Today's behavioral health leaders must possess the skills and self-awareness that enables them to imagine, influence, and support system quality amid continuous policy and social change. They must be committed to mitigating adverse social determinants of health and to reducing health disparities; to listening to their customers and their communities; and to discovering and implementing new practices that better respond to customer needs. All this, while responding to workforce vacancies, changes in payment structures, local demands, and attracting and retaining high quality staff. The new hybrid series offers behavioral health leaders the opportunity to discover and expand their leadership strengths; to learn and explore new skills with their peers; and to learn from great teachers. This unique learning experience is offered in collaboration with the California Institute for Behavioral Health Solutions, the University of Southern California's Sol Price School of Public Policy, and the County Behavioral Health Directors Association California.

THE FORMAT:

A group of approximately 30 participants will engage in a total of two in-person and six virtual interactive training sessions. Virtual sessions include approximately one hour of self-directed work, such as assigned reading, writing, surveys, or viewing of videos. Participants are expected to identify and apply learning to workplace challenges. Small group discussions are included all sessions to support the application of learning and to encourage networking among participants during and after the training.

Additionally, participants have access to, and are encouraged to complete, various assessments designed to inform their leadership. Participants have the option to work one-on-one with an executive coach at no additional cost.

WHO SHOULD APPLY?

Although the content of this program is designed for mid and senior level leaders, we believe that leadership is not positional and happens at all levels within an organization. With this in mind, participants may include: County Mental Health/Behavioral Health Directors; Substance Use Disorder Services Administrators; Non-Profit Mental Health Directors; Deputy Directors; senior and mid-level leaders and those who are preparing to assume senior level behavioral health leadership roles; and Executive Directors, executive and senior level leaders of community-based, non-profit agencies that provide public mental health or substance use disorder services are encouraged to apply.

The participation of leaders and emerging leaders reflecting the diversity of our communities, including lived experience as mental health clients/persons in recovery, and/or as family members are also strongly encouraged.

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

County Behavioral Health/Mental Health Departments are encouraged to share this application with their CBO partners and to encourage and support participation of partner leaders.

REGISTRATION FEE:

The LI program registration fee is \$5,400.00. This includes access to each of the sessions, various assessments, and one-on-one executive coaching.

ADDITIONAL EXPENSES FOR RESIDENTIAL SESSION:

For those participants staying at Kellogg West Conference Center, the overnight room accommodations and meal costs are TBD.

CIBHS will book the hotel and pay in advance for your reservation.

For those participants who are not staying overnight at the Kellogg West Conference Center, an additional commuter fee of TBD is charged to cover meal expenses (*meals included are the introductory dinner, continental breakfast, and lunch only. Other dinners are not included.*)

The overnight and commuter fees are to be paid directly to CIBHS.

FOR THE MODULE IN SACRAMENTO:

A light breakfast and lunch are provided as part of the registration fee. Participants are required to make and pay for their own travel and hotel arrangements. CIBHS will negotiate a hotel room block within walking distance from USC in Sacramento training location.

Information will be sent upon your acceptance into the program. Registration fees and additional expenses may be paid to CIBHS in three installments to be due on dates to be specified upon acceptance to the program.

QUESTIONS:

Please contact Theresa Ferrini at tferrini@cibhs.org for logistics or Nancy Pena at (408) 605-0631 or penanan@aol.com for program questions.

Spring Summer 2023 - CIBHS Leadership Institute

Application

APPLICANT INFORMATION:

First: _____ Last: _____

County: _____ Agency Name: _____

E-mail: _____ Job Title: _____

Self-Identified Culture/Ethnicity/Lived Experiences (*Optional*): _____

If Applicable: Assistant Name: _____ Assistant Phone: _____

Assistant Email: _____

STATEMENT OF INTEREST: Briefly state why you are interested in attending the CIBHS Leadership Institute and what You hope to learn. How do you think your participation will serve your agency/clients/community?

LEADERSHIP FOCUS AREAS: Even though the curriculum for each leadership Institute somewhat varies (based upon previous feedback and current issues/trends), certain areas of leadership remain at the core of the program. Below is a list of these topics. Based upon your needs, **please rank your top five interest areas by putting a 1 – 5 to the left of the 5 topics you are most interested in** or want to explore further if you are selected to participate in the Leadership Institute (1 = your greatest need or interest).

_____ Personal Style and Self-Awareness

_____ Justice, Diversity, Equity, and Inclusion

_____ Communication and Engagement

_____ Quality, Evaluation, and Innovation

_____ Organizational Culture

_____ Partnership Development and Networking

_____ Team Building/Development

_____ Managing Conflict

_____ Policy Lifecycle and Policy Implementation

_____ Organizational Strategy

_____ Change Readiness/Change Leadership

Other: _____

RECOMMENDED BY:

County Behavioral Health/Mental Health Director, Substance Use Disorders Director, or Non-Profit Agency Executive Director: _____

Signature of Director: _____

Signature of Applicant: _____

Application continued >>

PLEASE INDICATE BILLING METHOD:

Payment in Full by Check or Credit Card

Payment Plan by Check or Credit Card

**Application cut-off date for the Spring/Summer 2023 Institute is
February 10, 2023**

**Applicants will be notified by email of acceptance by
February 17, 2023**

***The Leadership Institute is often over-subscribed.
It is advisable to submit applications ASAP prior to the deadline.***

EMAIL APPLICATIONS TO:



Theresa Ferrini
Email:
tferrini@cibhs.org